



Corporate Sustainability Report 2023

Barentz.

Barentz.

The global specialty ingredients solution provider.

We are specialising in Human Nutrition, Pharmaceuticals, Personal Care, Performance Materials and Animal Nutrition, creating unique synergies across all fields of expertise.

Welcome
to Barentz





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MESSAGE FROM THE CEO AND CFO

We continue to aspire to place ESG at the core of all we do.

Recent events continue to reinforce the need for urgent climate action. Unprecedented heatwaves, droughts, and powerful storms all demonstrate now is the time for collective action to solve some of the world's most pressing challenges.

At Barentz, we aspire to place sustainability at the core of all we do. We acknowledge our responsibility to contribute to a more sustainable world, and we are actively seeking opportunities and partnerships with like-minded companies to do our part to help meet the goals of the Paris Agreement.

“We do our part to help meet the goals of the Paris Agreement.”



Derk Jan Terhorst,
CFO



Terry Hill,
Interim CEO (as of 1 May 2024)

Our actions.

At Barentz, we produce a number of sustainable products and utilize sustainable supplies throughout our operations. Some examples of our sustainable products are our use of seaweed in cattle feed to lower emissions, floor finishes which are solvent or VOC free and last, but not least, our contribution to supplying ingredients for use in plant-based diets. We continue to see many great examples of how the products we source and supply can positively impact our environment and communities—and we're proud of our contribution to these initiatives.

In addition to our sustainable products, we are continuing to invest in data collection and reporting. In 2023, we implemented a global Learning Management System to allow policies and trainings to be easily distributed to all our employees. We are in the process of implementing a system to collect and report our global environmental, social, and governance (ESG) data more efficiently. It is our belief that only through robust data collection can we improve our ESG performance. In 2023, we also conducted a double materiality assessment (DMA) of our operations to prepare for compliance with the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standard (ESRS), and we determined the Scope 3 emissions associated with the products we purchase.

Of course, as a distributor of life science ingredients, our ESG program is intimately linked to those of our Principal partners. We are committed to working with our partners to ensure they share our dedication to advancing our ESG goals, and we believe that together we can make a real difference in the world. Accordingly, we are continuing our partnership with EcoVadis to assess the ESG performance of our primary partners.

Our Commitments.

To do our part, we recognize that we must commit to action. We have made the following public commitments to ensure our actions are aligned with our values:

- To reduce our Scope 1 & 2 emissions by 35% by 2030, in line with the requirements of the Paris Agreement using a baseline.
- To increase the gender diversity of our senior managers to 30% by 2030.
- To assess 80% of our suppliers by revenue by 2025 for ESG commitments.

As an organization, Barentz is dedicated to achieving our ESG goals. We will continue to aspire to place sustainability at the core of all we do. We will continue to challenge our organization to identify solutions to make our company—and the products we offer—contribute to a more sustainable world.

Hoofddorp, June 2024

Terry Hill,
Interim CEO, Chair of the Management Board

Derk Jan Terhorst,
CFO

“We aim to reduce our Scope 1 & 2 emissions by 35%.”

PROFILE

Our profile.

WHO WE ARE**The global specialty ingredients solution provider.**

We are the global specialty ingredients solution provider specialising in Human Nutrition, Pharmaceuticals, Personal Care, Performance Materials and Animal Nutrition, creating unique synergies across all fields of expertise.

WHAT WE DO**Deliver better ingredient solutions.**

Thousands of customers across the globe have access to our world-class principal ingredients and their brands. For our customers, we provide access to the best ingredients solutions available to add value.

We are ambassadors, technological experts, networkers and a business platform, connecting ingredients manufacturers and users across all areas. Additionally, we source complementary ingredients, formulate custom products and apply our market and technological knowledge.

As a result, we deliver better ingredient solutions for our customers, for consumers and for the planet.

WHAT DRIVES US**Together, there is always a better solution.**

We develop strong partnerships, deliver ingredients and formulated solutions for a more sustainable world; Barentz is here to help you succeed. Together, there is always a better solution.

PURPOSE: WHAT WE'RE HERE TO DO

We develop strong partnerships, deliver ingredients and formulate solutions for a more sustainable world.

As the leading global specialty ingredients solution provider with the focus on life science, we know that our ecosystem's long-term prosperity is ultimately our own. That's why at Barentz, we're in the business of creating better solutions that enable sustained success for our principals, our customers, people and communities and ultimately the planet. Empowered by principles of knowledge, entrepreneurship and partnership, we're persistently conquering challenges while unearthing entirely new opportunities. This continuous pursuit of better is what Barentz was founded on seven decades ago, and it's what continues to be the key ingredient shaping our future success – and possibly yours too.

Barentz is here to help you succeed,
and together, there is always a better
solution. **Barentz. Always a better
solution.**

OUR DNA.

Our DNA.

Barentz is and does many things, but our core DNA is that we are knowledge-driven specialists, formulators with entrepreneurial spirit, and collaborators continuously seeking meaningful partnerships.

In the business of better, we are the preferred partner that makes it happen. This is because we are specialists in the life science ecosystem. With 70 years of experience, we have insights and expertise that only time — and endless enquiry — can produce.

At the same time we are collaborators, and our distributor success relies on our ability to identify, develop and sustain quality partnerships. Barentz is committed to further improving its already strong ESG performance and is working with long-lasting partners that truly align with our values. That is why all our sustainable ingredients are driving our purpose and philosophy responsibly.

“One team driven by the powerful blend of partnership, knowledge and entrepreneurship.”

THE BARENTZ GROUP DNA SUMMARISED

Purpose.

