Sustainability report 2025

Generations full of flavour.
Generations ahead.

Generations full of flavour.

Generations ahead.

What has driven us for three generations? Cheese that tastes great today and remains relevant tomorrow. As a family business rooted in three generations of craftsmanship, we have grown by continuously perfecting our trade: maturing, cutting, and packaging cheese. Whether it's large-scale packaging or tailor-made production lines, our customers can count on one thing: a perspective that goes beyond today, grounded in generations of expertise.

We always look ahead. With modern facilities, smart packaging, and new product concepts, we work every day on innovations and sustainable solutions for tomorrow.

This first sustainability report marks a milestone for Vergeer. For the first time, we share our story of how we take responsibility for the generations that follow us.

For us, sustainability is not a separate project, but the outcome of long-term thinking and a forward-looking mindset across generations. It is reflected in how we care for our people, how we collaborate with our partners, and in the choices we make to reduce our impact. We invest in energy-efficient production lines, reduce our CO_2 emissions, and develop packaging that uses less material and is more recyclable, while remaining mindful of the origin of our raw materials.

In this way, we nourish generations full of flavour, rooted in tradition and focused on the future. With pride, we present our first sustainability report.

A report that shows how we are building, step by step, towards progress that lasts for generations.

Generations full of flavour. Generations ahead.
Diederik Vergeer, CEO Vergeer Holland

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A history with a future

1642
The first cheese

1934
Founding of Vergeer

1945
Focus on cheese packaging

1970
The second generation joins

1973
First automated cheese processing line

1993
Expansion location Reeuwijk-Dorp

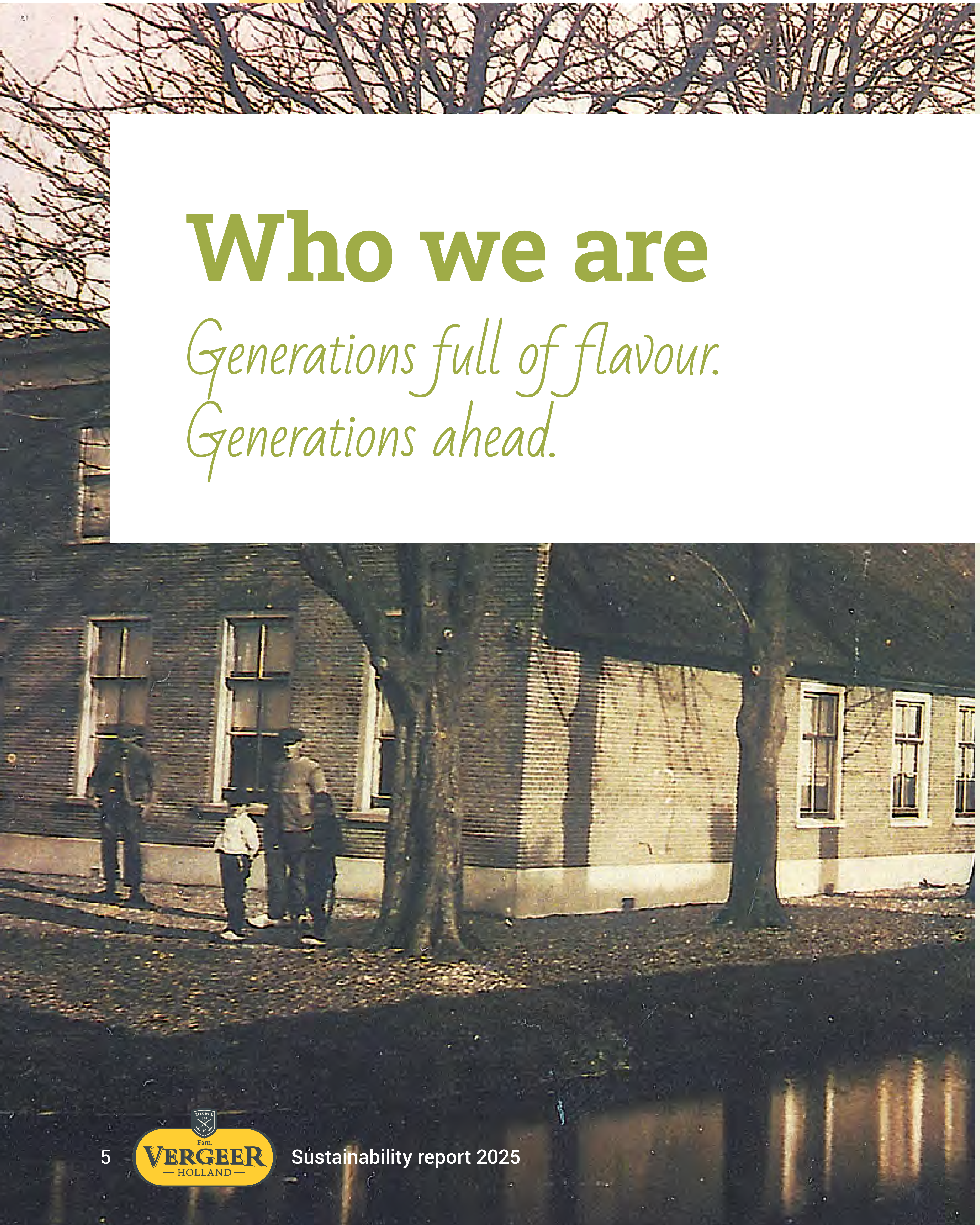
2005
Second generation takes the lead

2008
Acquisition of DC Bodegraven & takeover location Woerden

2020
Opening next Generation-location Bodegraven

2034
Vergeer Holland 100 years

1930 · 1940 · 1950 · 1960 · 1970 · 1980 · 1990 · 2000 · 2010 · 2020 · 2030



Who we are

Generations full of flavour.
Generations ahead.

1934

The origins of Vergeer

Dirk Vergeer starts selling farmers' cheese.

2005

Second generation takes the lead

2020

Opening of Next Generation location Bodegraven

FUTURE

Generations ahead, relevant for tomorrow.

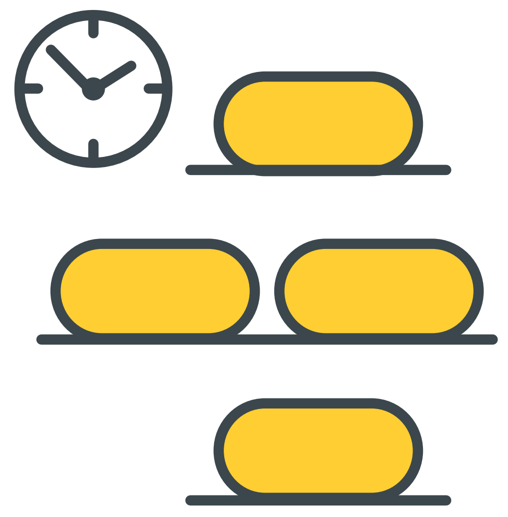
Our history

Vergeer Holland is a family-owned business with generations of experience in maturing, cutting, and packaging cheese. **Since 1934,** we have operated from the heart of the so-called 'Cheese Valley': the region of Woerden, Bodegraven, and Gouda. **Historically the centre of Dutch cheese markets,** this area has grown into an important hub for cheese trading, maturing, and processing. Within this rich tradition, we play a leading role: each year, we package approximately **68 million kilos** of cheese for customers at home and abroad, across more than **thirty countries**.

The history of Vergeer begins in Reeuwijk, where Dirk Vergeer, **three generations ago,** started selling the cheese produced by his parents. Before long, Vergeer became known not only in the Reeuwijk area, but also in regions such as Limburg and the Achterhoek. From there, the company grew into a national player in the cheese trade. In recent decades, this development accelerated: **demand for packaged cheese increased significantly,** and through investments in **modern** production facilities and **new technologies,** we expanded our range to include, among other things, sliced and grated cheese. Each generation has brought new insights, modernisation, and entrepreneurial spirit, without losing sight of our core values. Today, around **500 colleagues** work across our locations in Reeuwijk, Woerden, and Bodegraven, and Vergeer has become one of the largest privately owned cheese packaging companies in Europe.

Our value creation

Our strength lies in processing cheese: **by bringing maturing, cutting, and packaging together under one roof,** we combine artisanal cheese expertise with industrial efficiency. With nearly a century of experience in the cheese value chain, we are able to process large volumes, respond flexibly to customer needs, and deliver consistent quality at the same time.

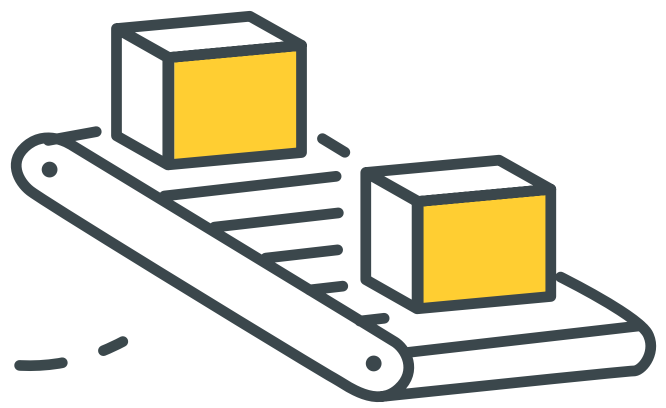


High-quality maturing

As a specialist in natural cheese, we have **extensive maturing facilities where large volumes are aged under controlled conditions.** This allows us to achieve a wide range of consistent flavour profiles, from mild and semi-mature to fully matured and aged (including extra matured and crumbly varieties). With a **maturing capacity of around 8 million kilos of natural cheese,** we can respond quickly to promotions, market fluctuations, and specific customer demands. This makes our maturing not only artisanal, but also strategically valuable.

Flexible cutting

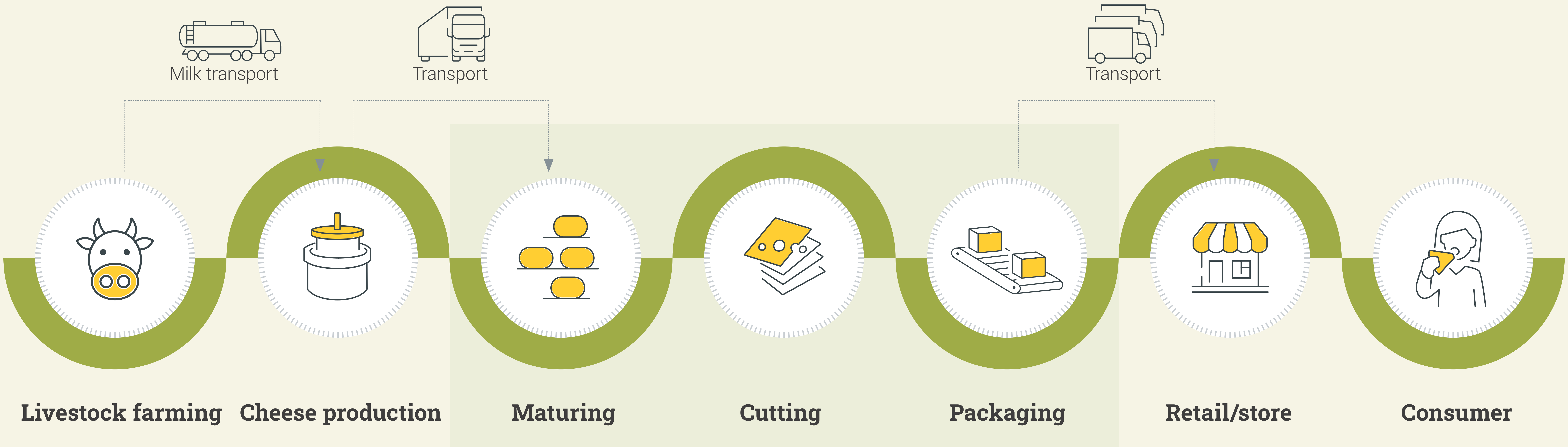
We process cheese in many forms: slices, grated, blocks, portions, and custom formats. Within technical possibilities, we actively collaborate with customers **to find the best solution. Our advanced production lines combine high volumes with precision and flexibility,** enabling us to deliver reliably even for complex or changing customer programmes.



Efficient and sustainable packaging

As one of Europe's largest cheese packers and a market leader in several segments (such as 1–2 slice packs, fold packs, and small portions), **we deliver around 68 million kilos of cheese each year in over 320 million consumer packages.** Our lines are designed for high output, efficient use of materials, and a wide range of packaging formats. This ensures that our cheese reaches the market safely, attractively, and carefully packaged.

Our value chain position



We play a connecting role in the Dutch and European cheese value chain. **We operate between dairy producers and the end market,** ensuring that cheese reaches customers and consumers in the right form, quality, and packaging. We supply national and international retailers, foodservice partners, and industrial customers. Our strong position in Europe, particularly in the Netherlands, Belgium, Germany, and France, is supported by a robust logistics network that enables reliable delivery. This broad market reach makes us a flexible and stable partner for a wide range of customer needs.

Our core activities, maturing, cutting, and packaging cheese, form the foundation of three distinct market propositions: **private label, co-packing, and our own brand.**

Private label

A large share of our production is dedicated to private label cheese for national and international retailers. In these partnerships, we combine our expertise in maturing, processing, and packaging with each retailer's specific needs. Our strength lies in flexibility, innovation, and reliable delivery. **Working closely with our customers, we develop products that fit their assortment, positioning, and price–quality expectations.**

Co-packing

In addition to private label, we provide cutting and packaging services for other brands. As an operational partner in the value chain, we enable our customers to efficiently bring their products to market. Our modern production lines and broad **packaging capabilities allow us to handle a wide range of formats with speed and precision.**

Our own brand

Alongside our B2B activities, we also produce and market cheese under the Vergeer brand. This allows us to bring our generations of expertise and family heritage directly to consumers. **In 2025, Vergeer was the best-selling cheese brand in the Netherlands by volume.**

Onze locaties

Our operations are spread across five locations in the Groene Hart region, including three packaging sites, a distribution centre, and a maturing facility. Each site has its own role and character.

Reeuwijk
our origin

Reeuwijk is where the family business was officially founded in 1934. It remains the heart of our business, bringing together offices, production activities, and cheese maturing. The close connection to the family and the local community makes Reeuwijk a familiar and trusted base**. This is where three generations of entrepreneurship began,** and that heritage is still reflected in the way we work together today.

Woerden
specialist in grated cheese

Woerden is our dedicated site for grated cheese production. The lines are designed for efficiency and consistency, with a strong focus on precision and quality. Thanks to its scale and setup**, Woerden plays a key role for customers requiring high volumes.** It is a site where craftsmanship and routine go hand in hand,a site built on experience and practical know-how.

Bodegraven
our most advanced site

Bodegraven is the newest and most advanced production facility within Vergeer. It has been purpose-built to process large volumes efficiently and reliably, while maintaining consistent quality.

Automated cutting and packaging lines, smart internal logistics, and streamlined processes come together in a scalable and efficient production system.

The building has been developed to high sustainability standards and has achieved a **BREEAM Outstanding certification (5 stars), placing it among the most sustainable industrial buildings in its category.** Bodegraven is a scalable operation site designed for long-term growth.: standardised, controlled, and ready to grow alongside market demand.

Our mission

Nourishing generations with flavourful cheese, built on craftsmanship. With generations of expertise, innovation, and a sense of responsibility across our value chain, we are building a cheese industry that continues to create value for the future.

As a family business rooted in three generations of craftsmanship, we produce cheese that tastes great today and remains relevant tomorrow. For decades, we have refined our craft, maturing, cutting, and packaging cheese, reliably, at scale, and with consistent quality.

At the same time, we look ahead. At Vergeer, we think in generations, and innovation is second nature to us. We invest in modern facilities, efficient processes, and more sustainable packaging and product solutions to reduce our impact and create value for customers and partners.

This is how we build progress that lasts for generations, full of flavour, rooted in tradition, and focused on the future.

Our strategy & value creation

Generations full of flavour. Generations ahead.
This means making decisions today that continue to create value tomorrow, for our customers, our people, and the world around us. We feel a responsibility to pass on our craftsmanship, our quality, and our way of working to future generations, while continuing to stay relevant in a changing market. What works well today must be even better tomorrow..

Our role in the value chain is clear: we are specialists in maturing, cutting, and packaging cheese. Building on this expertise, we create value by combining quality, efficiency, and innovation with a growing focus on sustainability. This ensures that we not only deliver today, but also contribute to a future-proof dairy value chain.

The world around us is changing rapidly. The dairy sector is under pressure from evolving regulations, increasing sustainability requirements, and shifting consumer preferences. Looking ahead means adapting to change and continuing to invest in innovation and sustainability so we remain relevant for future generations.

Our core values form the foundation of how we work and collaborate:
Driven: We set high standards, take initiative, and continuously improve.
Craftsmanship: We build on generations of cheese expertise and take pride in our craft.
Responsible: We make conscious choices and take responsibility for people, the environment, and the value chain.
Together: We believe that sustainable progress is only possible through close collaboration.

These values shape the decisions we make every day. They connect our rich heritage with the future we are building.

For us, looking ahead means building a company that remains valuable and future-proof for generations to come. This is how we continue the work our family has built over generations: nourishing people with flavourful cheese, today and tomorrow.

100-year anniversary

In 2034, Vergeer will celebrate its 100th anniversary. This milestone highlights our long-standing heritage and motivates us to continue strengthening our business step by step for the future. We do this by investing today in innovation, sustainable packaging solutions, renewable energy, and collaboration across the value chain.

This is how we build on our heritage to create a company ready for the future, generations full of flavour, generations ahead.