Our purpose inspires us.

We develop solid partnerships, deliver ingredients and formulated solutions for a more sustainable world.

Values.

Our values define us.

Our values set out the principles that unite and inspire our people to deliver on our purpose.

- We are one team
- We are strong partners
- We are knowledge driven
- We are entrepreneurial
- We embrace change
- We live by integrity always

[Read more on the next page](#)

Strategy.

How we create stakeholder value.

We position ourselves as the global specialty ingredients solution provider, by partnering with strategic and globally leading suppliers, servicing small and medium-sized customers globally with better specialty ingredient solutions, leveraging our deep knowledge and expertise in the areas we play.

Our differentiated value-added services.

- Warehousing & Distribution
- Product development and R&D support
- Application support
- One-stop-shop
- Technical expertise and Formulation development

Values.

We are driven by knowledge.

Knowledge is at the core of who we are. We are a global team of local experts and formulators with a deep understanding of industry trends and challenges.

**We are entrepreneurial.**

We are proactive, practical and seek opportunities for continuous growth.

**We embrace change.**

We are flexible, responsive and adapt easily to change. We are always looking for a better solution.

**We are one team.**

Operating as one team makes us stronger, smarter and better. We embrace teamwork and partnership with our customers, suppliers and colleagues.

**We live by integrity.**

We live by the strong principles of honesty and integrity. It is an integral part of the Barentz DNA and guides us in everything we do.

**We are strong partners.**

We value and nourish our partnership with principals, customers, suppliers and other partners, supporting them in their long-term success.



Barentz at a glance.

Founded in

1953

Present in

70+ countries



Principal based
distribution

>82%
of revenue

Revenue in 2023

€2.4
billion

Formulation
laboratories
in all regions

56



Organised
in 4 regions

EMEA,
North &
Central
America,
South
America
and APAC

Dedicated to
27,000+
customers

Customised
sourcing



Formulated
solutions

A global team of
2,700+
employees

Gender diversity
50% female,
50% male



Acquisitions
in 2023

4

Sustainability Highlights.



Reporting KPIs for all global operating facilities



Established Diversity and Inclusion Policy



Determined Scope 3 Emissions for all purchased raw materials



Partnered with EcoVadis to conduct a review of our primary suppliers' ESG programs



Made public commitments to reduce emissions, balance senior management gender diversity, and verify suppliers' ESG performance



Implemented robust Learning Management System to efficiently provide training to all global employees

ESG key figures 2023.



Scope 1, 2 and 3
Emissions ✓

1,987.25 Kt
CO₂ e

Waste
generation ✓

3,313.2
Tonnes

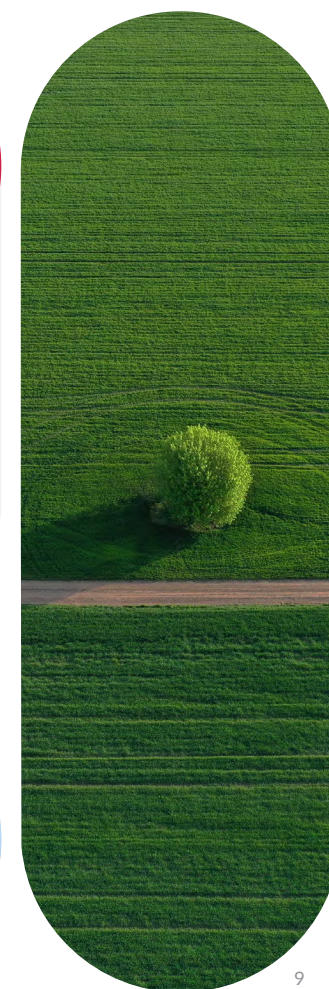
Water
consumption ✓

21.03 MM
Gallons



Whistleblower ✓
allegations received

2



Work-related
Injuries ✓

9

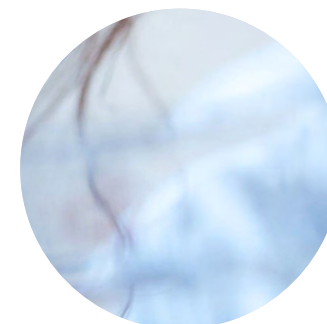
Hazardous waste
generation ✓

4,864.33 Kg



Percentage women in
senior management ✓

18%



Approach to Sustainability



U.N. SDGS

Aligning to six SDGs.

We have chosen to align our company values and collective interests with the United Nations Sustainability Goals. We've selected several of the UN Sustainability Goals, which most align with our operations and passions, to guide our program. The UN Goals we've aligned our program around are:



Ensure healthy lives and promote well-being for all at all ages.

The new goal for worldwide Good Health promotes healthy lifestyles, preventive measures, and modern, efficient healthcare for everyone.



Achieve gender equality and empower all women and girls.

Political, economic, and social equality for women will benefit all the world's citizens. Together we can eradicate prejudice and work for equal rights and respect for all.



Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all.

Economic growth should be a positive force for the whole planet.



Build resilient infrastructure, promote inclusive and sustainable industrialisation, and foster innovation.

A functioning and resilient infrastructure is the foundation of every successful community.



Take urgent action to combat climate change and its impacts.

Through education, innovation, and adherence to our climate commitments, we can make the necessary changes to protect the planet.



Strengthen the means of implementation and revitalise the global partnership for sustainable development.

To build a better world, we need to be supportive, empathetic, inventive, passionate, and above all, cooperative.

KEY SUSTAINABILITY PILLARS

Our committed Board.

ESG Organisation.