We Utilize:

5 locations

512 employees (ex. temporary workers)

Own ripening space capacity of 8,000,000 kg

3 generations knowledge and experience

Machines:
36 packaging lines
11 packaging formats
5 cheese processing lines

Materials:
100+ raw material items
1500+ packaging items

Relationships:
Valuable collaborations

We Create Value Through:

Driven by craftsmanship, we take responsibility together

Missie

Feeding generations with flavorful cheese, **built on craftsmanship**

Our Core Values

Driven | Responsible | Collaborative | Craftsmanship

What Our Stakeholders Experience in the Short Term (2024 Data):

Our Employees in Service
11.5 year average length of service
6,492 training hours
5.98% sick leave
4 Accidents with medical leave
512 employees, of which **23.6%** women

Volume
68,000 ton packaged cheese per year

Turnover
± €500,700,000 per year

Consumers / Sales:
± 320,000,000 pieces per year

Environment
1,045 ton CO_2e from own operations
1,354 ton waste
82% recycling-ready packaging

Collaborations
Long-term and valuable collaborations with customers

Value We Deliver to Our Stakeholders:

Customers:
A reliable partner that continuously innovates to deliver diverse, high-quality, and increasingly sustainable packaged cheese products.

Suppliers:
An innovative (sparring) partner that works in co-creation with mutual value addition.

Employees:
An attractive employer that creates a pleasant, safe, and healthy work environment where employees can develop.

Financiers:
A resilient organization that adapts quickly and responds to a changing environment to ensure continuity.

Society:
A tradition of sponsoring local activities and sports clubs.

Nature:
Delivering products with the lowest possible negative impact on nature and the environment.

Our Process

Ripening → Cutting → Packaging

Our cheese, by the numbers

Nearly

1000

products in our range

our product range is broader than most people think; **from slices to grated cheese and from portions to specials.**

146 packs
per minute

the maximum speed of our newest slicing line in Bodegraven. **Faster than you can say "aged Gouda, please."**

8 million kilos
of cheese maturing

enough to keep the entire Groene Hart supplied for several months.

Three
generations of family history

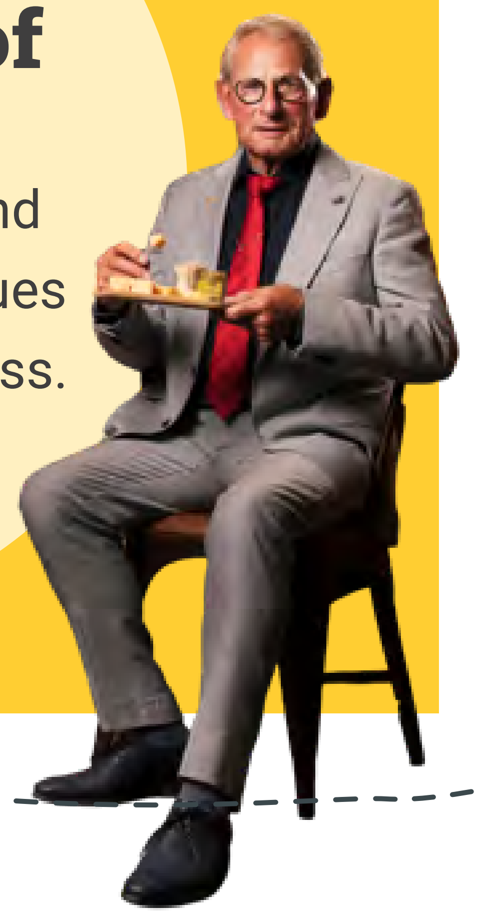
and three generations of craftsmanship. So that we can continue to nourish generations with flavourful cheese, today and tomorrow.

23,000 kg per hour

the speed of our cheese processing line, where blocks are turned, checked, and prepared for further processing.

Average
of 11.5 years of service

a sign of how proud and committed our colleagues are to the family business.



MEET OUR PEOPLE

Sadhana
Product Development

1 year at Vergeer

Sadhana joined Vergeer a year ago and works in the Product Development team, where she develops new products and packaging concepts for international customers, including clients in Scandinavia and Germany.

What she appreciates most about Vergeer is how approachable and supportive her colleagues are. There's a lot of in-house expertise, and if you run into a challenge, there's always someone willing to help or share their perspective. She also enjoys the international side of her role, working with customers from different countries keeps things dynamic and brings fresh ideas every day.

"A lot of people here genuinely care about cheese. If you have a question, there's always someone willing to think it through with you."

Our sustainability strategy

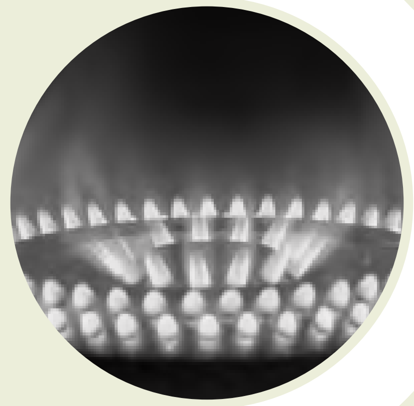
Thinking in generations

2015

Sustainability Award 2015 and Lean & Green Award

2017

Start of separating plastic from residual waste in production



2019

First steps towards gas-free operations in Reeuwijk

Gas reduction of 90%

2027

Net-zero operations by 2027

Built for generations

As a family business, we look beyond today. For three generations, cheese, craftsmanship, and collaboration have been at the heart of who we are. At the same time, **we recognise that our product depends on nature, our people, and the value chains we are part of.** That is why we feel a responsibility to contribute to a more sustainable future, for our current partners and for the generations that follow.

With our sustainability strategy, we are setting a clear course towards reducing our environmental impact while increasing our positive contribution. Our ambition is to lead the way in more sustainable maturing, cutting, and packaging of cheese. We do this not out of obligation, but because it reflects who we are: driven, responsible, and working together.

Sustainability is therefore not a standalone programme, but an integral part of our business strategy. In this way, we are building a business that is ready for the future, while staying true to our family values.

Our sustainability strategy

From external insights to a clear focus.

The world around us is changing rapidly. To gain a clear understanding of the key developments that could impact Vergeer, we conducted a **comprehensive environmental analysis.** This identified several important trends and risks.

Key trends and risks

1. **Changing consumer behaviour:** growing demand for healthy, responsible, and animal-friendly food
2. **Labour shortages:** increasing scarcity of skilled technical staff and rising regional competition
3. **Climate change:** more extreme weather conditions and growing pressure from customers to reduce emissions.
4. **New laws and regulations::** including nitrogen policies, EUDR, CSRD (VSME standards in our case), PPWR, and CO_2-related levies
5. **Decline in livestock numbers:** potential impact on the availability of raw materials.
6. **Digitalisation and automation:** necessary investments to maintain productivity.
7. **Increasingly complex value chain challenges:** requiring stronger collaboration across the chain
8. **These developments form the basis for the themes on which we must act to remain future-proof as an business.**

Double materiality assessment (DMA)

To determine which sustainability topics are most relevant to both our business and our stakeholders, we conducted a double materiality assessment in 2024. This process helped us identify where we have the greatest impact, as well as the most significant risks and opportunities.

The assessment was carried out in line with the ESRS guidelines and consisted of four steps:

1 Identifying relevant topics

Based on internal documentation, sector analyses, ESG guidelines, and developments in legislation and regulation, we compiled a broad list of potential sustainability topics. This included topics within our own operations as well as across the value chain.

2 Stakeholder consultation

We identified our key stakeholder groups, including employees, customers, suppliers, dairy processors, and societal partners. Through discussions and consultations, we gathered insights into which topics they consider most important.

3 Impact and financial assessment

For each topic, we assessed:
Impact materiality: the actual and potential impact of our activities on people, the environment, and society
Financial materiality: the potential financial risks and opportunities for Vergeer in the short, medium, and long term

This analysis was carried out with the involvement of various internal experts.

4 Prioritisation and validation

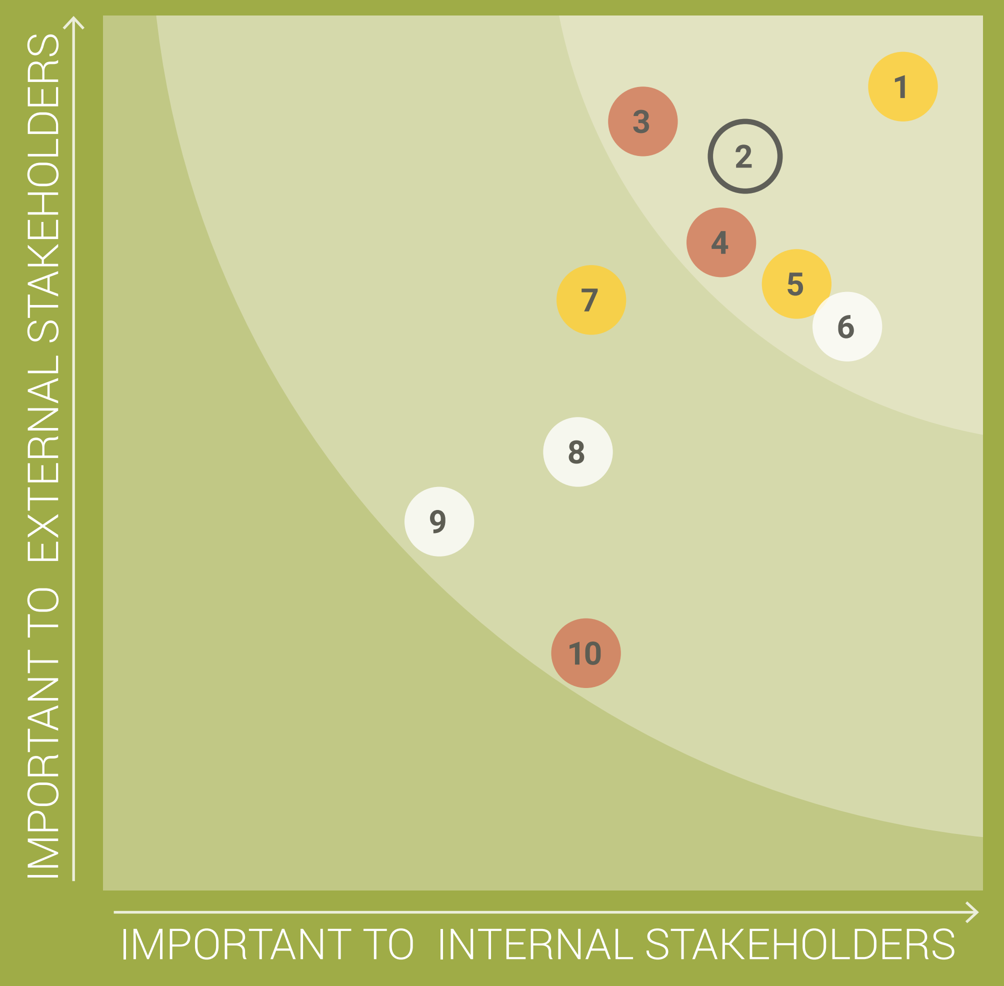
Combining stakeholder input with internal analysis resulted in a clear prioritisation of the most material topics. The outcomes were discussed with management and validated by the executive board.

The results are presented in the materiality matrix. This matrix highlights the topics that are most relevant to Vergeer and its stakeholders and forms the basis for our sustainability strategy and reporting.

In addition, the assessment was externally reviewed by an advisory firm to ensure that the approach was thorough and aligned with ESRS guidelines.

High Impact
1. Sustainable packaging
2. Sustainable collaboration partner
3. Employee health and safety
4. Employer of choice
5. Greenhouse gas emissions (own operations)
6. Greenhouse gas emissions (value chain)

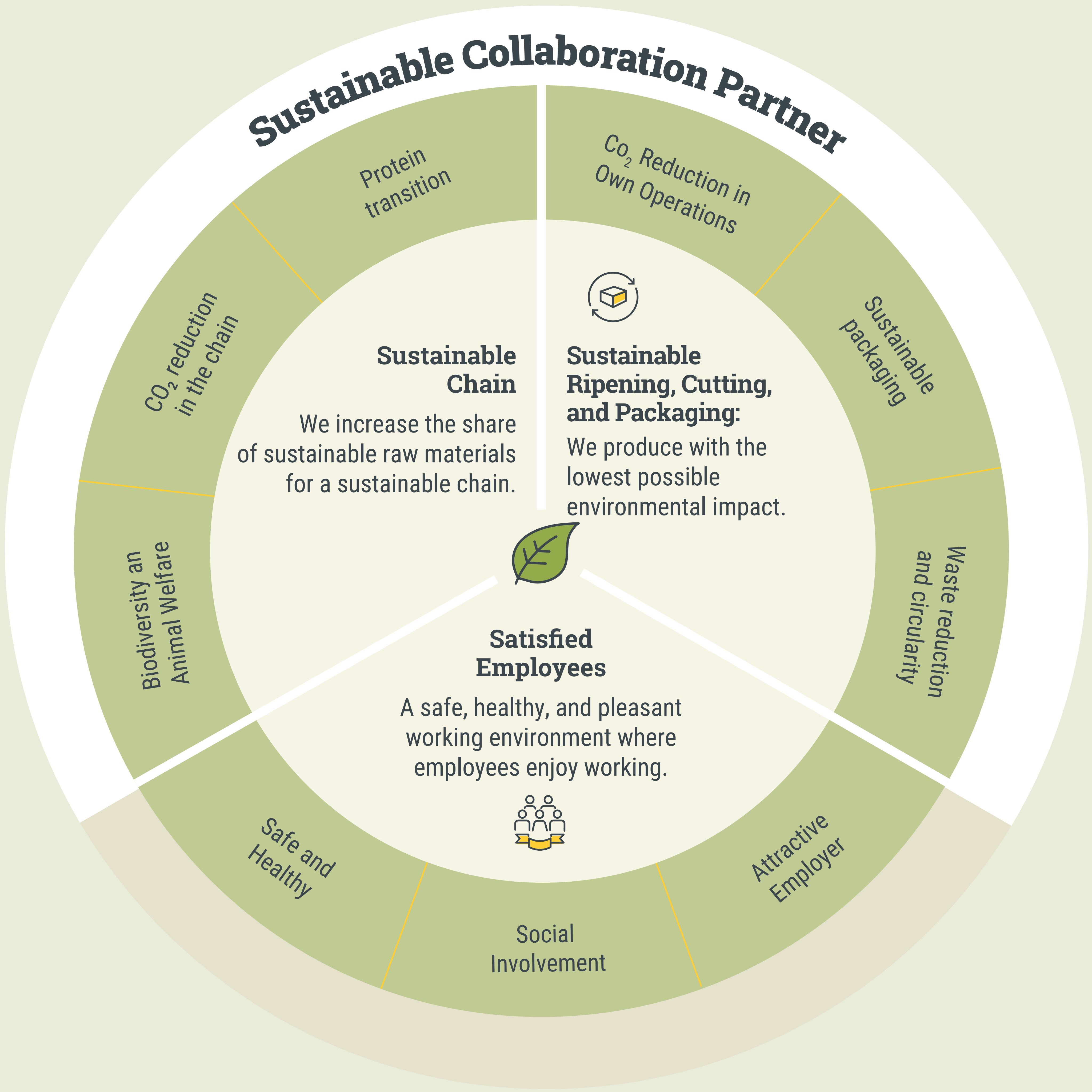
Compliance
7. Waste and circularity
8. Biodiversity
9. Animal welfare
10. Social engagement
10.Social responsibility



Sustainable maturing, cutting, and packaging
Employee satisfaction
Sustainable value chain
Cross-cutting

Three strategic sustainability pillars

Based on our double materiality assessment, we've **defined three strategic pillars.** Together, they form the foundation of our sustainability strategy and guide our priorities and ambitions.



Collaboration as a driver

We believe the biggest improvements happen when the value chain works together. As a trusted partner, we work closely with suppliers, customers, and other stakeholders—from equipment and packaging suppliers to retail and foodservice—to drive innovation and turn sustainable choices into scalable, measurable solutions. **This mindset is part of how we work every day.n and underlines both the sustainable maturing, cutting and packaging pillar and the sustainable value chain pillar.**

Additional theme

As our understanding evolves and through ongoing dialogue with stakeholders, we have added an additional theme to our strategy alongside the double materiality assessment: the protein transition.

Pillar 1

Sustainable maturing, cutting and packaging

As one of Europe's largest privately owned cheese maturers and packers, our biggest impact sits within our own operations, maturing, cutting, and packaging cheese. In this pillar, we focus on **reducing our environmental footprint by using energy, raw materials, and packaging more efficiently.**

Innovation plays a key role. Through technology, automation, and product development, we continuously improve our processes. Our production site in Bodegraven is a good example—one of the most highly automated facilities in the sector. With our ambition to achieve net-zero operations by 2027 and make all our packaging fully recycle-ready by 2028, we are setting a high bar. Within this pillar, we focus on three key themes:

Sustainable packaging

Reducing material use, improving recyclability, and increasing the share of recycled content.

Waste reduction & circularity

Minimising waste streams, improving waste separation, and reusing materials wherever possible.

Greenhouse gas emissions in our own operations (Scope 1 & 2)

Reducing operational CO_2 emissions through energy efficiency, electrification, and more sustainable cooling solutions.

Pillar 2

Engaged employees

Our people are the backbone of our family business. And, in a tight labour market, investing in people is essential to the continuity of our business. **We aim to provide a safe and healthy working environment** where employees can grow and enjoy their work.

Within this pillar, we focus on three key themes:

Health & safety

We aim for zero accidents and sustainably low absenteeism by investing in prevention, training, and a strong safety culture.

Employer of choice

We invest in development, job satisfaction, and wellbeing to build long-term engagement with our employees.

Community engagement

As a family business, we are closely connected to our region and support local initiatives and partnerships.

Pillar 3

Sustainable value chain

Vergeer operates at the heart of the dairy value chain. As a cheese maturer, cutter, and packer, we connect producers, suppliers, retailers, and logistics partners. This puts us in a strong position to work with our partners on innovation, efficiency, and making the chain more sustainable. A large share of our impact sits outside our own operations, particularly at farm level. At the same time, our role in the chain allows us to bring parties together and help accelerate more sustainable solutions. Within this pillar, we focus on several key themes:

Biodiversity & animal welfare
Together with suppliers and customers, we support certification schemes and programmes that contribute to more sustainable dairy farming.