A member of our Management Board is responsible for the governance of our ESG program. Our ESG Governance Council, which is comprised of functional leaders across our organization such as our CEO, CFO, CHRO, and our Global Director of ESG, who is responsible for advancing and guiding our ESG strategy. The council reports directly to our Management Board and the ESG Board representative. The Management Board receives an ESG update at each monthly board meeting.

The strategic objectives set by the Governance Council and Management Board are executed by our Global Director of ESG, who is our point of contact for all ESG activities. This role provides accountability for our ESG objectives; however, a key focus of our program is developing a broad base and decentralised ownership of all ESG objectives. To achieve this, we have identified ESG Champions in each of the regions we operate in. These champions are responsible for ensuring our ESG objectives are understood and resourced appropriately at the local level. Our ESG Champions are passionate about sustainability, are familiar with our data management systems, and are detail-oriented.

We have also established our Barentz ESG Ambassador program. This is a voluntary program for Barentz employees who are passionate about Sustainability to give back in ways that are impactful to them. In 2023, our ESG ambassadors organised volunteer activities and promoted sustainable activities at their local facilities.



“One of our core values is
We are Strong Partners.
We are working closely
with our partners to
improve our combined ESG
performance and make a real
difference in the world.”

Scott Simmons,
Global Director of ESG, Cleveland,
Ohio United States of America

ESG Workplan.

Our ESG objectives are outlined via our yearly ESG work plan. This work plan is comprised of 5 key pillars, Environment, Labor & Human Rights, Ethics, Sustainable Procurement, and Community Action & Partners. Within each of these pillars, we have identified 3-10 tangible actions which we've committed to completing. Some of these commitments include, the implementation of a global wellness program, identifying GHG emission reduction targets, and identifying a partner non-profit organisation in each region we operate in.

Preparation of the Sustainability Statement.

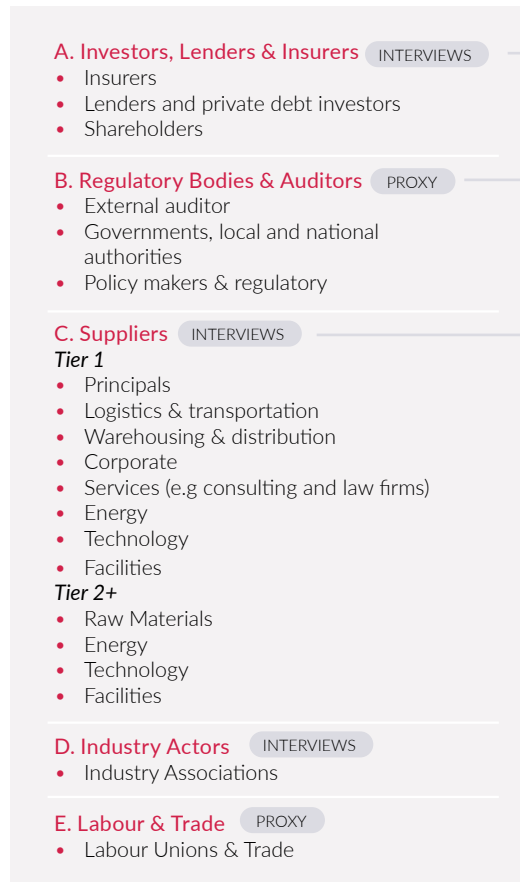
This Sustainability Report has been prepared on a consolidated basis. The scope of this report is aligned with the scope of our annual financial reporting. It covers all Barentz global operations and businesses, and also includes upstream and downstream activities via our Scope 3 data. Specifically, we include in this report the emissions associated with the production of our purchased goods, the emissions associated with the transportation of those goods from our suppliers and to our customers, and the emissions associated with our purchased services. We have not omitted any information due to intellectual property or trade secrets. While we are working to develop a report which complies with the Corporate Sustainability Reporting Directive (CSRD), this report does not yet fully satisfy these requirements. Also, we report some sustainability information in accordance with our own criteria.

Core Elements of Due Diligence	Paragraph in the Sustainability Statement
Embedding due diligence in governance, strategy and business model	Risk Management and Double Materiality
Engaging with affected stakeholders in all key steps of the due diligence	Stakeholder engagement
Identifying and assessing adverse impacts	Risk Management and Double Materiality
Taking actions to address those adverse impacts	ESG work plan
Tracking the effectiveness of these efforts and communicating	Materiality Assessment



Barentz's Value Chain Map and sources covered in the DMA.

UPSTREAM



OPERATIONS



DOWNSTREAM



Market Position, Strategy, Business Model, and Value Chain.

Barentz is a global life science and specialty performance ingredients distributor. We specialise in delivering solutions in human nutrition, performance materials, pharmaceuticals, personal care, and animal nutrition. We share best practices within and between our operating divisions and are able to strongly benefit from various growth opportunities in each division.

As a global leader in our markets, we create synergies and added value for all of our 25,000+ customers. We offer each customer not only our state-of-the-art formulated solutions, but also the combined strength of our more than 1,000 principals and customised sourcing capabilities. We do not derive material revenue from fossil fuel exploration, chemical production, weapons or production of tobacco.

An overview of the value chain determined via the DMA is on the previous page.

Stakeholder engagement.

At Barentz, we value partnerships and strive to foster transparent relationships with stakeholders across our value chain to create long-term, sustainable value. Given the nature of our business as a distributor and our global footprint, our engagement with stakeholders takes many forms. We regularly incorporate feedback from customers, principals, and third parties, as well as from sustainability rating agencies such as EcoVadis, auditors, certification bodies, and public authorities, to continuously improve and adapt for the future. The feedback we receive, as well as our own ambitions, are combined to form our ESG work plan and goals. As a supplier of a wide range of products, we recognize the impacts, both positive and negative, our products can have on the environment and the lives of our customers. We work closely with our suppliers and customers to ensure responsible operations. To illustrate this, we provide all our customers with a safety data sheet describing how to safely handle our products. This safety data sheet has a phone number which is monitored 24 hours a day to receive any concerns regarding our products. We also participate in numerous trade associations which advocate for the safe and responsible use of our products. Stakeholders were also key voices in the development of our double materiality assessment (DMA), which was conducted as part of our ongoing sustainability strategy in 2023.



Materiality Assessment.

Barentz finalised an enterprise-wide DMA, aligned with the CSRD and the ESRS in 2023. In the past, Barentz has conducted “long list” materiality assessments to determine the most impactful topics to our business. This new DMA approach will allow us to understand the impacts, risks, and opportunities facing our business and will allow us to comply with future reporting requirements in the EU. KPI data associated with our ESG activities is presented in this report. These KPIs were determined as a result of the impacts, risks and opportunities identified via our DMA. This data will be presented in our Sustainability Report and the progress we are making toward our ESG goals will be evidenced through this KPI data. We should note, however, this may vary in upcoming years as circumstances might change and the assessment has not yet been assured. The KPIs presented in this report were determined using our historical materiality assessments. KPIs included in future reporting will be aligned with the recently completed DMA. Metrics and targets are being developed for material topics where no targets or KPIs are yet in place.

Risk Management and Double Materiality.

As a global life science ingredients distributor with a presence in more than 70 countries, Barentz operates in a dynamic business environment. We recognise risks and uncertainties as part of our business. While our global presence and diversification of business activities, products, IT infrastructure investments, customers, and suppliers help to mitigate the group’s key risks and uncertainties, our risk management and internal control process also helps to support us in pursuing our strategy and operations more effectively. Proactively managing our strategic, operational, financial, and compliance risks is key to our organisation’s decision-making process. Our risk management process has been designed to identify and prioritise risks and to subsequently develop appropriate responses. The process also identifies related opportunities so that we can pursue those that have the potential for strategic impact across our operations.

As Barentz grows and matures, we continue to invest in our global risk management capabilities. Previously, our risk management and control environment functioned primarily at the local level. However, we have bolstered our control environment and added a Global Leader responsible for risk management and internal controls.

Our local risk management teams continue to resolve issues but report to our Global Internal Controls leader for better coordination and risk management. To build a robust control framework globally, the Barentz Board addresses risk management and internal control in all its Board meetings. Although the Barentz Board has overall responsibility for risk management, Barentz ensures that risk is managed continuously at all layers of the organisation by embedding risk management in the governance structure of the organisation, through both a bottom-up (local management) and top-down (executive management) approach.



As a group, we continue to invest in further strengthening the risk management and internal control environment and related governance, risk, and compliance systems. We plan to incorporate the risks identified via our DMA into our risk management process to ensure these risks are tracked and managed directly.

Of course, the DMA is not a onetime activity. We plan to revisit the DMA on a yearly basis to ensure the topics remain aligned with our business and aim to conduct a new DMA at least every 3 years.

Materiality Assessment Methodology.

Barentz worked with a consulting partner to develop the CSRD-aligned DMA and build a comprehensive list of potential material topics relevant to Barentz’s business and operations. We obtained input from five peer assessments, eight internal stakeholder interviews, seven external stakeholder interviews, an employee survey, and five proxy data sources. After considering the input data, 14 ESG topics were identified as priority out of 16 ESG topics identified as relevant to the business. In addition, 47 impacts, risks and opportunities (IROs) were identified as material out of the 170 IROs identified across the Company’s value chain.

IMPACTS

Material topics	14 Positive Impacts	8 Negative Impacts
	Climate Change <ul style="list-style-type: none"> Supplier emissions Innovative products 	Climate Change <ul style="list-style-type: none"> Indirect GHG emissions Direct GHG emissions
	Circular Economy and Waste <ul style="list-style-type: none"> Packaging resource reduction 	Circular Economy and Waste <ul style="list-style-type: none"> Non-recyclable packaging
	Biodiversity and Ecosystems <ul style="list-style-type: none"> Volunteering initiatives 	Pollution <ul style="list-style-type: none"> Air particulates and pollutants Waste management
	Talent Attraction, Retention and Development <ul style="list-style-type: none"> Career development Compensation and benefits 	Talent Attraction, Retention and Development <ul style="list-style-type: none"> Career development
	Sustainable and Innovative Products <ul style="list-style-type: none"> Research and development sustainably journey's Safer products Sustainable and efficient ingredients Healthier products 	Human Rights <ul style="list-style-type: none"> Child and forced labour
	Sustainable Procurement <ul style="list-style-type: none"> Sustainable Procurement 	Labour Practices and Working Conditions <ul style="list-style-type: none"> Child labour
	Workforce Health and Safety <ul style="list-style-type: none"> Training on safe handling 	
	Diversity, Equity and Inclusion <ul style="list-style-type: none"> Gender diversity 	
	Management of Legal and Regulatory Affairs <ul style="list-style-type: none"> Gender diversity 	