Protein transition
In collaboration with customers, we develop new product concepts that combine animal and plant-based proteins to reduce the climate impact of cheese products.

Greenhouse gas emissions in the value chain (Scope 3)
Around 97% of our total carbon footprint comes from the value chain, mainly upstream. This makes close collaboration with partners essential to reducing these emissions.

Building a more sustainable future together

Our sustainability strategy is built on a strong foundation: a thorough understanding of our environment, insights from our stakeholders, and our responsibility as a family business. With clear ambitions, three focused pillars, and well-defined themes, we are working towards a future where we can confidently say we mature, cut, and package cheese with the lowest possible footprint.

MEET OUR PEOPLE

Robin
Project lead operations

1.5 year at Vergeer

"Robin joined Vergeer about a year and a half ago as a project manager in operations. He focuses on improving production lines and tackling technical and process-related challenges.

What he values most about working here is the opportunity to drive improvements together with colleagues. By working closely with operators, engineers, and suppliers, the team develops solutions that work in practice, not just on paper.

"I like that I'm given the time to really dig into things and improve them properly, rather than just looking for a quick fix."

Sustainable maturing, cutting & packaging

Our ambition

Packaging the tastiest cheese with the lowest possible environmental impact.

2015

73% reduction in plastic by switching from round top packaging to fold pack packaging

2020

Recyclable mono-APET packaging

2025

Expansion of the recyclable range for grated cheese and fold packs

FUTURE

Packaging without fossil-based materials

Sustainable maturing, cutting & packaging

Every day, we process and package large volumes of cheese for customers in the Netherlands and beyond. These activities are at the core of what we do, and also where much of our environmental impact sits. That means they're our biggest opportunity to make a real difference. Within this pillar, we focus on three areas where we can have the most impact: **packaging, energy and CO_2 emissions (Scope 1 and 2), and waste.**

These are areas we can directly influence, and where we see a clear responsibility to keep improving. In 2025, we made solid progress, and in the years ahead, we'll continue to build on that together with our customers, suppliers, and partners across the value chain.

Our targets:

2027
Net-zero operations
scope 1 and 2

2028
All primary packaging
recycle-ready

50% recycled content
in packaging

750,000 kilos
less packaging material

2030
70% of our waste
reused or recycled

Our approach to packaging:

design for circularity

As a large-scale cheese packer, Vergeer plays a key role in the value chain. Packaging is essential for food safety, product quality, and efficient logistics, but it also becomes a significant material stream once it's been used. That's why we see it as our responsibility to keep improving how we design and use packaging.

Our strength lies in developing and applying packaging solutions at scale. By innovating in materials and design, and working closely with partners, we continue to make our packaging smarter and more sustainable.

Our approach is based on **designing for circularity:** creating packaging that uses less material, is easy to recycle, and contains as much recycled content as possible. In this way, we aim to make an impact across the entire value chain.

In 2025, we tested and further developed a range of new packaging solutions. Many of these innovations are created in close collaboration with our customers and suppliers. This not only helps reduce our own impact, but also supports our partners in achieving their sustainability goals.

European regulation (PPWR)

The European **Packaging and Packaging Waste Regulation (PPWR)** introduces stricter requirements for packaging across the EU. Among other things, it encourages companies to improve recyclability, reduce material use, and increase the share of recycled content.

Our packaging targets are aligned with these developments, and in some areas, go even further than upcoming regulations. By taking action now, we are preparing for the packaging standards of the future.

The challenge of plastic packaging

Plastic is often seen as an environmentally harmful material. At the same time, it has properties that are difficult to replace in food packaging. It is lightweight, strong, flexible, and relatively efficient to use.

For products like cheese, **shelf life** is also a key factor. Good packaging protects the product, ensures hygiene, and extends shelf life. This helps prevent food waste, which often has a greater environmental impact than the packaging itself.

For many applications, there are still no alternative materials that offer the same combination of properties. That's why our focus is not on eliminating plastic altogether, but on **using it more responsibly**: using less material, improving recyclability, and increasing the share of recycled content.

Recycle-ready materials

Only packaging that can be easily sorted and recycled can be turned back into a valuable resource. By making our packaging easier to process, we increase the likelihood that it will be recycled at high quality, rather than ending up as waste. This helps keep materials in use for longer.

What we mean by recycle-ready

A package is considered recycle-ready if it is designed to be effectively sorted and recycled within existing recycling infrastructure. This does not automatically mean it will be recycled in practice, as this also depends on collection systems and consumer behaviour.

Doelstelling:

RECYCLE READY

All primary packaging recycle-ready by 2028

Our ambition is for **all our primary packaging to be recycle-ready by 2028.** To achieve this, we are developing and testing new mono-materials, optimising existing packaging formats, and adapting designs to better align with current recycling systems.

What we mean by recycled content

Recycled content refers to the percentage of a package made from recycled materials, rather than new (virgin) materials.

What we've done

In 2025, we made strong progress in improving the sustainability of our packaging. One of the key milestones was completing the validation of a new **mono-material packaging** for a major product category: grated cheese.

This new material allows two widely used packaging formats, pillow packs and 3SS, to be fully compatible with European recycling streams. At the same time, we optimised the packaging design, making it more compact and efficient, which directly reduces material use.

In 2026, we'll begin rolling out this new packaging across our grated cheese range together with our customers.. It's another step towards making all our packaging recycle-ready by 2028.

In 2025, we also expanded the use of **Cleanflake labels.** These PP labels replace traditional paper labels on APET trays. Unlike paper labels, which can interfere with recycling, Cleanflake labels are easy to remove thanks to a washable adhesive. During the recycling process, they separate cleanly from the APET material, helping to significantly improve recyclability.

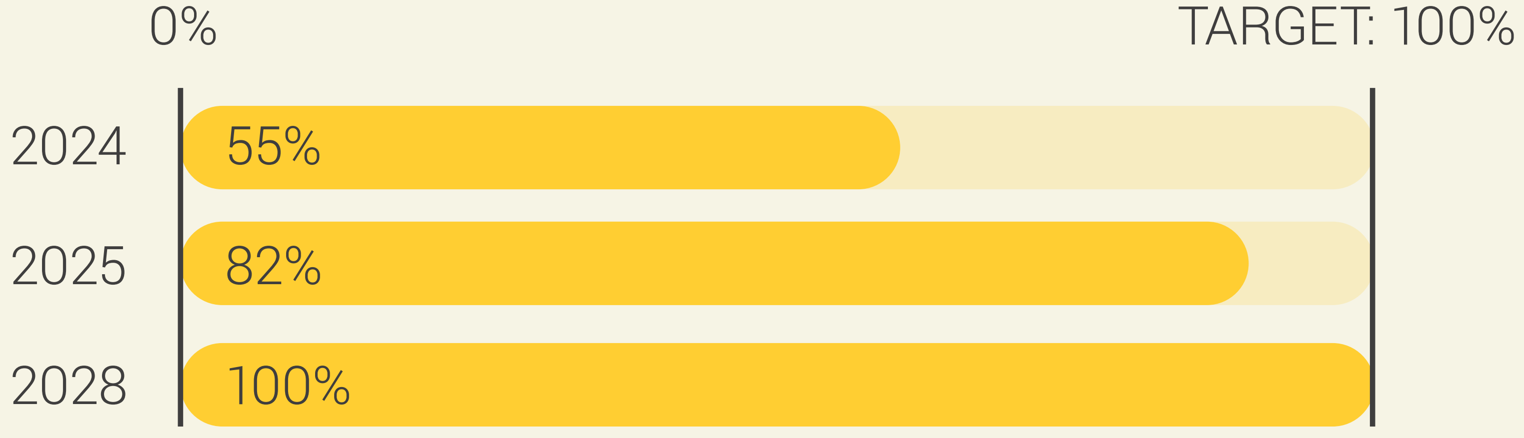
Results

In 2025, **82% of our total sales volume** was packed in recycle-ready packaging. This strong increase was mainly driven by the introduction of mono-material packaging for grated cheese and the further rollout of Cleanflake labels. Together, these steps bring us significantly closer to our ambition of making all packaging recycle-ready.

The remaining ~18% consists of a wide variety of packaging formats with relatively small volumes. It's this diversity that makes the final steps towards fully recycle-ready packaging more complex. Over the coming years, we will continue to address this in close collaboration with suppliers and customers.

Developments in European regulation also play a role. New packaging legislation is setting increasingly strict requirements for recyclability and sortability. In some cases, packaging may be technically recyclable but not yet properly recognised by sorting systems in practice. That's why we closely monitor regulatory developments and take a proactive approach to preparing for different scenarios.

Share of recycle-ready packaging



Recycled materials

Alongside improving recyclability, we're also looking at what our packaging is made of. By using recycled materials instead of virgin resources, we help keep materials in circulation for longer and reduce the need for new raw materials.

For plastic packaging, we currently use recycled content mainly in **rigid PET packaging**, where food-grade recycled streams are available. **In 2025, this helped us save over 300,000 kilos of virgin plastic.**

Doelstelling:

50% *gerecycled materiaal in verpakkingen in 2028*

What we've done

In paper and cardboard, the biggest gains have come from increasing the use of recycled content in our corrugated boxes, which now contain around 73% recycled material. At the same time, it's about finding the right balance: higher levels of recycled fibre often require more material to maintain the same strength and protection. We continuously look for ways to optimise material use without compromising on product safety or transport protection.

Result

Over the past few years (2023–2025), the overall share of recycled content in our packaging has **remained stable at around 47%.** This shows that we have structurally embedded the use of recycled materials, while maintaining product safety and quality.

Share of recycled content in packaging

Food-grade recycling of flexible plastics

Using recycled materials in food packaging made from flexible plastics, such as **PE** and **PP**, is still complex. The availability of food-grade recycled streams is limited, and regulations place strict requirements on safety and traceability.

That's why we work closely with partners across the value chain to develop future solutions. Through the **Flex Forward project**, companies, research institutions, and public bodies are collaborating on new technologies and insights to enable the use of recycled PE and PP in food packaging.

We are part of this initiative alongside, among others, **Wageningen University & Research** and several international companies in the packaging value chain. By investing together in research and development, we are helping to take the next step towards circular food packaging.

Material reduction

The most direct way to make packaging more sustainable is to **use less material.** Every gram we save doesn't need to be produced, transported, or processed. That makes material reduction one of the most effective ways to lower the environmental impact of packaging.

At the same time, pressure from both the market and regulation is increasing. Customers are setting more ambitious sustainability targets, while packaging taxes and extended producer responsibility schemes are becoming more common across many countries. This means reducing packaging is not just an environmental issue, but also an economic and value chain challenge.

Doelstelling:

750,000 KG

material reduction in 2028

What we've done

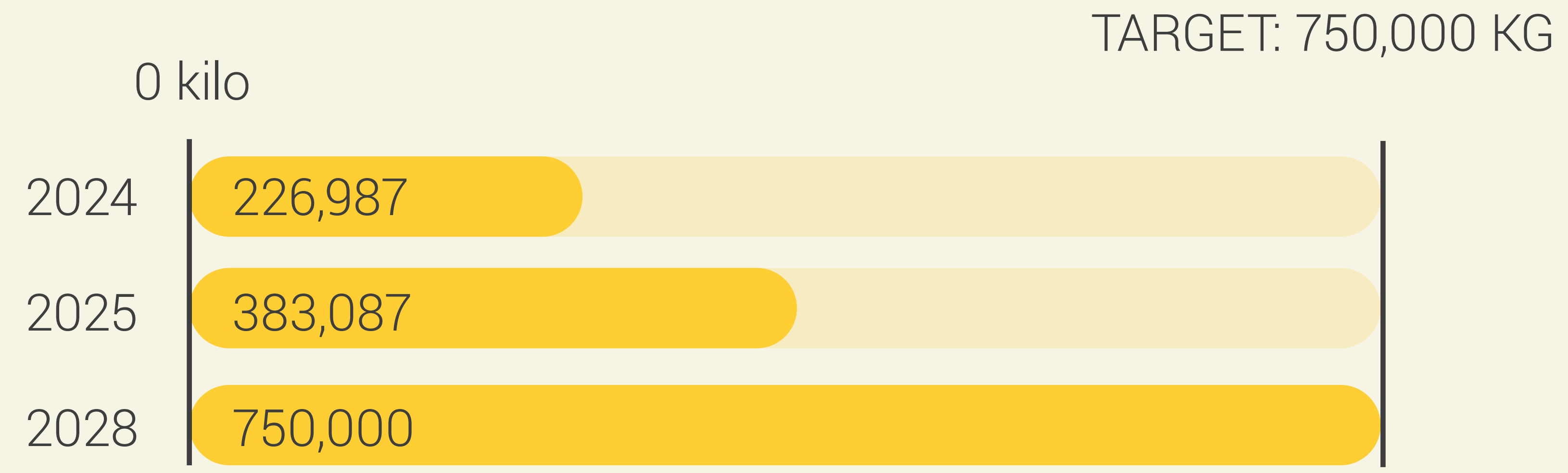
To address this, we've set a clear and ambitious goal: **to reduce packaging material by 750,000 kilos over five years.** We're doing this by using thinner films, switching to lighter grades of cardboard, and further optimising existing packaging designs.

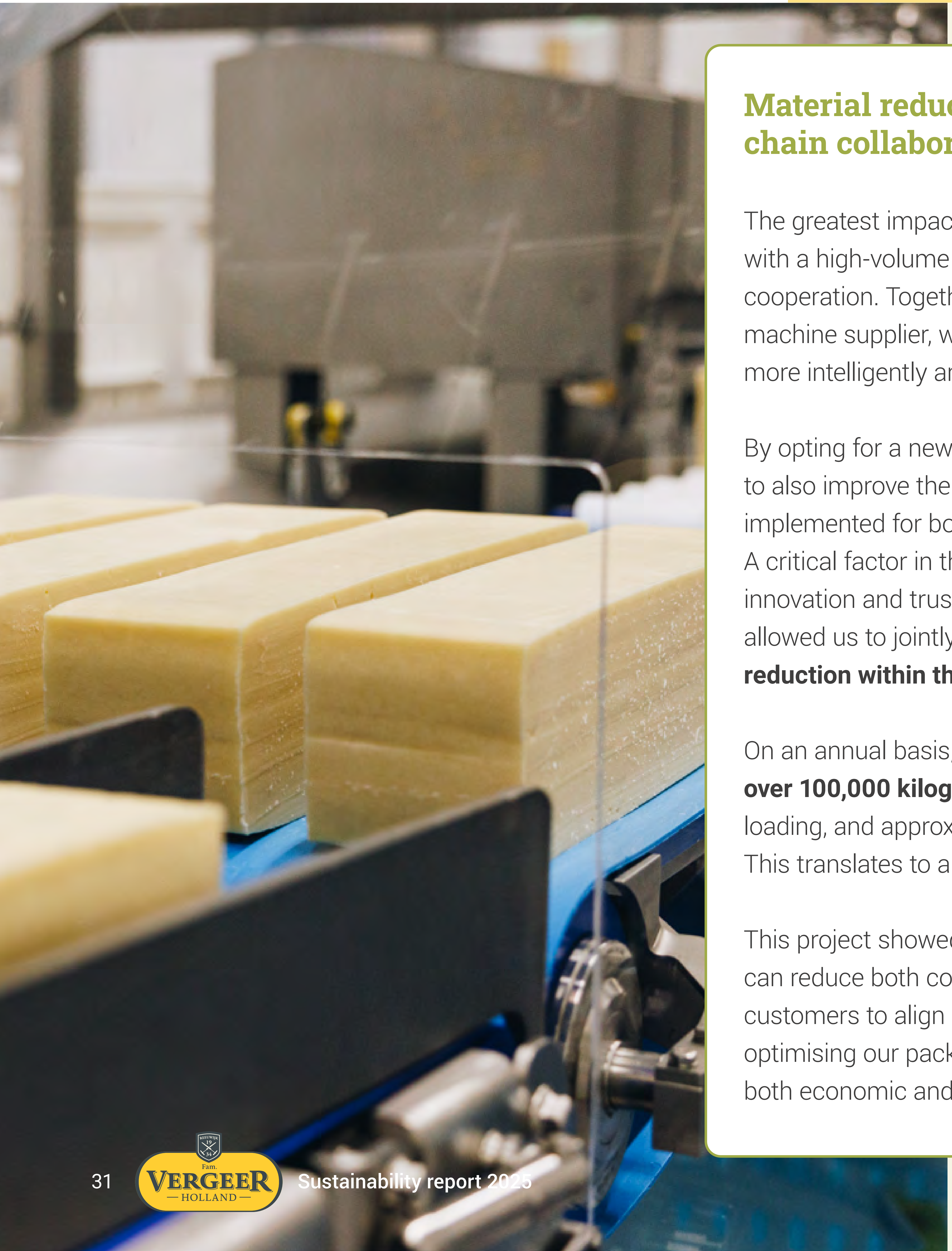
In many cases, we do this in close collaboration with our customers. By working together to review packaging design, material use, and logistics, we can make packaging more efficient without compromising on quality, food safety, or product protection.

Results

In 2025, material savings were in line with our annual target of 150,000 kilos, keeping us on track to achieve the total reduction of 750,000 kilos over five years.

Packaging material reduction





Material reduction through supply chain collaboration

The greatest impact was achieved through an intensive collaboration with a high-volume customer. This project focused on supply chain cooperation. Together with the customer, the material supplier, and the machine supplier, we explored how to design the packaging concept more intelligently and efficiently.