RISK AND OPPORTUNITIES

Material topics	10 Opportunities	13 Risks
	Climate Change <ul style="list-style-type: none"> Energy management 	Climate Change <ul style="list-style-type: none"> Physical assets and workforce disruption
	Circular Economy and Waste <ul style="list-style-type: none"> Reduce, reuse, and recycle packaging 	Circular Economy and Waste <ul style="list-style-type: none"> Costs of customer demand
	Talent Attraction, Retention and Development <ul style="list-style-type: none"> Growth from investment Compensation and benefits 	Talent Attraction, Retention and Development <ul style="list-style-type: none"> Policies and practices Labour market competition Succession planning Employee turnover Workforce resistance
	Sustainable and Innovative Products <ul style="list-style-type: none"> Accessing new markets Partnering with suppliers 	Sustainable and Innovative Products <ul style="list-style-type: none"> Customer demand
	Sustainable Procurement <ul style="list-style-type: none"> Customer expectations Supply chain transparency Sustainable sourcing Certified sourcing 	Workforce Health and Safety <ul style="list-style-type: none"> Poor work-life balance
		Business conduct <ul style="list-style-type: none"> Non-ethical business practices Failure to implement ESG Unethical business practices
		Data Privacy and Security <ul style="list-style-type: none"> Cybercrime from digital transformation



This data collection process considered input from Barentz's business. Internal subject matter experts (SMEs) from each functional area of our business were consulted, as well as key external stakeholders including key customers, suppliers and logistics providers. The diverse input considered allowed us to focus on activities that may have a heightened risk of adverse impact.



The initial 170 IROs were scored and mapped to Barentz's value chain by eight Barentz SMEs according to the CSRD-aligned DMA scoring methodology. The scoring exercise results were compiled by our consulting partner into an IRO Register tracker, and impacts were identified relevant to Barentz's operations.

Fifty-three positive and negative impacts and 117 financial risks and opportunities were identified relating to Barentz's 16 ESG topics. Both negative and positive impacts were given an impact score of 1-5 (based on an Organization for Cooperation and Development (OECD)/ESRS-aligned scoring rubric) for the severity and likelihood of each impact so that they could be effectively prioritised in relation to these criteria.

Our consulting partner also applied the financial and impact materiality thresholds, as confirmed by Barentz, as well as the prioritization assessment criteria to the results of the IROs scoring exercise to identify material IROs and respective ESG topics.

To validate these IROs, two separate workshops were held with Barentz SMEs. The SMEs reviewed the conclusions and confirmed that these conclusions aligned with their perspective and understanding of each risk.



	Climate Change	21
	Circular Economy & Waste	22
	Pollution	24
	Biodiversity & Ecosystems	24
	Water & Marine Resources	25
	Sustainable Innovation & Products	26
	Sustainable Procurements	27
	Product Stewardship	29
	Sustainable Innovations & products	30
	Workforce Health & Safety	31
	Talent Attraction, Retention & Development	33
	Diversity, Equity & Inclusion	36
	Labor, Practises & Working conditions	37
	Human Rights	38
	Community action and partners	40
	Business Conduct	42
	Data Privacy & Security	45
	Management of legal & Regulatory affairs	47



ESG

Environment

Barentz is a distributor of life science ingredients. In our business, we can have a significant impact on people's lives. We are committed to advocating and educating our customers regarding the potential impacts of our products. Caring for our environment is one of the pillars upon which our ESG program is built, and knowledge and partnerships are two of our culture's fundamental pillars.

We are passionate about environmental protection. This is demonstrated by our ISO 14001 certification at our Maustepalvelu, Finland, facility.

“In our business we can have a significant impact on people's lives through the products we offer.”

Scope 1 and 2
Emissions ✓

7,917
tCO₂e

Water
consumption ✓

21.03 MM
Gallons

Waste
generation ✓

3,313.2
Tons

Climate Change.

Urgent climate action is needed around the world. At Barentz, we recognize the importance of climate action and are actively working to reduce our environmental footprint through our commitment to reduce our Scope 1 and 2 emissions by 35% by 2030.

Climate change was identified as a material topic via our 2023 DMA. Physical assets and workforce disruption were identified as a material financial risk associated with this topic, and energy management was identified as a material opportunity. Negative material impacts associated with this topic are direct and indirect GHG emissions, supplier emission reduction, and innovative products were found to be material positive impacts.

While our products provide many benefits to improve the health and quality of life of consumers, there is a cost associated with these products. Specifically, the CO₂ emissions associated with their production and transportation. To govern our climate change risks and minimize associated negative impacts, we have implemented a supplier code of conduct, a sustainable procurement policy, and an environmental policy. We monitor KPIs associated with our material negative impacts and are seeking to improve year-over-year. A summary of our Scope 1, 2, and 3 data for 2023 is:

Gri Standard	Disclosure Title	2023
302-1	Energy Consumption within the organisation	✓ 26,185.53 Mwh
302-1	Natural Gas Consumption within the organization	✓ 2,372,923.6 m ³
302-1	Electricity Consumption within the organization	✓ 1,151,192 kWh
302-3	Energy Intensity	0.0109 Kwh/€

Gri Standard	Disclosure Title	2023	2022
305-1	Scope 1 Emissions	✓ 5,194.3 tCO ₂ e	4,323 tCO ₂ e
305-2	Scope 2 Emissions	✓ 2,723 t CO ₂ e	4,632 tCO ₂ e
305-3	Scope 3 Emissions	✓ 1,979.33 kt CO ₂ e	1,081.28 kt tCO ₂ e
305-3	GHG Emission intensity	0.0008 kt CO ₂ eq./€	0.00543 kt CO ₂ eq./€

Of course, monitoring data from our operations is not enough. We operate several distribution facilities globally and are continually working to improve our impact on the environment. At our facilities, we have implemented several measures to minimize energy consumption, including:

- Energy, efficient lighting, including LED lighting
- Warehouse and office motion sensor lighting
- Timer controls on warehouse thermostats
- Regular preventative maintenance on all equipment
- Electric vehicle charging stations at select locations
- Solar panels at select facilities
- Electric vehicle charging stations at select facilities
- Purchased renewable energy credits for our global facilities

We demonstrate our commitment to reduce our Scope 1 and 2 emissions through actions like these, which are already in place, and other opportunities that we continue to explore. Progress will be reported from next year's report onwards. In 2023, we made progress toward this goal by reducing our Scope 2 emissions via the purchase of renewable energy credits. In 2023, we also reduced our Scope 2 energy consumption by approximately 8 percent.

Barentz is also taking action to address supplier emission reduction and innovative products by committing to audit 80% of our suppliers by revenue by 2025. It is our belief that this audit, which includes an environmental assessment, will allow us to better understand the intentions of our partners and make positive, data-driven impacts regarding climate change. We are happy to report that we completed 25% of these audits in 2023, with plans to complete up to an additional 75% in 2024. We will continue to report supplier audit progress in the future sustainability report.

To address the material financial risk associated with this topic, we maintain a robust supplier and logistics network. We have also invested in information technology (IT) systems that allow us to remotely manage our operations in the event one of our offices or facilities is forced to close for a period of time. While some of our facilities are located in regions that are at risk of Climate Change impacts, we have not identified any facility with material assets that may be impacted by Climate Change related effects.

- Scope 2 emissions calculated via a market based approach.

Circular Economy & Waste.

Responsible waste management is an important part of our approach to sustainable operations. Barentz is committed to meeting all relevant requirements set by local laws and regulations as well as requirements agreed with customers and suppliers regarding waste treatment and disposal. We encourage waste reduction in our value chain by promoting a line of more sustainable products and services in our product portfolio.

Circular economy and waste was identified as a material topic for Barentz. Costs associated with customer demands were identified as a material financial risk while reduce, reuse, and recycle packaging was identified as a material opportunity. Non-recyclable packaging was identified as a negative impact and packaging resource reduction as a positive impact. We established non-hazardous waste generation and hazardous waste generation as two KPIs associated with this topic. As a life science distributor, one of the challenges we face is non-recyclable packaging. Many of the products we supply must be shipped in safe and sterile packaging. While this packaging ensures the product is safe for its intended use, it can make reducing our reliance on packaging difficult. It is our goal to identify a way to reduce and recycle more of our product packaging in the coming years. We have not yet established a formal target for reducing our waste or increasing circular use rate, but we continue to explore this opportunity in 2024.

Our offices, warehouses, and limited production sites are the main internal sources of waste. Our warehousing activities primarily generate non-hazardous waste. All waste generated by our activities is transferred to third parties for treatment. Local Safety and Compliance Managers are responsible for ensuring that disposals are conducted in compliance with local laws and regulations by accredited disposal companies.

Throughout the year, Barentz worked to recycle as much of our waste as possible. In our offices, we promote recycling of used materials and minimising paper consumption. About 10% of non-hazardous waste was diverted from disposal, including through material recycling activities. Recycling efforts include the re-use of cardboard or dunnage, recycling bins for office paper, cardboard recycling, aluminum can recycling, printer cartridge recycling, and the proper disposal of batteries and light bulbs. We continue to identify new ways to reduce, reuse, or recycle our waste, and we plan to identify a methodology to better track waste diverted from disposal in 2024.

Barentz is also committed to tracking and safely dispose of all our hazardous wastes. Responsible disposal of waste and prevention of incidental releases are also areas of focus as we continue to pursue opportunities to reduce our impact on the environment. We have robust protections in place to prevent any spill from impacting the environment adjacent to our facilities. Prevention measures we utilize include:

- Emergency response procedures
- Spill Kits
- Building design for spill prevention and pollution
- 3rd party cleanup and disposal

See the Pollution chapter to learn more about related management strategies and goals.

To govern our climate change risks and to minimize related impacts, we have included circular economy and waste in our environmental policy. We also report a KPI associated with the negative impact of non-recyclable packaging waste.

The data for 2023 is:

Gri Standard	Disclosure Title	2023	2022
306-3	Non-hazardous waste generation	✓ 3,313.2 tons	2183.9 tons ¹
306-1	Hazardous Waste Disposed	✓ 4,864.33 Kg	Not reported

To collect this data we obtain the amount of waste removed from our operating facilities from our third-party waste hauler. This data is then combined and reported globally. Hazardous waste is disposed of by licensed and certified disposal companies. To report our hazardous waste generation, we obtain the waste manifest from the certified disposal company and combine the amount disposed for all our global entities. This data is then verified by our assurance provider.

Packaging

As a distributor, Barentz does not package or unpackage the goods we supply to our customers. Rather, our principal suppliers package the products during the manufacturing process and our customers remove the packaging after purchase. Accordingly, to reduce and recycle packaging, it will be imperative for Barentz to engage with key stakeholders, including our suppliers and customers, to develop a coordinated plan to improve packaging and reduce waste. As a part of our supplier audits, we will look for opportunities to guide future waste reduction efforts and ensure we are partnering with suppliers who are utilising sustainable packaging demanded by customers. See the Climate Change chapter to learn more about our supplier audits.



1. The 2022 non-hazardous waste generation data has been updated. We updated the reported value after receiving more accurate data following the publication of our previous report.

Pollution.

Pollution was identified as a material topic for Barentz with two material negative impacts: air particulate and pollution and waste management.