By opting for a new primary packaging format, we created opportunities to also improve the box design and pallet loading. Optimizations were implemented for both the primary packaging and the outer box.
A critical factor in this process was the customer's openness to innovation and trust in our expertise as a packaging partner. This allowed us to jointly focus on both **cost savings and material reduction within the packaging process.**

On an annual basis, this resulted in a **total material reduction of over 100,000 kilograms of packaging material,** more efficient pallet loading, and approximately **200 fewer trucks** heading to the customer. This translates to a **CO_2 reduction of more than 50 tonnes.**

This project showed how close collaboration across the supply chain can reduce both costs and environmental impact. By working with customers to align with their sustainability goals and holistically optimising our packaging processes, we can deliver solutions that add both economic and ecological value.

A significant portion of the savings comes from packaging innovations developed in collaboration with our suppliers. For example, we introduce new materials and optimize existing packaging to further reduce material usage.

In 2025, we introduced a **thinner resealable top film**, which was extensively tested to ensure that functionality and product protection remained at least equal. This adjustment ultimately resulted in a structural annual savings of over **20,000 kilograms of packaging material.**

Additionally, a commonly used box was optimized in terms of quality composition, saving more than **20,000 kilograms of cardboard per year.**

Climate & Energy

Climate change is one of the greatest global challenges of our time. The emission of greenhouse gases, such as CO_2, is causing the earth to warm, with far-reaching consequences for ecosystems, food production, and human living environments.

Goal:

Net-zero *for Scope 1 and 2 by 2027*

Energy consumption plays a crucial role In the food industry. Activities such as cooling, ripening, cutting, and packaging are essential to deliver safe, high-quality products to consumers. At the same time, these processes require significant energy.

At Vergeer, these activities also represent a major part of our direct climate impact. That's why we've set a clear ambition: **to achieve Net-Zero operations for Scope 1 and 2 emissions by 2027.** This means we will reduce our own emissions as much as possible (by at least 90%) and offset any remaining emissions.

Science-Based climate goals

To underpin our climate ambitions, we have committed to **the Science Based Targets initiative (SBTi)**. This international initiative helps companies set climate goals aligned with the **Paris Agreement,** which aims to limit global warming to well below 2°C and preferably to 1.5°C.

Our ambition to achieve **Net-Zero operations for Scope 1 and 2 by 2027** forms the operational transition path toward these long-term climate goals.

Within the SBTi framework, we have committed to the following near-term target: **Vergeer will reduce absolute greenhouse gas emissions in Scope 1 and 2 by 85% by 2035, compared to the base year 2022.**

Our Net-Zero ambition for 2027 is currently not yet SBTi-validated. This is because, under the SBTi methodology, the use of green gas is not included in the assessment of Net-Zero targets. This is why, we internally maintain the ambition to operate fully CO_2-neutral by 2027, while focusing on maximum emission reduction in alignment with SBTi.

In line with the **VSME standards**, we have also conducted a detailed analysis of climate-related physical and transition risks (see appendix, page 74).

What do scope 1, 2, and 3 mean?

Companies report their greenhouse gas emissions according to the **Greenhouse Gas Protocol**, which divides emissions into three categories:

Scope 1: direct emissions
These are emissions that come directly from a company's own activities, such as the use of gas installations, fuels for vehicles, or refrigerants.

Scope 2: indirect emissions from energy use
This refers to emissions generated during the production of purchased electricity or heat that the organization uses.

Scope 3: emissions in the value chain
These are emissions that occur outside the company's own operations, such as those from the production of raw materials, transportation, or the use of products by consumers.

The goals in this chapter focus on Scope 1 and 2, as these are the emissions over which we have direct influence within our own operations.

Net-Zero operations by 2027 (Scope 1 & 2)

The path to achieving Net-Zero operations requires a combination of technical measures, investments, and continuous improvement in our business operations. We follow the principles of the **trias energetica:** first reducing energy consumption, then switching to renewable energy sources, and finally managing the remaining energy demand as efficiently as possible. Any unavoidable residual emissions will be additionally offset.

To achieve this ambition, we are working on various aspects of our energy management, including mobility, gas usage, cooling, and electricity consumption. In 2025, we took further significant steps in these areas.

Mobility and fuels

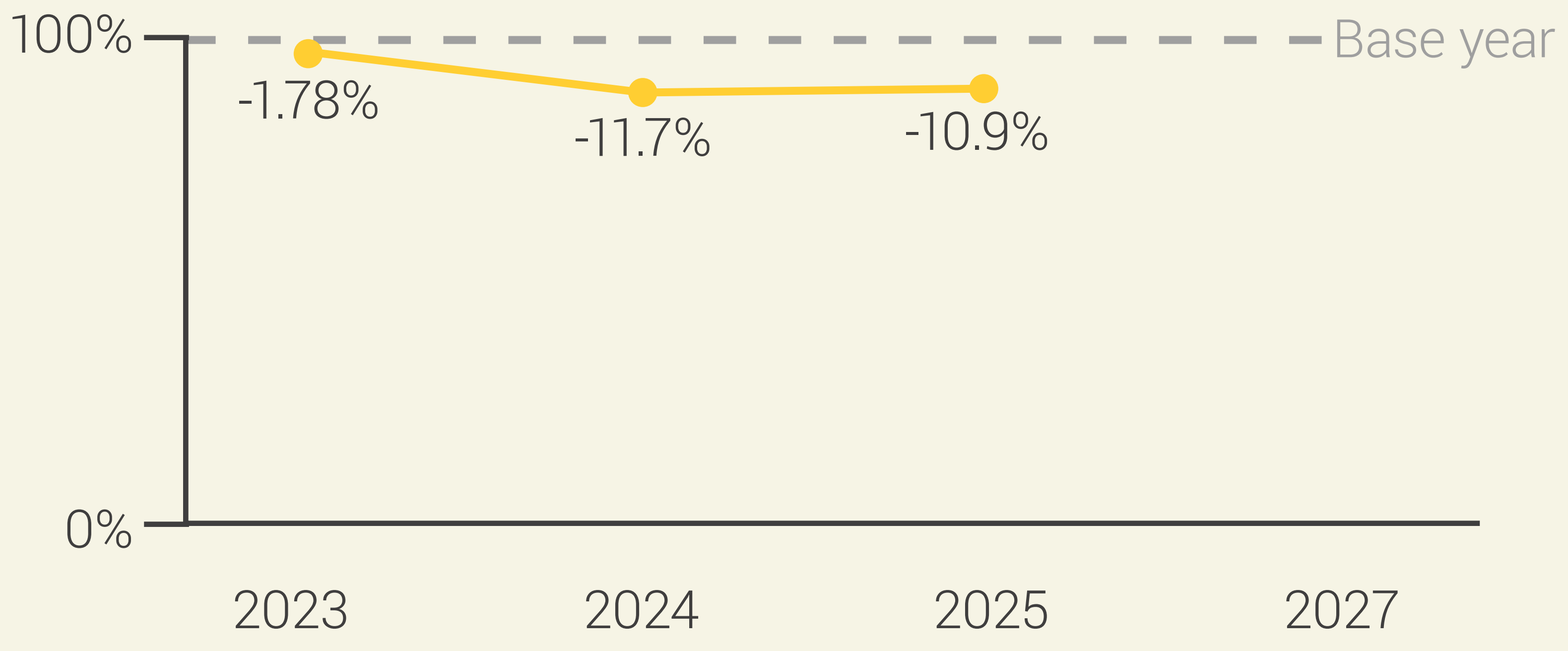
We reduce emissions from fuels by electrifying our vehicle fleet and critically evaluating the use of fossil fuels in our installations. New lease cars are now standardly electric. **As a result, in 2025, 66% of our lease fleet already consisted of electric vehicles,** marking an important step toward full electrification in the coming years.

Gas usage

Gas consumption is a significant source of Scope 1 emissions in our operations. Therefore, we are gradually transitioning to gas-free operations. A prime example is our **BREEAM-certified location in Bodegraven**, which has operated without natural gas since 2020.

At other locations, we are also implementing measures to reduce gas consumption and develop alternative heat sources. For instance, we utilize waste heat from cooling systems, heat water using compressed air, and have installed heat pumps. At one of our larger sites, we are preparing for a transition to gas-free heat supply by making smarter use of waste heat.

These measures are leading to a gradual reduction in gas usage compared to the base year 2022.

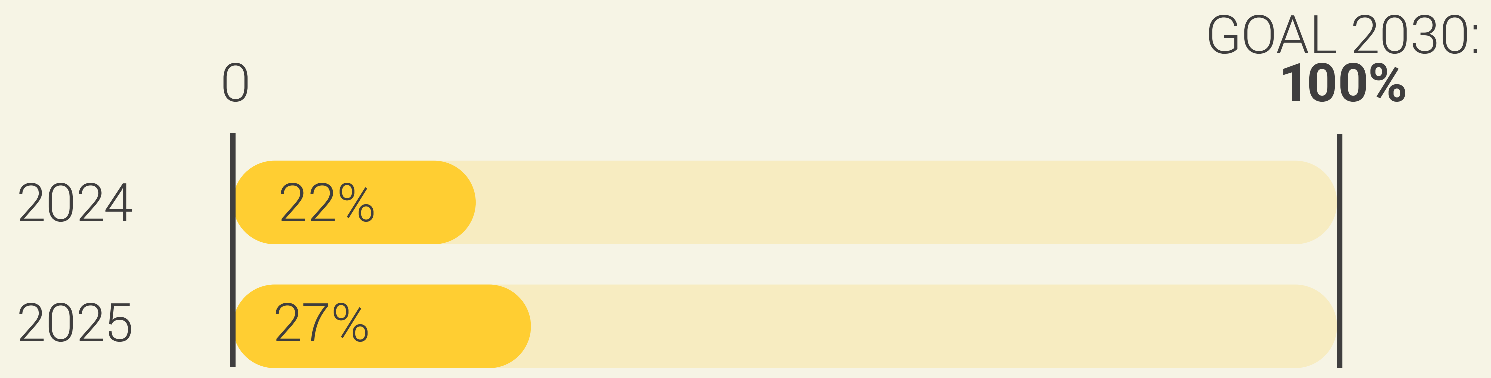


Refrigerants

Refrigeration systems are essential to our operations, but synthetic refrigerants often have a significant climate impact. Therefore, we are actively phasing out these substances and replacing installations with systems that use **natural refrigerants.**

An example is the system at our Bodegraven location, which uses a natural refrigerant with emissions of just **1 kg CO_2e per kg of refrigerant charge.** For comparison: the synthetic refrigerants we are phasing out often have emissions of more than **2,500 kg CO_2e per kg of refrigerant charge.** By gradually replacing these systems, we significantly reduce the climate impact of our cooling processes.

The share of installations using natural refrigerants is steadily growing.



In 2025, four cooling units were decommissioned, partly due to a more efficient layout of production spaces. This allowed us to install new, more efficient refrigeration systems.

Electricity:
Reduction, Efficiency, and Renewable Energy

In addition to reducing energy consumption, we are strongly committed to using electricity more efficiently. For example, within our production processes, we have implemented improvements in compressed air systems and vacuum systems.

Compressed air is one of the most energy-intensive utilities in production. By detecting and repairing leaks, we prevent unnecessary energy loss. Additionally, vacuum systems within our packaging processes have been modernized. The new vacuum pumps are frequency-controlled, allowing energy consumption to automatically adjust to production demand.

At the same time, we are increasing the share of **renewable electricity** in our energy use. While in 2024 only **3% of our electricity came from renewable sources**, this share rose to **73% in 2025**. Our ultimate goal is to operate entirely on renewable electricity by 2027.

Result:
Reduction of scope 1 & 2 emissions

The combination of energy reduction, electrification of mobility, increasing the share of renewable energy, and reducing emissions from refrigerants forms the core of our transition plan toward a **Net-Zero operation by 2027.**

The impact of these measures is reflected in the development of our CO_2 emissions. Since the base year 2022, our **Scope 1 and 2** emissions have shown a clear downward trend. The sharp decline in 2025, according to the market-based method, is primarily due to the significant increase in the share of green electricity in our energy procurement.

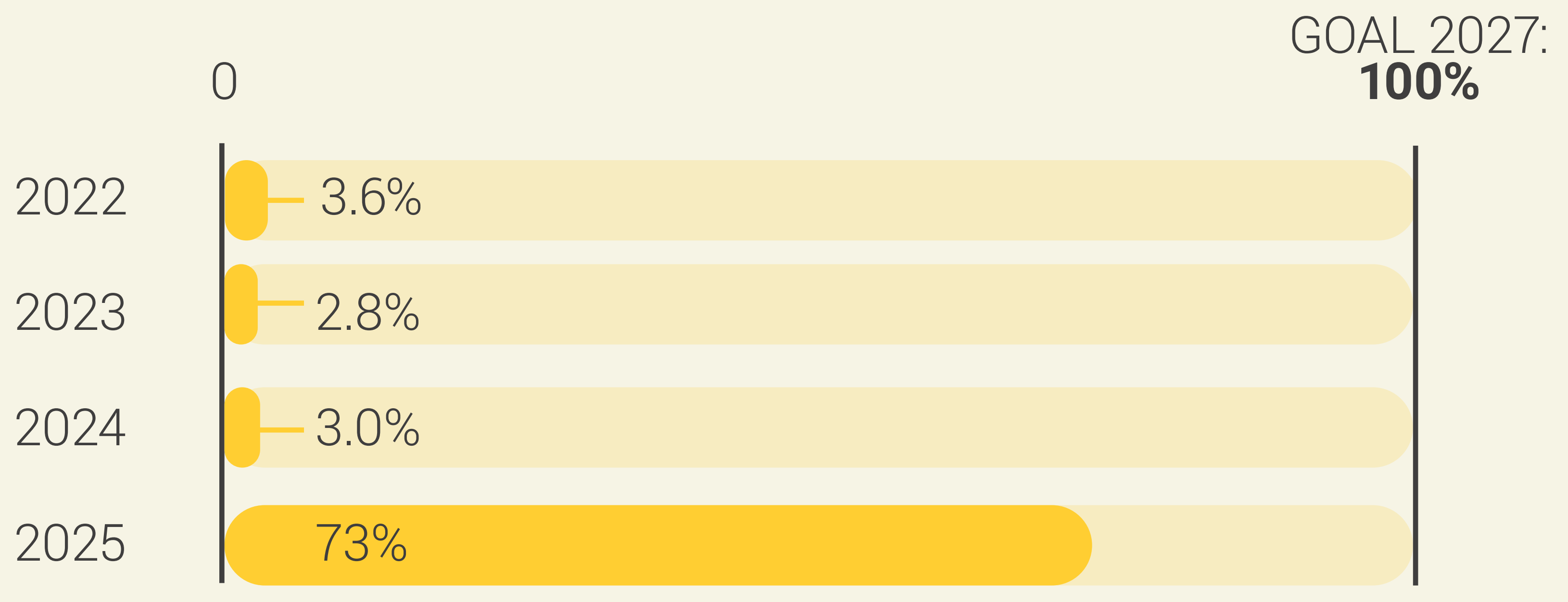
This development demonstrates that the combination of energy savings and the greening of our energy sources effectively leads to a structural reduction in our direct climate impact. The development of our emissions is presented in the tables on page 35.

CO_2 emission calculation method

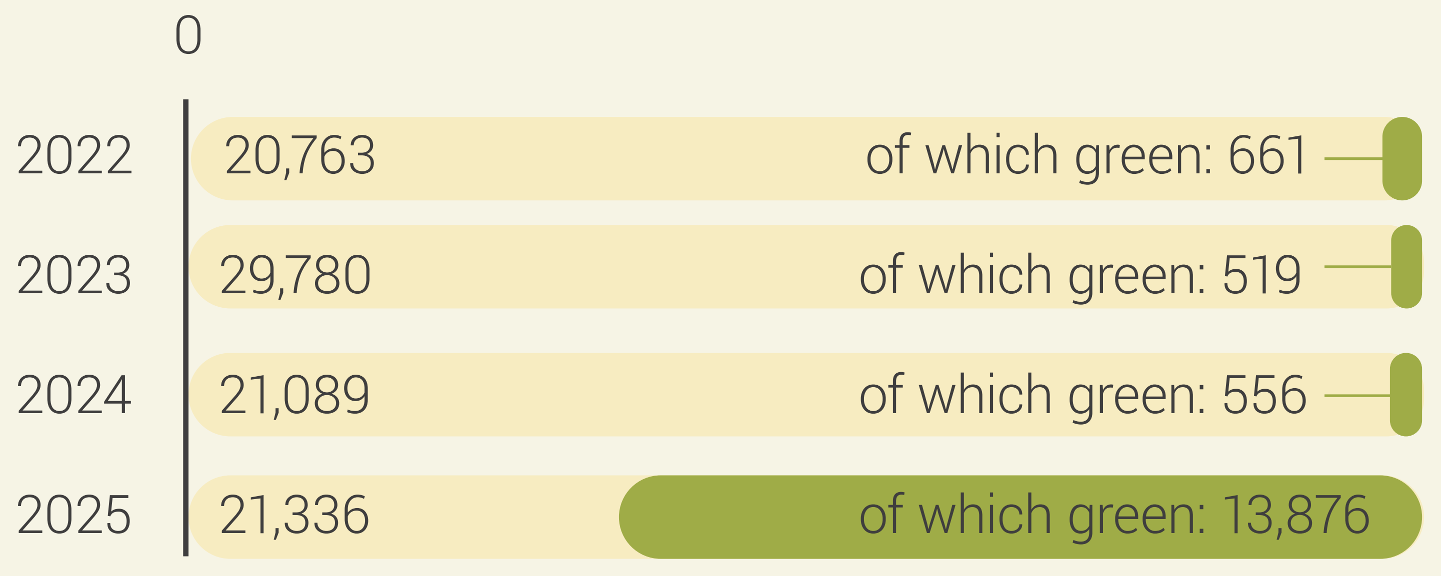
Market-Based Approach
Emissions are calculated based on contractual choices for energy procurement, such as the energy supplier and the purchase of green electricity through Guarantees of Origin (GvOs).

Location-Based Approach
This approach is based on the average emission intensity of the electricity grid in the country where the energy is consumed. In this report, this refers to the Dutch electricity grid.

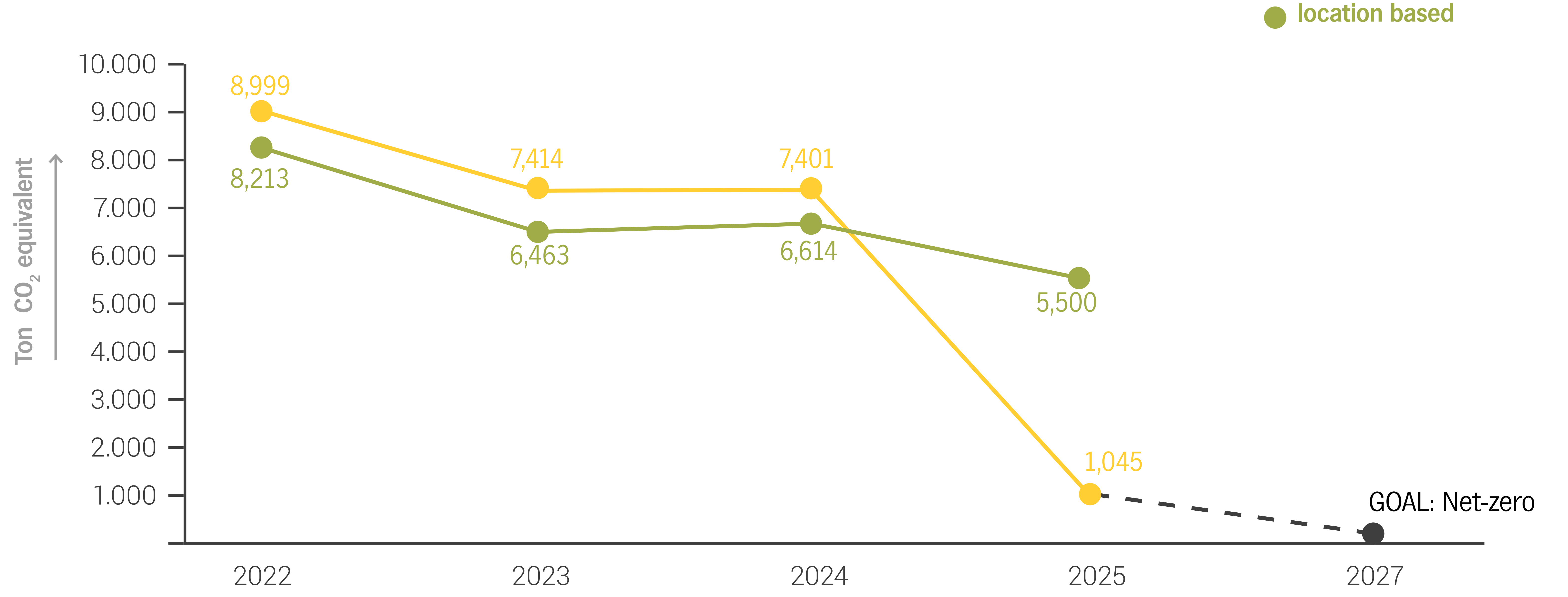
Electricity Consumption from Renewable Sources



Energy Consumption in MWh



CO_2e Emissions for Scope 1 + 2 (Own Operations)



Een klimaat neutrale organisatie waarbij we steeds energie efficiënter werken.

A sustainable operatoin:

net zero in 2027!

Solar panels
2239 Solar panels on our roof.

LED lighting
All buildings switched to LED lighting.

66%

Own vehicle fleet
Own vehicle fleet 1 100% electric.

75%

Green energy
procurement renewable eenergy: 75% in 2025 and 100% in 2027.

17%

Demand-driven vacuum pumps
Reduced energy consumption through demand-driven vacuum pumps

27%

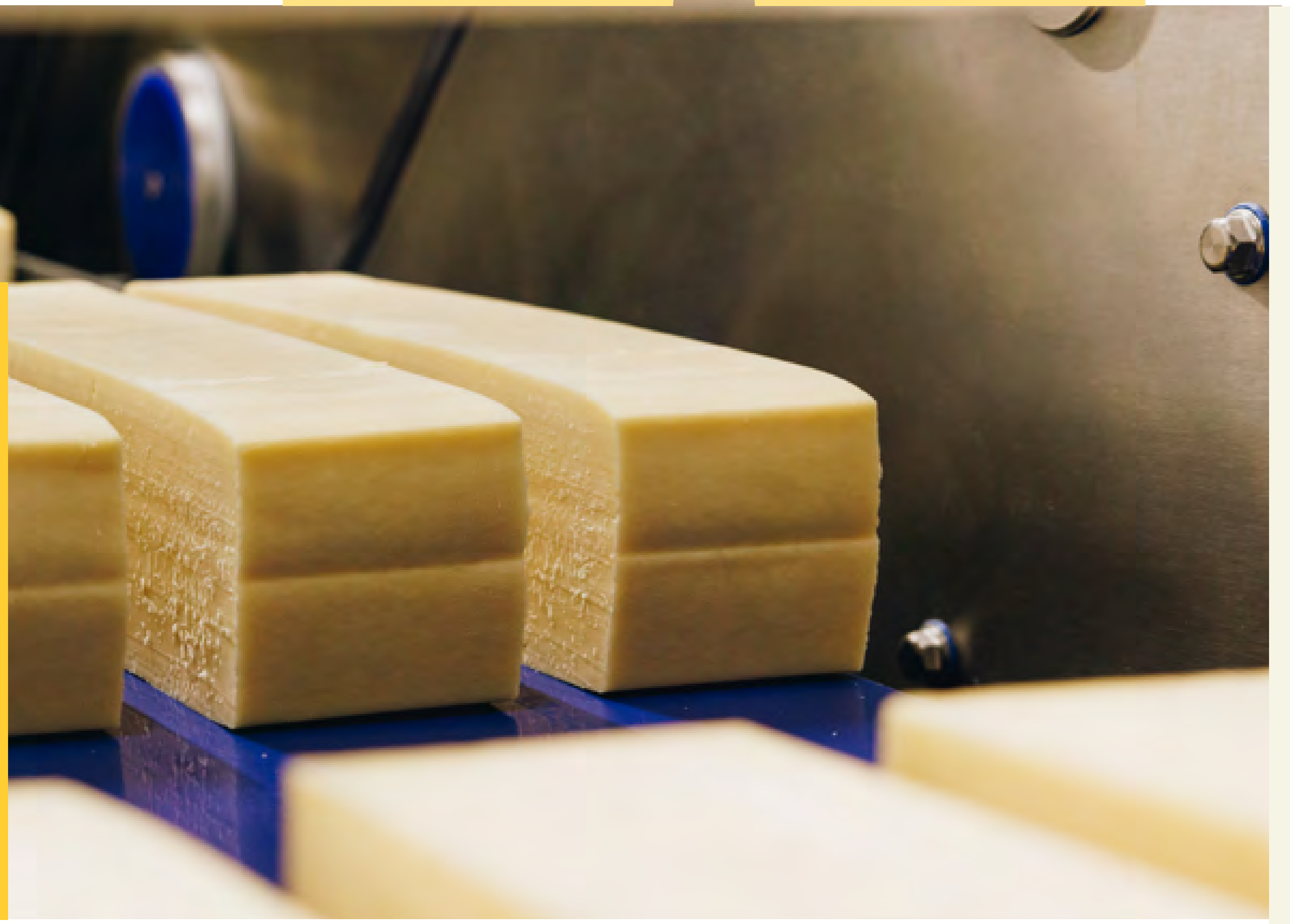
Natural refrigerants
Transitioning from synthetic refrigerants to natural refrigerants.

10,1%

Gas-free operations
We utilize heat from cooling machines, produce hot water using compressed air, and install heat pumps

CO_2 compensation
We plant trees to offset our remaining CO_2 emissions.

Our roadmap to a Net-zero operation in 2027.



Waste & Circularity

Waste is a visible part of our operations and is directly linked to our packaging activities. We believe it is important that the materials we use retain their value in the chain for as long as possible. Therefore, we focus on separating our waste so that it can be reused or recycled, reducing the amount of material unnecessarily incinerated.

Goal:

70% *Our goal is to reuse or recycle our waste by 2030.*

In 2025, preparations were primarily made to achieve reductions in waste. A number of initial small steps were also taken in 2025.

Improved waste separation

In our operations, we have taken steps to better separate waste streams, including wrapping films and backing paper. A higher separation rate ensures that more material can be recycled and less ends up in the residual waste stream.

	2024	2025
Hazardous (e.g., coolants)	1 ton	0,5 ton
Non-hazardous	1,416 ton	1,354 ton
Total Waste	1,417 ton	1,355 ton
% Hazardous Waste	0.06%	0.04%
% Recycled/Reused Waste	45%	42%

Circulair approach to plastic waste

We are working toward a circular model for plastics released in our processes. Together with chain partners, we are exploring how these residual streams can not only be recycled but also reused as raw materials. This requires technical and logistical coordination, as well as long-term collaboration within the chain, with the goal of more efficient material use and structural cost reduction.

The **Ellen MacArthur Foundation** describes three core principles for a circular economy: eliminating waste and pollution, circulating products and materials, and regenerating natural systems. At Vergeer, we can particularly contribute to the first two principles.

Our newer deep-draw packaging lines produce approximately **5% less plastic waste** compared to the older generation. Additionally, these lines allow for the use of thinner films, reducing the amount of material needed for the same quantity of cheese. With the goal of saving **750,000 kilograms of packaging material over five years**, we have set ourselves an ambitious task to further optimize packaging in collaboration with chain partners.

By focusing on recyclable packaging and the use of recycled content, we contribute to the circulation of materials. At the same time, we are taking further steps to reuse our own plastic waste streams. Together with our waste processing partner, we are actively working on improvements to add higher value to these streams within the chain.

Food waste

As a food processor, we believe it is important that as much of the cheese we purchase as possible reaches consumers as a finished product. Preventing food waste is therefore a key part of our operations. We continuously work to minimize the loss of raw materials during production.

In 2025, 99.61% of the purchased raw materials were used for products intended for human consumption, a result we can be proud of! Cutting residues released during the slicing of cheese slices or pieces are utilized as much as possible. These residual streams are processed within our own production, for example into grated cheese, or sold for further processing. As a result, our food waste remains very limited.

Definition of food waste

We define food waste as raw materials or products originally intended for human consumption but that do not reach this destination and are not high-value reused within the food chain.

Food waste

The slight increase in 2025 is related to an adjustment in our measurement method. Since this year, counter-samples are also counted as food waste. These are full-fledged products used exclusively for quality monitoring and not sold.

Percentage of Food Waste
(of raw materials suitable for human consumption)

In the calculation of food waste, the shavings from the rind of natural cheese are not considered waste, as the rind is not classified as food. In addition to counter-samples, food waste also includes floor dirt, by-products from some specialty cheeses, and moldy cheese.

Sustainable collaboration partner

None of the themes within this pillar can be achieved alone. The sustainability of the cheese and packaging chain requires collaboration between producers, packagers, suppliers, retailers, and knowledge institutions.

That is why we consciously choose a proactive role as a collaboration partner. By sharing knowledge, developing innovations, and working with chain partners to find more efficient solutions, we are creating packaging with less impact, a more energy-efficient operation, and a circular approach to materials.

It is precisely through this intensive collaboration that sustainable solutions can be developed faster and applied on a larger scale. Together with our partners, we are building a future-proof chain.

MEET OUR PEOPLE

Ejoh
Supervisor

20 year at Vergeer

Ejoh has worked at Vergeer for nearly 20 years and has been a supervisor for 17 of them. Together with his team, he helps keep production running smoothly. Building strong teams is an important part of his role.

What stands out to him about working at Vergeer is the strong sense of teamwork. Everyone on the production floor plays an important role, and keeping the operation running smoothly depends on working well together. That mindset shapes the way he leads his team every day.

"You do it together here. If one person slacks off, you notice it immediately."

Employer of choice

Our ambition

A safe and engaged workplace where people enjoy working, today and tomorrow.

2017

Vergeer Fit
Organization of sporting activities

2020

Employee 50 years in service!

2023

Bicycle plan

2025

7.1

Employee recognition at Vergeer

Employer of choice

Our colleagues make the difference: in the quality of our products, in collaboration with partners, and in the culture of our family business. For nearly a century, **generations of employees** have built the company together. **Craftsmanship and commitment** form the foundation of who we are.

As a family business, we naturally look ahead. We want to be an organization where people feel safe, can develop, and enjoy their work, not just today, but also in the future. For us, being a good employer means investing in a healthy work environment and a culture where colleagues look out for each other.

At the same time, the labor market is changing. Attracting and retaining good people, especially for technical and operational roles, is becoming an increasingly greater challenge. That's why being a strong employer is essential to our long-term success. Without committed and skilled employees, we cannot produce, grow, or become more sustainable.

That is why we focus on four themes that together form the core of our employer brand: **safety, health, job satisfaction & development, and societal involvement.** Within these themes, we work purposefully to create a work environment where employees feel valued and remain sustainably employable.

To measure our progress and guide our efforts, we use a number of clear objectives.

These objectives guide our daily actions, improvement initiatives, and policy decisions as we continue building a safe, healthy, and engaged organisation.

0
- Work-related accidents, including temporary workers and contractors.
- Work accidents with absence, among own personnel (LTA - Lost Time Accidents).

<25%
Of the total turnover, voluntary turnover is at the initiative of the employee.

≤6%
Sick leave

≥ 8
Employee Satisfaction

Safety

Goals:

0 — Work-related accidents among own employees, temporary workers, and contractors

0 — Work-related accidents with absence (LTA - Lost Time Accidents) among own employees

At Vergeer, being a good employer starts with a safe working environment. Colleagues must be able to trust that they can do their work safely every day and return home healthy. Safety goes beyond just preventing physical incidents. It also means that employees feel respected, heard, and safe to be themselves and speak up.

That is why we work with an **integrated safety approach in which physical safety, social safety, and consistent oversightcome together.** This way, we don't treat safety as a collection of separate measures, but as a natural part of how we work together every day.

Physical and social safety

In 2025, the focus was on further increasing safety awareness within the organization, with special attention to the operational shop floor where the risks are greatest. At the same time, social safety also received more explicit attention.

A company-wide code of conduct was introduced, and policies regarding unwanted behavior were established. Additionally, reporting and conversation channels were made more visible and accessible. Office employees completed an e-learning module on the code of conduct, and for colleagues in operations, plenary sessions were organized to discuss this topic together. **With this, we emphasize that safety is not only about machines and processes but also about mutual interaction, respect, and addressing each other.**

Safety as part of our culture

By structurally discussing safety and making it visible in daily work, we are step by step building a culture where colleagues recognize risks earlier speak up about unsafe behaviour. This approach is paying off: the number of work-related accidents clearly decreased in 2025 compared to the previous year. At the same time, we remain ambitious: **zero accidents remains our starting point.**

Explanation of definitions

For monitoring safety, we distinguish between the absolute number of work-related accidents and the number of Lost Time Accidents (LTAs).

A work-related accident is defined as:
“All recorded accidents that occur during or as a result of work activities, requiring medical treatment.”

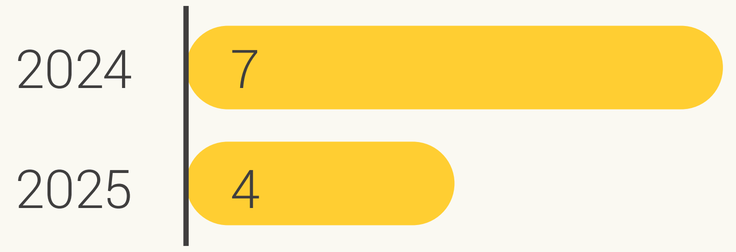
A Lost Time Accident (LTA) is defined as:
“Recorded accidents where the employee misses at least one working day due to the accident.”

The number of accidents is related to the total number of hours worked to ensure that performance can be compared well over the years. The calculation is as follows: **Number of work-related accidents / total number of hours worked × 1,000,000**

This way, we maintain structural insight into safety performance and continue to focus on preventing incidents.

Total number of work-related accidents
(including temporary workers and contractors)

Total number of Lost Time Accidents (LTAs)
own employees



Our approach

Strengthening Safety Awareness

At the heart of our safety culture is the belief: **"I work safely, or I don't work at all."** Safe behavior starts with awareness and daily conversations about safety on the shop floor. That's why we continuously invest in strengthening this safety awareness within the organization.

Safety is a fixed part of our internal communication and team meetings. During monthly plenary sessions at our production sites, incidents, trends, and lessons learned are shared. By openly discussing experiences, employees learn from past situations, and together we increase awareness of risks.

Additionally, specific safety themes are highlighted each month. These are brought to attention at all locations through theme boards, visuals, and recurring communication. This keeps safety visible and a topic of discussion in daily work.
Leadership's Role

Managers play a crucial role in fostering safety awareness. They actively discuss expectations regarding safe behavior on the shop floor and encourage employees to speak up when situations are unsafe. Step by step, this creates a culture where safety is a shared responsibility.

Finally, reporting near-misses and unsafe situations has been introduced. These reports help us identify risks early and implement targeted improvements. By taking signals seriously and providing feedback on actions taken, we increase employees' trust and engagement in safety.

Our approach in brief

1. Safe behavior starts with awareness and daily conversations about safety on the shop floor.
2. Safety is a fixed part of internal communication and team meetings.
3. Monthly, we share incidents, trends, and lessons learned at production sites.
4. Each month, specific safety themes are highlighted, visible through theme boards and communication.
5. Managers actively discuss expectations and encourage employees to spek up about unsafe behavior.
6. Employees report near-misses and unsafe situations to identify risks early and drive improvements.