Our Supplier Code of Conduct, Sustainable Procurement, and Environmental policies govern our actions to minimize the negative impacts associated with this material topic. Barentz’s facility operations are considered “asset light” and do not generate material air pollution emissions, including material VOCs, NOx, or Sox. Accordingly, these emissions are not measured or tracked as a KPI. The emissions associated with the transportation of our products is reported as a category within our Scope 3 emissions.

As a life science ingredients distributor, logistics is a core part of our business. Due to the necessity of shipping our products to meet global market demand, air particulates can occur during transportation from automotive, ship, or plane engines. In addition, some of our products are packaged in single use plastics for sterilization purposes, which can generate pollution if not disposed of properly. As discussed in our Circular Economy & Waste chapter, our products are packaged by the manufacturer and unpackaged by our customers—which limits our ability to control packaging selection and disposal. We are committed to including a product Safety Data Sheet (SDS) for every product to help customers understand how to safely and responsibly dispose of the products they purchase from Barentz after unpackaging. We aim to identify additional opportunities to reduce pollution and improve the recyclability of more of our product packaging in the coming years. To achieve this, we will explore ways to understand the amount of product we source that is produced from recycled material. Currently, this data is unavailable.

We also aim to identify ways to minimize the impacts associated with the transportation of our products. We have partnered with a third-party expert to maximize the efficiency of our trucking routes. We have also implemented policies to minimize the runtime of our vehicles, such as loading in order of delivery to optimize runtime and fuel efficiency and to shut down vehicles when waiting to load or unload.

In 2023, we engaged with a strategic partner to determine how we can more efficiently ship their products between regions. Based on the findings, we implemented a logistics hub in collaboration with our strategic partner. Moving forward, this hub will allow us to import consolidated shipments into a central location rather than shipping multiple, smaller loads. Once this hub has been fully implemented, we plan to report the associated emissions reduction in future sustainability reports.

We have developed KPIs associated with our material negative impact. They are:

Gri Standard	Disclosure Title	2023	2022
305-3	Scope 3 Category 4 and 9 emissions	✓ 140,517 tCO ₂ e	Not reported
306-3	Waste Generation	✓ 3,313.2 tons	2183.9 tons ¹

Biodiversity & Ecosystems.

Biodiversity is becoming an increasingly important topic related to climate change. Accordingly, biodiversity was highlighted as a material topic for Barentz with one associated positive impact. It was determined that our volunteering activities can have a positive impact on biodiversity globally.

We manage our impacts on biodiversity and ecosystems via our Supplier Code of Conduct, Sustainable Sourcing, and Environmental policies. Barentz does not operate, own or lease any facilities in an area that is designated as a protected area or of high biodiversity. Barentz facilities are primarily offices located in city centers. Further, Barentz’s operations are not known to have an impact on any species identified by the International Union for Conservation of Nature Red List of Threatened Species. We took additional action to understand the impact of our operations and products on the diversity of wildlife, and we partnered with a consulting firm to conduct a biodiversity impact assessment. The assessment considered data from 2022. We look forward to

1. The 2022 non-hazardous waste generation data has been updated. We updated the reported value after receiving more accurate data following the publication of our previous report.

incorporating feedback from this study in the future as we aim to ensure we are doing our part to maintain a healthy, diverse balance of wildlife around the world. In addition, our commitment to community involvement can have a positive impact on biodiversity. We have partnered with a non-governmental organization (NGO) who supports clean oceans. We provide assistance to this NGO to support their mission of removing plastic trash from the world's oceans. Through our partnership we have contributed to the direct removal of many pounds of plastic from the oceans. We also work in our communities to plant trees and clean beaches to help do our part to promote vibrant ecosystems.

In 2023 we sourced thousands of tonnes from our supply network. These products are derived from many sources, including petroleum, plant-based sources, and minerals. Given the nature of our business, all these material types were sourced externally.

Water & Marine Resources.

Access to fresh water is a topic that will become increasingly important in the future. Barentz is committed to using water efficiently in our operations and to complying with local regulations and international standards.

Barentz primarily utilizes water in our offices and warehouses for drinking and sanitation. Water is used in select facilities to support various operational processes. Any water used at a Barentz facility is either consumed, added to a Barentz product, or discharged to a publicly owned treatment works. Barentz does not have a method for tracking the amount of water that is discharged.

All of our facilities operate according to local discharge requirements. Water is sourced from public, third-party providers, primarily water utilities. Barentz does not source water from the ocean or ground water. Given Barentz' operations, no material topics regarding water and marine resources were identified during our DMA. However, given the importance of this topic broadly, we still take it seriously and took action in 2023 to manage and reduce our water consumption.

We manage our water & marine resources impact via our Supplier Code of Conduct, Sustainable Sourcing and Environmental policies. Our global water usage is recorded and reported at all our operating facilities. In addition, we are continuously working on the development of products that can help our customers and end-consumers reduce water use in their operations or daily activities. For example, we have developed solid shampoo bars that reduce the need for water in their formulation. To maintain our goal of knowledge sharing with stakeholders and partnerships, we have also joined the Global Water Consortium (GWC). Through the GWC, we are working with like-minded companies to advocate and take action to preserve our limited water resources. Our water consumption in 2023 was:

Gri Standard	Disclosure Title	2023	2022
303-5	Water Consumption	✓ 21.03 MM gal	17.47 Mgal ¹
303-5	Water Intensity	0.0087 gal/€	0.01 gal/€ ²

2. The 2022 water consumption, and water intensity, data has been updated. We updated the reported value after receiving more accurate data following the publication of our previous report.