"Everyone knows what working safely means, but it helps if we also speak up about it. Not to correct, but to help each other."

Thijs
Team Lead quality, safety & complaints

Safety on the factory floor

Thijs has worked at Vergeer for nearly five years as Team Lead Quality, Safety & Complaints within the QESH department. In his role, he is often present on the production floor, where he works with colleagues to ensure they can work safely.

Over the past year, the focus has been on increasing safety awareness. One example is the **"Hand on the Railing" campaign.** In 2024, there were still seven incidents where someone fell down the stairs. Through fun initiatives and extra attention, the topic was widely highlighted. The result: in 2025, this number dropped to two incidents.

According to Thijs, the biggest gain lies in behavior and collaboration: "We are allowed to speak up more about safe behavior. We work with machines where things can go seriously wrong. It's important that we treat each other with care."

What he is particularly proud of is the improved collaboration between the QESH department and operations. "We are increasingly looking for solutions together. Safety works best when it's something we all take ownership of."

Consistent oversight

Safety requires continuous **attention and structural embedding.** That's why we monitor and improve our safety performance through a fixed cycle of risk assessments (RI&E), ARBO consultations, dashboards, and periodic management reviews. Based on these, actions are established and priorities determined.

Safety is therefore not a one-time project, but a **continuous process of learning, improving, and collaborating.** This way, we ensure that care for each other, generation after generation, remains a natural part of how we work.

Health

At Vergeer, we believe it's important that employees can work in a healthy, positive environment and enjoy what they do. That's why we invest in vitality in the broadest sense: physically, mentally, socially, and financially. We see health as a shared responsibility and a crucial condition for sustainable employability.

Goal:

≤ 6%

Creating a healthy and safe workplace helps to reduce sickness absence

Our approach

PAGO: Insight into health and workload

In 2026, we will conduct a Periodic Occupational Health Examination (PAGO). This research maps out health risks related to work, such as physical strain, work pressure, or shift work. Employees also receive personal advice about their health in relation to their work. The PAGO helps us identify health risks at an early stage and take targeted measures.

Proactive approach to sickness absence

Absence within our organization has various causes and patterns. Therefore, we work with an approach tailored to the needs of teams and departments. Prevention is central, with attention to ergonomics, workload, and the timely signaling of potential problems.

Managers play an important role in this. They are trained to conduct absence discussions focusing on prevention and sustainable employability. HR, QESH, management, and the occupational health service work closely together to embed knowledge and responsibility broadly within the organization.

Encouraging healthy choices

Nutrition also plays a role in a healthy work environment. In 2025, various adjustments were made in the company restaurant in Reeuwijk to encourage healthier choices, such as the introduction of a salad bar, changes in the product range, and more attention to plant-based proteins. This approach works: the share of **healthy food in sales increased by 8%**, and the share of **plant-based proteins grew from 23% to 30%.**

+8%
Healthy food in sales

30%
Plant-based proteins

Ongoing health initiatives

- Free fruit at all locations
- Annual flu vaccination
- Lease-a-Bike (139 participants)
- Budget coach for financial health
- Sports activities via Vergeer Fit
- Physiotherapy on-site

Results 2025

In 2025, sickness absence was **5.98%**, remaining below our target. Additionally, the results from the company restaurant show that small, targeted interventions can help employees make healthier choices.

With the implementation of the PAGO in 2026, we are taking the next step in early detection of health risks and strengthening sustainable employability.

Health requires a long-term perspective. By investing today, we ensure that future generations of employees can continue to work healthily and sustainably.

Sickness Absence

Job satisfaction & development

Job satisfaction, development, and good leadership are key conditions for retaining talent. In a labor market where skilled professionals are scarce, it is essential for Vergeer to provide a work environment where employees can develop, feel heard, and enjoy their work. That's why we invest specifically in craftsmanship, development, and systematically gathering employee feedback.

Learning on the job

Craftsmanship forms the core of our work and is crucial for quality, safety, and job satisfaction. That's why the focus of Learning & Development at Vergeer is primarily on the production floor, where complex processes and installations are used daily. Production employees are guided by experienced mentors at each location. They help colleagues step by step build the knowledge and skills needed to properly operate machines, work safely, and execute processes according to applicable quality and safety standards. This practical guidance not only contributes to the quality and reliability of our production but also strengthens employees' confidence and engagement.

7.1 Employee Satisfaction

7.6
Engagement

7.6
Job satisfaction

7.9
Social safety

7.8
Physical safety

Start employee satisfaction survey

To gain better insight into how employees experience their work and work environment, we started an Employee Satisfaction Survey (MTO) in 2025. In addition to an annual measurement, we conduct shorter pulse surveys throughout the year. This gives us multiple insights per year into how employees are doing and where attention points lie. The results are discussed both at the organizational level and per team and translated into concrete improvement actions. In this way, the MTO helps to facilitate the conversation, express expectations, and work together on improvements.

In 2025, the first baseline measurement was conducted. The average satisfaction score was **7.1**, against a target of **≥ 8 (57% response rate).** For a first measurement, we are satisfied with this result, although the score also shows that there is room for further improvement.

The results show that employees feel highly engaged and connected to Vergeer. Themes such as engagement (7.6), job satisfaction (7.6), social safety (7.9), and physical safety (7.8) score above average and confirm the strength of our culture as a family business. At the same time, the survey reveals areas for improvement. **In particular, internal communication (5.9) and cross-departmental collaboration (6.9) require extra attention.** Therefore, internal communication will be a central focus for the entire organization in 2026. A project team is working on improving communication and information provision within the organization.

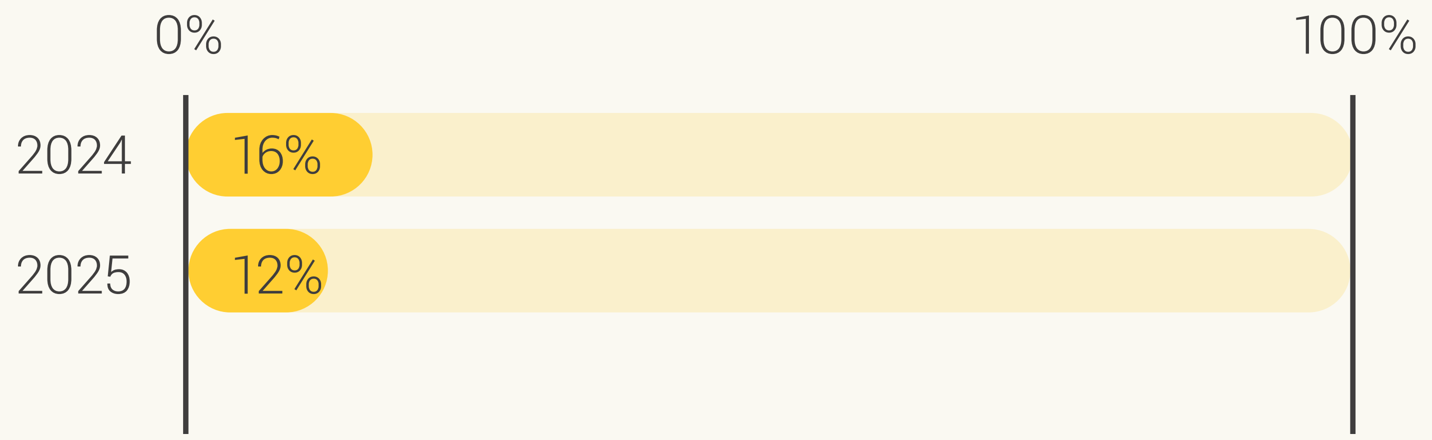
A decline in employee turnover

Employee turnover also provides insight into how attractive Vergeer is perceived as an employer. In 2025, total turnover once again showed a decline, reaching **12%**. This places us in the lower range of what is typical in the broader food and production sector. This trend suggests that employees increasingly see Vergeer as an attractive place to work.

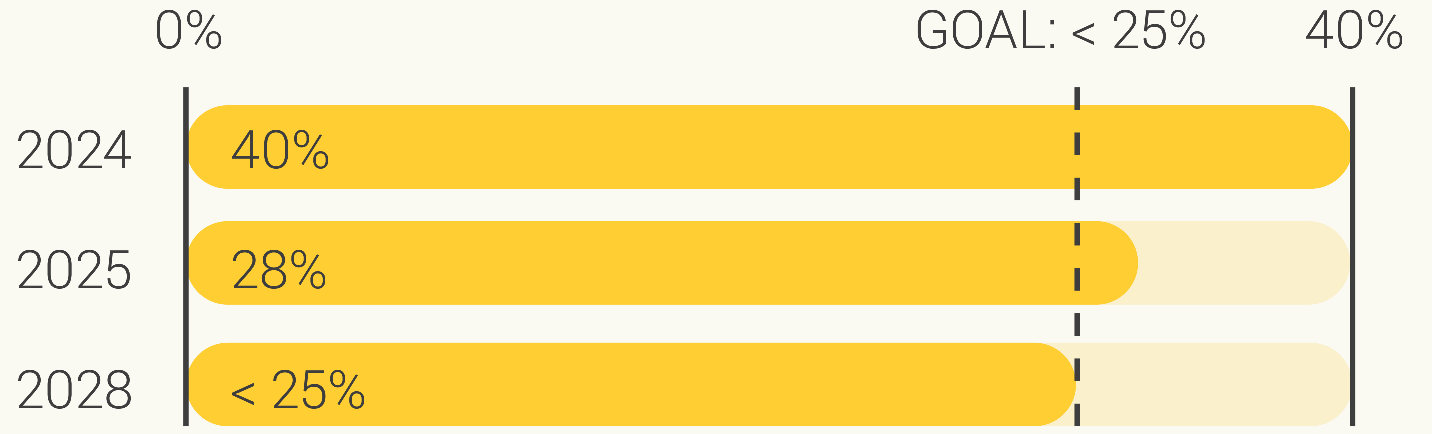
Voluntary turnover, employees who leave on their own initiative, **accounted for 28% of total turnover in 2025**. While this does not yet fully meet the target of <25%, it shows a clear improvement compared to previous years (28% vs. 40%). In a tight labor market, voluntary turnover is an important indicator of employee satisfaction and engagement. The declining trend shows that employees increasingly feel connected to Vergeer.

By investing in craftsmanship, regularly gathering feedback, and actively driving improvements, we are step by step building a work environment where employees can develop, feel valued, and continue to enjoy their work.

Total turnover



Voluntary turnover (% of total)



Voluntary turnover
Voluntary turnover refers to employees who have resigned (during the term of their employment contract) or have chosen not to extend a temporary employment contract upon its expiration.

Number of years employees have been in service

11.5 Average number of years in service

136 Employees with 12.5 to 25 years of service

60 Employees with 25 to 40 years of service

4 Employees with 40 to 50 years of service

Social involvement

As a family business, Vergeer feels strongly connected to the region where it has been active for decades. Social involvement is not a separate program for us, but a natural part of how we do business. Based on the conviction that a company is part of its environment, we take responsibility for the society in which we work and live.

Over the years, this involvement has translated into supporting local initiatives, associations, and social projects. Not always based on a fixed plan, but driven by the desire to contribute where it makes sense and is relevant. Our ambition is to further strengthen this involvement and, where possible, give it a more structural form, together with partners in the region.

Volunteer day for employees

Starting in 2026, employees will have **the opportunity to do volunteer work for one day per year during working hours.** The organization will facilitate this with two joint volunteer days on which employees can register. This measure aligns with our core value of responsibility, strengthens our role in the local community, and stimulates mutual connection within the organization.

Local community involvement

The “Niet Graag een Lege Maag” (Don’t Want an Empty Stomach) foundation provides children in Rotterdam with nutritious sandwiches every day. Vergeer supports this initiative by sponsoring cheese for a year and a half, a valuable part of a nutritious meal.

Stichting Niet graag een lege maag

Reeuwijk shop

When a survey showed that 91% of Reeuwijk residents supported having a local village shop, Vergeer made space available on its premises for the launch of Dorpswinkel Op Dorp (“Village Shop on the Village”).

The shop opened in 2024 and is run entirely by volunteers. It serves as a meeting place for local residents and helps strengthen community life in the village.

Supporting local communities is part of who we are as a family business and reflects our ambition to create long-term value for future generations.

MEET OUR PEOPLE

Albert
Machine operator

32 Years at Vergeer

Albert has worked at Vergeer for 32 years as a machine operator. Together with his colleagues, he ensures that the production line runs smoothly and that cheese products are delivered according to the highest quality standards.

What makes working at Vergeer special for Albert is the collaboration with colleagues he has known for years. Over time, he has seen many changes, such as automation and new product formats. But the core remains the same: working together to keep the line running and ensuring a high-quality product comes off the conveyor belt.

"Over the years, I've learned a lot. By staying active, you keep learning new things."

Sustainable supply chain

Our ambition

to contribute to a supply chain where people, animals, and the environment are respected.

2017

First “Weidegang” (Pasture-Raised) product in our range

2022

First vegan cheese packaged

2024

SBTi Commitment

TOEKOMST

Cow-free cheese

As a link in this chain, the majority of our environmental and social impact occurs outside our own organization. Our validated CO_2 calculations show that **approximately 97% of our total footprint lies within the supply chain**. This means that while our direct influence is limited, **collaboration** with chain **partners is essential** to achieve real progress.

Goal

40%

By 2035, a portion of our purchased raw materials will have a **certification**, such as Weidegang, VLOG, Planet Proof, or Organic.

Our efforts focus on three closely connected themes: **biodiversity and animal welfare, greenhouse gases in the supply chain, and the protein transition.** In practice, these topics often overlap. That's why we work along two tracks: further sustainability of existing raw material streams and exploring new protein sources for the future.

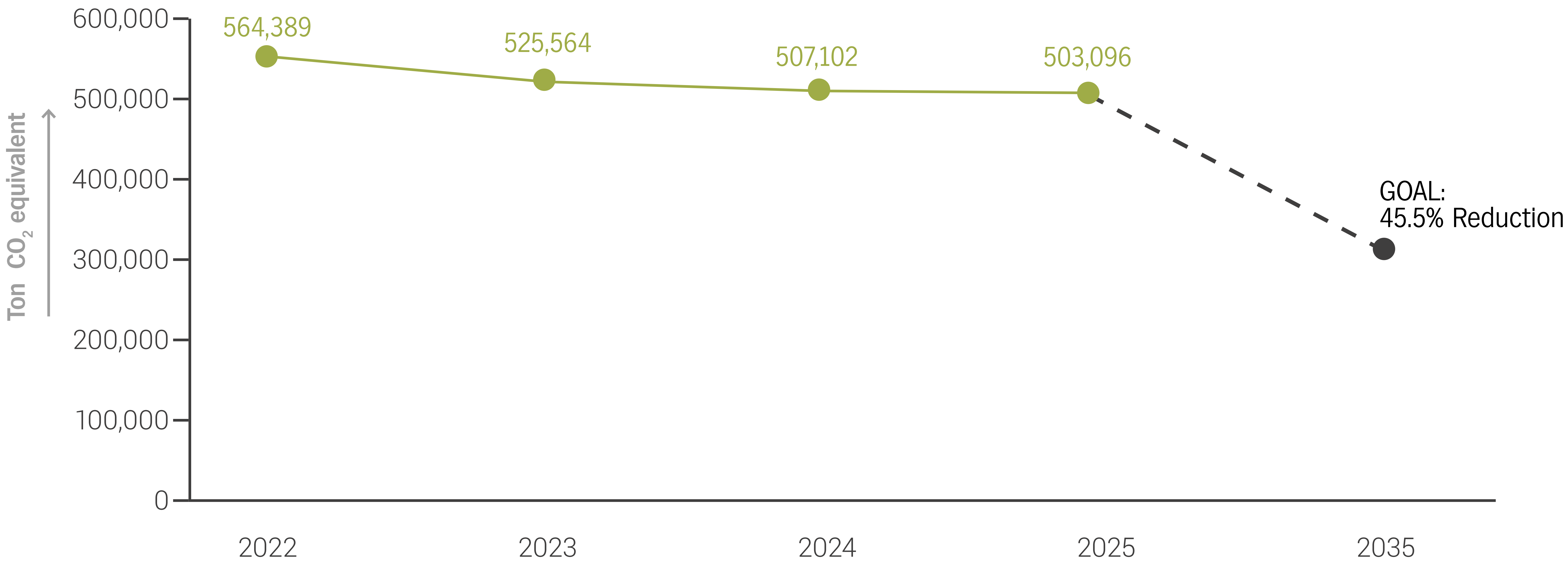
Greenhouse gases in the supply chain

(Scope 3)

The largest part of our total CO_2 footprint originates in the supply chain, specifically in dairy farming (approximately 80-85%). Together with suppliers and customers, we explore opportunities to reduce these chain emissions. This aligns with the goals of our Science Based Targets initiative (SBTi) commitment, which also guides our Scope 1 and 2 emissions reduction efforts.

*ZuivelNL & Wageningen Social & Economic Research (2023); ING Research (2024).

CO_2e Emissions (Scope 3)



Although we are not at the beginning of the chain, we take our role seriously. **Through conscious purchasing, transparency, innovation, and collaboration, we aim to contribute to a future-proof dairy chain for farmers, animals, consumers, and the environment.** We actively seek dialogue with customers and suppliers about sustainability standards, certifications, and their added value. The demand for products with higher sustainability characteristics is growing, but it varies by market and customer. By working together on feasible steps and shared ambitions, we contribute to a chain where sustainability increasingly becomes the norm. This approach aligns with our family business and our long-term thinking: improving step by step, with respect for people, animals, and the environment, and with an eye on the generations to come.

Sustainability of conventional raw materials

Most of our products will continue to be made with milk and cheese sourced from existing dairy supply chains. **This is where we see the greatest opportunity to drive sustainability.** While we don't have direct control over dairy farming operations, we can influence progress through our purchasing **decisions and partnerships.**

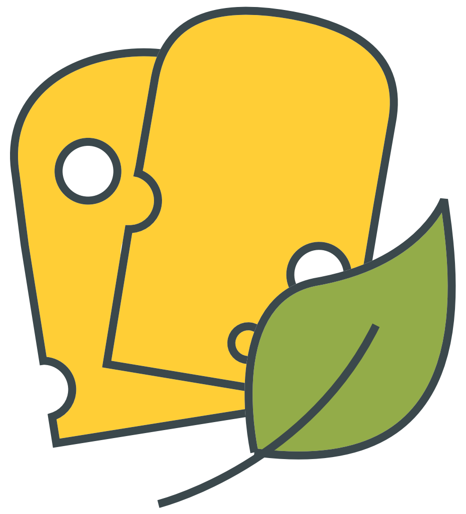
We strive to gradually increase the share of raw materials with higher sustainability standards. To achieve this, we source products with **certifications such as Weidegang, VLOG (Non-GMO), On the Way to PlanetProof, and Organic.** These certifications contribute to improvements in animal welfare, biodiversity, and environmental impact. By steadily increasing the share of these raw materials, **we encourage further sustainability in the supply chain.**

Collaboration plays a central role in this process. By maintaining ongoing dialogue with customers and suppliers about feasibility, impact, and market developments, we work together to make existing raw material streams more sustainable.

For our **co-packing activities**, the situation is different. In these cases, the raw materials are supplied by the client, which limits our influence over their origin and sustainability standards. Our direct leverage, therefore, lies primarily with products for which we source the raw materials ourselves. At the same time, we **actively engage with clients in co-packing** to explore joint steps toward more sustainable raw materials. Only by working together can we structurally improve the sustainability of the chain.

Exploring alternative raw materials

In addition to making existing supply chains more sustainable, **we are also exploring new raw materials that could contribute to a lower environmental impact per kilogram of product in the long term.** These initiatives are largely still in the research and exploratory phase, but they play a crucial role in our long-term strategy.



Hybrid cheese concepts

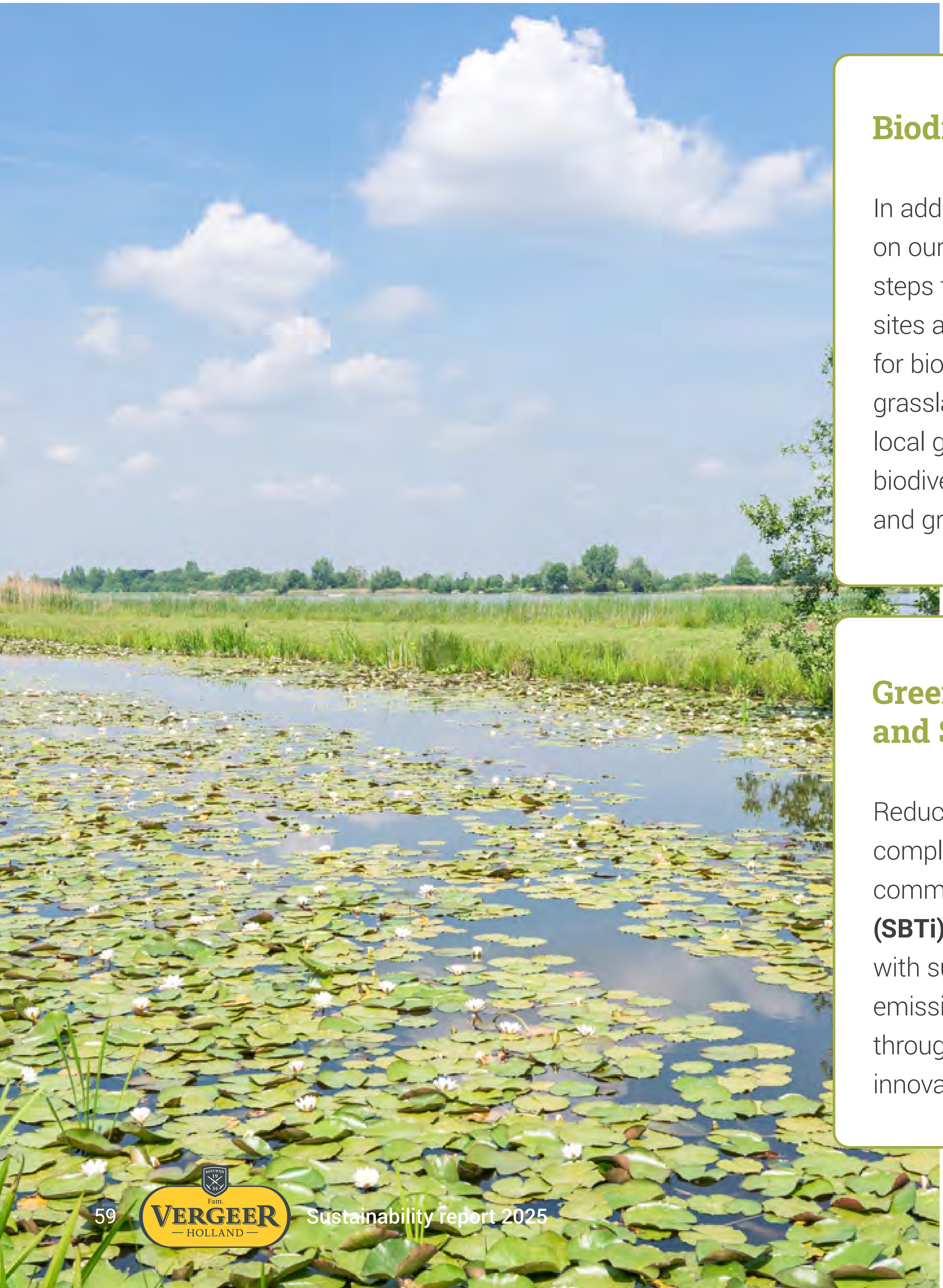
We are researching cheese concepts that **combine animal and plant-based proteins.** These hybrid products have the potential to lower the climate impact per product **while maintaining taste, functionality, and familiarity.**

By replacing part of the animal proteins with plant-based alternatives, such as pea, soy, or oat proteins, the greenhouse gas emissions per kilogram of product can be reduced. This approach addresses both greenhouse gas reduction and the protein transition. Together with raw material suppliers and customers, we are exploring the technical feasibility and market acceptance of these concepts.

Precision fermentation

We are also closely following developments in precision fermentation. **This technology uses microorganisms, such as yeasts or bacteria, to produce proteins that are identical to those from animal sources, but without the need for livestock**.

From a sustainability perspective, this offers clear advantages: significantly lower greenhouse gas emissions, reduced land and water use, decreased dependence on animal-based raw materials. While precision fermentation is still in development and large-scale commercial application will take time, we are monitoring these advancements with an open mind. In the long term, this technology could contribute to a broader and more sustainable protein supply.



Biodiversity on and around our sites

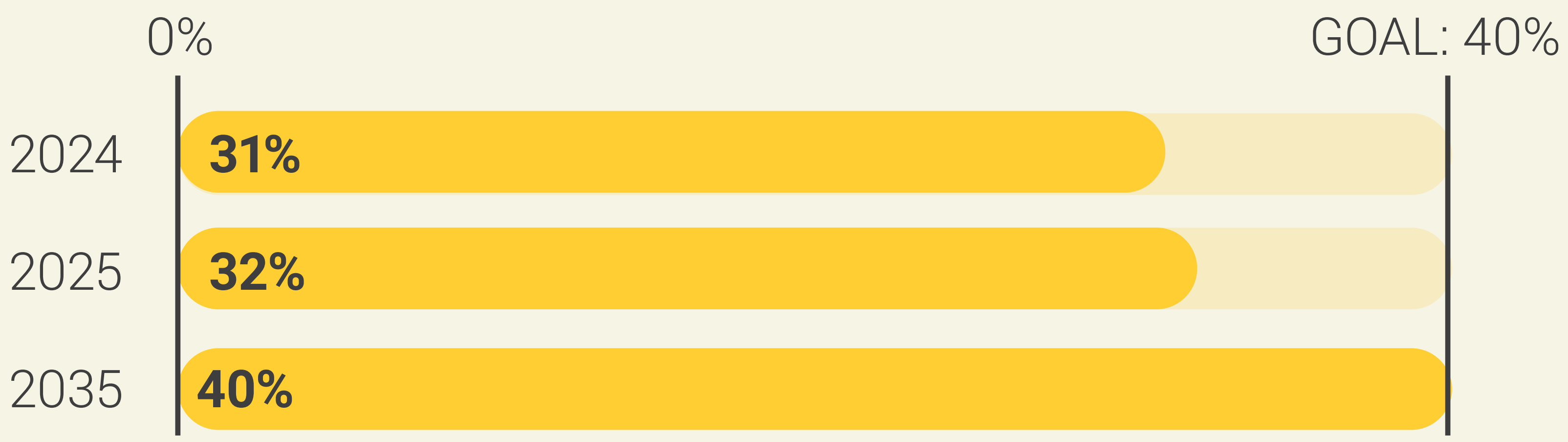
In addition to our role in the supply chain, we also focus on our direct local impact. In 2025, we took the first steps to strengthen biodiversity on and around our own sites and in the region. We are exploring opportunities for biodiversity restoration on company premises and grasslands under our management, collaborating with local governments and partners. These initiatives make biodiversity tangible and contribute to a more attractive and green working environment.

Greenhouse gases in the supply chain and SBTi

Reducing greenhouse gases in the supply chain is complex and requires collaboration. Vergeer has committed to the **Science Based Targets initiative (SBTi)** and uses these frameworks to guide discussions with suppliers and customers. Together, we explore how emissions in milk production can be reduced, including through more sustainable production methods and innovation in raw materials.

Share of raw materials with sustainability certifications

The share of raw materials with sustainability certifications shows a gradual increase:



Further acceleration remains challenging. Growth is heavily dependent on customer demand for certified products, which is often limited outside the Dutch market. Additionally, the distribution of extra costs associated with certifications still regularly poses a challenge within the chain.

This development underlines the importance of innovation and collaboration with customers. Therefore, we are actively exploring alternative protein concepts that align with changing consumer preferences and fit the future of cheese consumption, without losing sight of our current core position.

Governance & outlook

Clear steps taken

Connectivity matrix: a summary

The connectivity matrix illustrates how our context, pillars, material themes, and objectives are interconnected. This overview helps us steer structurally, make informed choices, and measure progress.

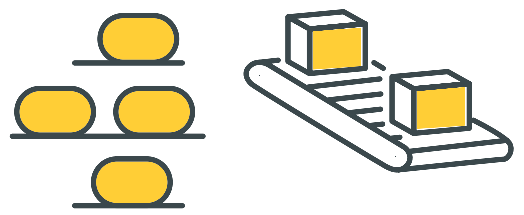
Context

- Labor shortage
- Sustainable and healthy consumption
- Climate change
- legislation and regulation
- Nitrogen crisis
- Digitalization and robotization

Sustainability pillars	Ambitions	Material theme	Definitions	Goal
Sustainable chain	Maturing and packaging high-quality cheese with the smallest possible footprint.	Sustainable packaging	Developing and using increasingly sustainable packaging. This means reducing the weight and volume of packaging, improving recyclability, and increasing the share of recycled materials in packaging.	All packaging will be recycle-ready by 2028.
				50% recycled content in packaging by 2028.
				750,000 kilograms of packaging material savings by 2028.
		Greenhouse gas emissions from own operations	Reducing greenhouse gas emissions in our own operations (scope 1 & 2).	Net zero own operation in 2027
		Waste and circularity	We minimize our waste as much as possible. Any remaining waste is separated so it can be reused as a raw material.	By 2030, 70% of waste will be reused or recycled.
				Establishing a circular model for plastic waste.
Attractive employer	An employer where employees work with pleasure, and where safety and health are prioritized.	Safety	We ensure a work environment where employees can work safely and feel safe.	Zero work-related accidents among own employees and temporary workers.
				Zero work-related accidents with absence (LTAs) per year among own employees.
		Health	We promote a healthy work environment for our employees.	Annual sickness absence rate below 6%.
		Attractive employer	Being an attractive employer for current and potential employees. Employees enjoy working at Vergeer Holland and are given the opportunity to develop themselves.	Annual employee satisfaction score of 8 or higher.
				Voluntary employee turnover is less than 25% of total turnover.
Sustainable aging	Increase the share of sustainable raw materials for a sustainable supply chain.	Biodiversity and welfare	We consider sustainable dairy farming important. We focus on sourcing raw materials that meet certifications aimed at biodiversity and animal welfare.	By 2035, 40% of our purchased raw materials will have a sustainability certification (such as Weidegang, VLOG, Planet Proof, or Organic).
		CO_2 emissions in the supply chain	Reducing greenhouse gas emissions in the supply chain, particularly in dairy farming (Scope 3).	A 45.5% reduction by 2035, using 2022 as the base year.
		Protein transition	The transition toward a diet with fewer animal-based and more plant-based proteins.	Exploring opportunities for non-animal proteins in cheese products.

In 2025, Vergeer took clear steps within all three strategic sustainability pillars. At the same time, we recognize that not all themes can develop at the same pace.

Our progress per pillar can be summarized as follows:



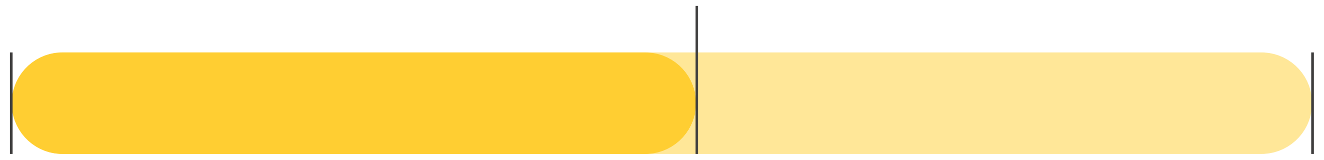
Sustainable maturing, cutting, and packaging

On Track

Within our own operations, we are achieving concrete and measurable results. Progress in sustainable packaging, energy consumption, and CO_2 reduction aligns with our ambitions. **With 82% recycle-ready packaging in 2025**, a strong increase in renewable electricity, and a significant decline in Scope 1 and 2 emissions, **we are on track toward our goals for 2027 and 2028.**

Employer of choice

Partially on track



We have established a strong foundation in safety, health, and development. **Absenteeism is below target,** and both turnover and th**e number of accidents are declining.** Initial results from the **employee satisfaction** survey show a **7.1** rating for Vergeer as an employer—a strong score. At the same time, the results indicate room for improvement, particularly in communication and collaboration. **These insights provide an important starting point for targeted actions in the coming years.**

Sustainable supply chain

Limited Progress

Progress within this pillar is gradual. The greatest environmental impact lies outside our direct sphere of influence, particularly in **dairy farming.** The share of certified raw materials is growing, but acceleration depends on customer demand, market developments, and cost distribution in the chain. **We continue to focus on collaboration, innovation, and dialogue with partners to achieve progress step by step.**

Governance & organization of sustainability

Achieving our sustainability ambitions requires clear governance, defined responsibilities, and structural embedding within the organization. That's why sustainability is integrated as much as possible into our existing organizational and decision-making structures.

The Board of Directors holds ultimate responsibility for sustainability policy. Within the board, the **CFO** is ultimately accountable for the implementation and progress of the sustainability strategy. The board also acts as a steering committee, setting the strategic frameworks, objectives, and priorities. For day-to-day management and coordination, a dedicated **sustainability team** has been established. This team translates the sustainability strategy into concrete policies, objectives, and action plans, and coordinates the preparation of sustainability reporting. The sustainability team works closely with various teams within Vergeer and reports to the board.

The execution of the strategy lies with **management**. Following the completion of the double materiality analysis, material sustainability themes have been assigned to specific managers. Each manager owns one or more themes and is responsible for implementation, progress, and results within their own portfolio and teams. This structure ensures that sustainability is part of regular line management and embedded in daily operations.

To maintain control over progress and coherence, a fixed **steering cycle** has been established. Results and actions are periodically evaluated with relevant stakeholders. The sustainability team, in collaboration with Finance & Control, prepares progress reports that provide insights into performance, risks, and key focus areas per theme. Based on these reports, action plans are refined or adjusted. The progress on sustainability is made transparent annually through the integrated annual report.

Outlook for 2026–2030

The period 2026–2030 will be defined by **acceleration**. We will build on the foundations laid in recent years and focus on further integrating **sustainability into our strategy and operations.**

With our 100th anniversary in 2034 in mind, we continue to think in generations. The choices we make today must contribute to a company that remains relevant, resilient, and responsible in the future. This way, we continue to build cheese that tastes good today and retains meaning tomorrow, for our people, our partners, and the chain of which we are a part.

Our main priorities for the years ahead are:

Achieving a **Net-zero operation** fot Scope 1 and 2

Strengthening attractive employership

with extra focus on communication and integral collaboration

Intensifying collaboration in the supply chain

to increase the impact on more sustainable raw materials and Scope 3 emissions

Further building a safer workplace

with a strong safety culture

Focusing on sustainable packaging

Further Professionalizing **Governance**

MEET OUR PEOPLE

Jolanda
Production line operator

42 year at Vergeer

Jolanda has worked at Vergeer for 42 years, as a production line operator. As operator, she ensures the cheese is neatly packaged, the weights are accurate, and the line keeps running smoothly.

What defines her experience at Vergeer is the long-standing connection with the company and her colleagues. After so many years, the work has become a natural part of her life. Every day, she makes sure the line stays operational and the work continues.

"I've spent a large part of my life working here, and every day I make sure the work keeps on going."

Appendix

VSME – Cross Reference Table

The table below indicates where the corresponding information for each VSME information requirement can be found in this report.

VSME Reference	ESG Pillar	Theme	Disclosure	Basis Module	Module Issued	Description	Chapter	Omission
B1	General	General	Basis for report preparation	x		Description of the company, legal form, revenue, employees, NACE code, locations, and reporting basis (individual/consolidated)		
B2	General	General	Transition to a sustainable economy	x		Overview of existing ESG policies and initiatives	1	
C1	General	Strategy	Business model and sustainability initiatives		x	Description of the business model, markets, supply chain, and integration of sustainability into the strategy	1	
C2	General	Strategy	Transition practices, policies, and initiatives		x	Detailed description of ESG policies and objectives	1	
B3	Environmental (E)	Climate / Energy	Energy and greenhouse gas emissions	x		Total energy consumption (renewable/non-renewable); Scope 1 & 2 emissions (tCO_2e); Scope 3	2 & 4	
B4	Environmental (E)	Pollution	Air, water, and soil pollution	x		Only mandatory if legally required (environmental permit); relevant emission values to air, water, or soil. Not applicable; not required by laws and regulations		Not applicable; Not required by laws and regulations
B5	Environmental (E)	Biodiversity	Biodiversity	x		Number and area of business locations in or near biodiversity-sensitive areas. Not applicable; no locations in/near biodiversity-sensitive areas		Not applicable; No locations in/near biodiversity-sensitive areas
B6	Environmental (E)	Water	Water	x		Total water withdrawal and consumption (m³); focus on high water-stress areas. Partially applicable; no significant water consumption or locations in high water-stress areas		Partially applicable; No significant water consumption or locations in high water-stress areas
B7	Environmental (E)	Circular Economy	Resource use and waste management	x		Application of circular principles; waste production (hazardous/non-hazardous), recycling, reuse	2 & Appendix	
C3	Environmental (E)	Climate / Emissions	Greenhouse gas reduction targets		x	Scope 1, 2 & 3 reduction targets; climate transition plan for high-impact sectors	2	
C4	Environmental (E)	Climate / Risks	Climate risks		x	Identification of physical and transition risks	Appendix	

VSME Reference	ESG Pillar	Theme	Disclosure	Basis Module	Module Issued	Description	Chapter	Omission
B8	Social (S)	Own Personnel	Workforce composition – general characteristics	x		Total FTE/HC; breakdown by gender, contract type, full-time/part-time, turnover percentage	3 & Appendix	
B9	Social (S)	Health & Safety	Workforce composition – health and safety	x		Number of workplace accidents, fatalities, sickness absence percentage; safety policy	3	
B10	Social (S)	Own Personnel	Remuneration, CAO, and training	x		Gender pay gap, employees covered by CAO; average annual training hours per FTE	Appendix	
C5	Social (S)	Own Personnel	Additional workforce characteristics		x	Age categories, detailed diversity indicators, employee representation, and social dialogue	Appendix	
C6	Social (S)	Human Rights	Human rights policies and processes		x	Internal policies and procedures for human rights within the workforce; complaint mechanisms	Appendix	
C7	Social (S)	Human Rights	Serious human rights incidents		x	Confirmed serious incidents (own personnel, supply chain, affected communities)	Appendix	
B11	Governance (G)	Business Ethics	Corruption and bribery convictions/fines	x		Number of convictions and fines for violations of anti-corruption/anti-bribery laws during the reporting period	Appendix	
C8	Governance (G)	Business Ethics	Revenue from specific activities		x	Revenue percentage from fossil fuels, tobacco, or controversial activities; possible exclusion from EU ESG benchmarks	Appendix	
C9	Governance (G)	Diversity in Governance	Gender diversity in governance bodies		x	Gender distribution (M/F/X) in Board of Management/ Supervisory Board/Management. Note: RvC (Supervisory Board)	Appendix	

VSME Content Index

The content index below provides an overview of all reporting requirements from both the Basic Module (B1–B11) and the Extended Module (C1–C9) of the VSME.

VSME Ref.	Subject	Data Point Description	Type	Value	Omission
Basic Module – General and Policy					
B1	General Information	VSME	Text	Basic and Extended	
B1	General Information	Reporting basis: individual or consolidated	Text	Individual	
B1	General Information	Legal form and country of establishment	Text	BV, The Netherlands	
B1	General Information	Legal form and country of establishment	Text	NCE Sector Classification Code: Packaging Activities 82.92	
B1	General Information	Total assets in euros	Financial	137.4 Million	
B1	General Information	Net turnover in euros	Financial	500.7 Million	
B1	General Information	Number of employees (headcount)	Quantitative	512 HC	
B1	General Information	Country of primary activities and location of key assets	Text	Netherlands: Bodegraven, Reeuwijk, Woerden.	
B1	General Information	Geolocation of owned, leased, or managed locations		Geolocations	
B1	General Information	Sustainability certifications and labels	Text	SBTi (commitment 2024; target validatie 2026) & Ecovadis brons certificaat, behaald op 25 juni 2025	

*** GEOLOCATION**
Reeuwijk: 52.0535353,4.6896809 | **Bodegraven:** NG/DC: 52.0701018,4.7629836 | **Woerden:** 52.0767942,4.9058854 | **Bodegraven Rijping:** 52.0707095,4.7488947

VSME Ref.	Subject	Data Point Description	Type	Value	Omission
B2	Sustainability Policy and Initiatives	Description of Sustainability Policy and Plans	Text	Explanation, see pages	
B2	Sustainability Policy and Initiatives	Activities within 10 Sustainable Sub-Areas	Quantitative	See table page 32, 37, 41	
Basic Module – Environment					
B3	Energy and Emissions	Total Energy Consumption (MWh)	Quantitative	21336 MWh	
B3	Energy and Emissions	Energy Consumption by Energy Carrier	Quantitative	Of which green: 13,876 MwH	
B3	Energy and Emissions	Scope 1 Greenhouse Gas Emissions (tCO_2e)	Quantitative	589 ton	
B3	Energy and Emissions	Scope 2 Greenhouse Gas Emissions (tCO_2e)	Quantitative	location based: 4,911 ton market based: 456 ton	
B3	Energy and Emissions	Scope 3 Greenhouse Gas Emissions (tCO_2e), if material	Quantitative	503,096 ton	
B3	Energy and Emissions	Total Greenhouse Gas Emissions (tCO_2e)	Quantitative	504,142 ton	
B4	Pollution	Emissions to Air (only if subject to permit requirements)	Quantitative	N/A	Not applicable due to current laws and regulations
B4	Pollution	Emissions to Water (only if subject to permit requirements)	Quantitative	N/A	Not mandatory under current laws and regulations.
B4	Pollution	Emissions to Soil (only if subject to permit requirements)	Quantitative	N/A	Not mandatory under current laws and regulations
B5	Biodiversity	Locations in Relation to Protected Natural Areas	Text	N/A	No locations in or near biodiversity-sensitive areas.

VSME Ref.	Subject	Data Point Description	Type	Value	Omission
B5	Biodiversity	Land Use	Text	N/A	No locations in or near biodiversity-sensitive areas
B6	Water	Total Water Consumption (m³)	Quantitative	18.23 m3	
B6	Water	Water Withdrawal by Source	Quantitative	N/A	No significant water usage or locations in high water-stress areas
B7	Circular Economy	Total Waste Generated (tons) per Year	Quantitative	1354 ton	
B7	Circular Economy	Waste by Type	Quantitative	Hazardous: 0.490 ton Not hazardous: 1354.091 ton	
B7	Circular Economy	Percentage of Reuse and Recycling	Quantitative	42%	
B7	Circular Economy	Annual Mass Flow of Relevant Materials (tons)	Quantitative	7,188	
Basic Module – Social					
B8	Employment	Total Number of Employees (HC)	Quantitative	512	
B8	Employment	Number of Employees with Temporary Contracts	Quantitative	75	
B8	Employment	Number of Employees with Permanent Contracts	Quantitative	437	
B8	Employment	Number of Employees by Gender (Male; Female; Unspecified)	Quantitative	Man: 391 Woman: 121 Not Specified: 0	
B8	Employment	Turnover Rate	Quantitative	12%	

VSME Ref.	Subject	Data Point Description	Type	Value	Omission
B9	Health and Safety	Number of Work-Related Accidents with Absence (Own Personnel)	Quantitative	4 accidents	
B9	Health and Safety	Number of Fatalities Due to Work-Related Accidents or Occupational Diseases	Quantitative	0	
B10	Employment Conditions	Do All Employees Receive at Least Minimum Wage? [YES/NO]	Text	YES, CAO (Collective Labor Agreement) for Private Cheese Packaging Companies	
B10	Employment Conditions	Gender Pay Gap (Male/Female) in %	Quantitative	3.27%	
B10	Employment Conditions	Percentage of Employees Covered by Collective Labor Agreement (CAO)	Quantitative	100%	
B10	Employment Conditions	Average Number of Training Hours per Employee per Year, Broken Down by Gender	Quantitative	Man: 13.83 Woman: 8.96	
Basic Module – Governance					
B11	Corruption and Bribery	Convictions for Corruption	Quantitative	0	
B11	Corruption and Bribery	Fines for Corruption or Bribery	Financial	€ 0	
Extended Module – Strategy and In-Depth Analysis					
C3	GHG Reduction Targets and Climate Transition	Target Year and Target Value for Scope 1 + Scope 2 GHG Reduction (Absolute)	Quantitative	Scope 1 en 2: 85% reductie (1,350 ton) in 2035 Scope 3 non-FLAG): 66.3% reductie in 2035 Scope 3 (FLAG): 45.5% reductie tov 2022	
C3	GHG Reduction Targets and Climate Transition	Base Year and Baseline Value for GHG Reduction Targets	Quantitative	Base value *	
C3	GHG Reduction Targets and Climate Transition	Units Used for GHG Targets	Quantitative	Ton Co_2	
C3	GHG Reduction Targets and Climate Transition	Percentage of Scope 1, 2, and 3 Covered by the Target (%)	Quantitative	Scope 1 en 2: 96% Scope 3 (non-FLAG): 88% Scope 3 (FLAG): 94%	

* Base value scope 1 and 2 (market based): 8,999 ton in 2022.
Base value scope 3: 564,389 ton in 2022.

VSME Ref.	Subject	Data Point Description	Type	Value	Omission
C3	GHG Reduction Targets and Climate Transition	Is a Climate Mitigation Transition Plan Available? [YES/NO]	Text	YES	
C5	Employees (In-Depth)	Ratio of Women/Men at Management Level (%)	Quantitative	Woman: 20% Men: 80%	
C5	Employees (In-Depth)	Number of Self-Employed Professionals Working Exclusively for the Company + Number of Temporary Agency Workers	Quantitative	245	
C6	Human Rights	Is a Code of Conduct or Human Rights Policy for Own Personnel Available? [YES/NO]	Text	YES	
C6	Human Rights	Does This Policy Cover: Child Labor / Forced Labor / Human Trafficking / Discrimination / Accident Prevention / Other? [YES/NO per item]	Text	YES for all categories	
C6	Human Rights	Is a Complaint Handling Mechanism for Own Personnel Available? [YES/NO]	Text	YES	
C7	Human Rights Violations	Are There Confirmed Incidents Related to Child Labor / Forced Labor / Human Trafficking / Discrimination / Other? [YES/NO per item]	Text	NO for all categories	
C7	Human Rights Violations	Are There Confirmed Incidents in the Value Chain / Communities / Consumers? [YES/NO]	Text	NO for all categories	
C8	Revenue from Specific Sectors	Is There Revenue from Controversial Weapons, Tobacco Cultivation and Production, Fossil Fuel Activities, Pesticide/Agrochemical Production? [YES/NO]	Text	NO for all categories	
C8	Revenue from Specific Sectors	Excluded from EU Paris-Aligned Benchmarks? [YES/NO]	Text	NO	
C9	Governance – Diversity	Gender Diversity Ratio in the Governing Body (%)	Quantitative	20%	

EXPLANATION::

- VSME Ref.: Refers to the VSME module.
- This index includes all VSME data points from the Basic Module (B1–B11) and the Extended Module (C1–C9).
- Data points listed under “Omission” are either not material to our operations or not subject to permit requirements.
- The VSME standard is a simplified version of the GRI Standards, designed for companies not subject to CSRD.
- Topics marked as “Extended Module” are optional but have been reported by us.

Greenhouse Gas Emissions Reporting

This table provides insight into the development of our CO_2 emissions over the period 2022–2025. The emission calculations have been verified by an external specialized agency, in accordance with the methodology of the Science Based Targets initiative (SBTi) and the Greenhouse Gas Protocol.

The emissions are categorized into Scope 1, 2, and 3, depending on their position in the value chain and the degree of influence we have over them. Annual reporting enables us to structurally monitor the progress of our emission reduction efforts and serves as the foundation for further sustainability improvements.

Scope	Sub-Scope	Category	Emissions (tons CO_2 eq)			
			2022	2023	2024	2025
Total Scope 1			746	484	637	589
Total Scope 2 (market-based)			8,254	6,930	6,764	456
Total Scope 2 (location-based)			7,467	5,979	5,977	4,911
Total Scope 3			564,389	525,564	507,102	503,096
Scope 3	3.1	Purchased Goods and Services	549,227	509,606	490,777	489,404
Scope 3	3.2	Capital Goods	2,659	3,111	3,220	1,815
Scope 3	3.3	Fuel- and Energy-related Activities (Not included in Scope 1 or Scope 2)	90	87	90	91
Scope 3	3.4	Upstream Transportation and Distribution	2,544	2.941	2,987	2,661
Scope 3	3.5	Waste Generated in Operations	544	551	587	592
Scope 3	3.6	Business travel	3	3	3	3
Scope 3	3.7	Employee commuting	583	561	559	559
Scope 3	3.8	Upstream Leased Assets*	0	0	0	0
Scope 3	3.9	Downstream Transportation and Distribution	6,167	6,138	5,923	5,181
Scope 3	3.10	Processing of Sold Products*	0	0	0	0
Scope 3	3.11	Use of Sold Products*	0	0	0	0
Scope 3	3.12	End-of Life Treatment of Sold Products	2,572	2,566	2,956	2,790
Scope 3	3.13	Downstream leased assets*	0	0	0	0
Scope 3	3.14	Franchises*	0	0	0	0
Scope 3	3.15	Investments*	0	0	0	0
Total Emissions (tonnes CO_2 eq)			**573,388**	**532,978**	**514,503**	**504,142**
Reduction vs base year (2022)				**7.05%**	**10.27%**	**12.08%**

*The rules marked with an asterisk () do not apply to Vergeer Holland.

Climate Risics

Based on the VSME, Vergeer Holland has identified climate-related hazards and transition events that could pose material risks to our business operations, the value chain, and financial performance.

Identified Climate-Related Hazards and Transition Events. The table below provides an overview of all identified climate risks. For each risk, the impact is described, the exposure of the value chain is mapped, and the financial or operational severity for Vergeer Holland is assessed for different time horizons. The severity classification indicates the extent to which the risk can directly affect Vergeer Holland's business results or continuity, not the probability of the underlying hazard itself.

Type	Risk and Impact	Involved link	Impact	Risk level		
				Short (up to 2030)	Mid-term (2031-2050) 2025	Long (after 2050)
Physical	Sea level rise and flooding risk	Own operations	Bodegraven and Reeuwijk are located approximately 2.5 meters below NAP (Dutch ordnance datum), while Woerden is approximately 1.3 meters below NAP. KNMI Climate Scenarios for Sea Level Rise in the Netherlands By 2050: · Low-emission scenario: 16–34 cm · High-emission scenario: 19–38 cm By 2100: · Low-emission scenario: 26–73 cm · High-emission scenario: 59–124 cm In the short term (until 2030), there is a high risk of flooding and water nuisance, which could lead to logistical disruptions. In the long term (by 2100), the risk of relocation increases due to rising water levels.	Low	Low	Medium
Physical	Drought and heat stress	Upstream and own operations	**Upstream:** Reduced milk production per cow (heat stress occurs in dairy cattle starting at 21° C), as well as lower grass growth. Drought causes feed shortages, higher feed costs, and potential scarcity of milk and cheese, leading to higher purchase prices. **Own Operations:** Higher outdoor temperatures result in more intensive use of refrigerated production and storage spaces. This increases electricity consumption (at higher energy prices) and puts additional strain on cooling systems, raising the risk of malfunctions. This also exacerbates grid congestion (peak load).	Low	Medium	Medium
Transition	Market developments and customer needs	Entire supply chain	Customers are increasingly requiring suppliers to adopt Science Based Targets (SBTi), implement CO_2 reduction initiatives, and drive innovation in sustainable packaging. Engagement in these areas is essential to remain relevant in the market.	High	High	Medium
Transition	PPWR (Packaging and Packaging Waste Regulation)	Own operations; upstream packaging suppliers	**Regulatory Obligations:** Mandates regarding the use of recycled materials and the recyclability of packaging, with phased implementation starting from August 2026. **Impact:** Increase in material costs. Required investments in R&D for packaging solutions. Competitive advantage for proactive compliance.	High	Medium	Low
Transition	Nitrogen policy / livestock reduction	Upstream (Dutch milk pool)	National nitrogen policy may lead to mandatory scaling down of the Dutch dairy farming sector. This reduces the domestic milk pool and, consequently, the supply of Dutch cheese, potentially resulting in higher raw material prices or increased logistical costs.	Medium	Medium	Medium
Transition	Grid congestion	Own operations	Capacity shortage on the electricity grid, with a risk of overloading existing connections at production locations. Peak loads or overloading can lead to operational disruptions. Expansions for the electricity grid are planned for after 2030.	High	Medium	Low

Severity Legend: High = Significant direct financial or operational risk for Vergeer Holland. Medium = Noticeable impact, manageable with measures. Low = Limited direct impact expected.

Climate Adaptation Measures:

The above risks are incorporated into Vergeer Holland's sustainability strategy. The report details which adaptation and mitigation measures have been initiated or planned.

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This sustainability report has been prepared in accordance with the principles of the VSME guidelines, as developed by EFRAG.

Generations full of flavor.
Generations ahead.