Sustainable Innovations and Products.

It is our belief, that Barentz can have the most positive contribution to society by bringing these environmentally beneficial products to market.

The importance of innovation was highlighted during our double materiality assessment. Sustainable and Innovative Products was scored as the second most material topic for Barentz. Two material financial opportunities, five material positive impacts and one material financial risk were identified. The financial risks and opportunities highlight the importance of this topic for Barentz. The financial risk of failure to meet customer's demands is counterbalanced by the opportunities of meeting customer demand and accessing new markets as well as partnering with suppliers to meet customer demands. It's clear that our strategy of focusing on bringing innovative products to the market will help achieve our commercial goals.

Positive impacts were also identified as part of this topic. Research and Development, Supporting customers sustainability journey, safer products for society, sustainable and efficient ingredients and healthier products for society were all identified. Barentz is uniquely positioned as a leading supplier of speciality ingredients to provide a positive benefit to society. As a coordinator amongst many suppliers, and with our expert knowledge, we're able to bring products to market which help our customers live healthier and more sustainable lives. No negative impacts were identified with this topic. Our sustainable procurement policy controls many aspects of how we approach this topic.

Continuing to offer our customers new and innovative products is a key aspect of what Barentz does and critical to address our material financial risk of failure to meet customer demands. To address this risk Barentz is expanding our product portfolio with innovative products as we're able to source from our vast network of principal suppliers and can create novel formulations using our many technical laboratories around the world. Barentz employs a team of Principal Managers to ensure our relationships with our principal suppliers are strong and to pass feedback we receive from our customers back to the manufacturers.

It's through this collaborative approach that we have implemented novel solutions to address challenges raised by our customers. We've implemented a logistics hub to improve shipping times to our customers and have developed unique formulations to address specific regulatory or environmental challenges. Some examples of our sustainable products are our use of seaweed in cattle feed to lower emissions, our development of shampoo bars which enable the use of sustainable packaging, and ingredients for use in plant-based diets. These are only a few examples of the ways our business activity is supporting a more sustainable world.

Sustainable Procurement.

Barentz is a distributor of life science ingredients. In this aspect, our ESG program is intimately linked to that of the suppliers we choose to partner with.

Sustainable Procurement was identified as the fourth priority ESG topic for Barentz. Four material financial opportunities were identified for Barentz and one material opportunity. No material financial risks or negative impacts were identified. The financial opportunities are meeting customers' sustainability expectations, enhancing supply chain transparency, sourcing sustainable and biodegradable chemicals and sourcing certified ingredients / products. The material positive impact is enhancing suppliers' overall sustainability policies and practices.

Through our network of technical experts, we are able to pass feedback we receive from our customers back to the manufacturers and help them develop the innovative and sustainable products.

We have outlined our vision for our suppliers in our Sustainable Procurement Policy, which is publicly available on our website. Our Sustainable Procurement policy outlines our expectations for our suppliers in terms of environmental performance, ethical behavior and human rights. While we have not yet identified an approach to do so, it is our expectation that our suppliers minimize the emissions associated with the production of their products to as great an extent as possible. It is our commitment to ensure 100% of our employees have received and acknowledged this policy by 2025. We assess our suppliers', sustainability in several ways including:

- Performing on-site principal evaluations
- Principal audits and regular reviews
- Corrective and preventative actions

When evaluating a potential new supplier, we have documented procedures to evaluate their Environmental, Labor, Human Rights, and Ethical practices. We have outlined the expectations of our suppliers in our Supplier Code of Conduct, which contains topics such as Business Integrity, Human Rights, Safety, and Sustainability. This document has been disseminated to our suppliers and is readily available on our website for everyone's awareness. It is our goal to ensure >90% of our suppliers have signed our Supplier Code of Conduct by 2026. If a supplier or third party is found to be violating our Supplier Code of Conduct, they will be given a warning and issued a corrective action to improve. If the behavior continues, we will cease to do business with them. In 2023 we did not cease doing business with any supplier as a result of environmental concerns.

In 2022 we took action and partnered with EcoVadis to take our assessment of suppliers one step further. In 2022, working with EcoVadis, we conducted a detailed assessment of our top 100 global suppliers for a variety of social, environmental and business ethics factors. We are happy to report we continued this effort with EcoVadis in 2023 via the assessment of additional suppliers. The program was so successful, we have committed to assess the ESG program of 80% of our suppliers by revenue by 2025. We will be reporting this important action as a KPI going forward. We will be reporting the number of suppliers screened for environmental action.

Gri Standard	Disclosure Title	2023	2022
308-1	Number of suppliers evaluated in 2023 for ESG performance	157	Not reported

Sustainable formulations require sustainable raw materials. Barentz is committed to providing raw materials with as minimal environmental footprints as possible. We seek to source raw materials from our suppliers which are manufactured and produced in the most sustainable ways - many of the products we source and supply contain some form of "Eco" designation, such as COSMOS, RSPO, Ecocert, Fair Trade, Leaping Bunny, etc. We developed a Palm Oil policy to ensure we are sourcing this sensitive raw material in the most sustainable and responsible way. We are particularly focused on expanding our sustainable product portfolio.

It is our goal to:

- Have 100% of our employees receive and acknowledge our Sustainable Procurement Policy by 2026.
- Assess the ESG program of 80% of our suppliers by revenue by 2025, including an anti-corruption due diligence review.
- Ensure >90% of our suppliers sign our Supplier Code of Conduct by 2026.



Product stewardship.

As a supplier of a wide range of life science and specialty ingredients, handling, storage, and transport of our products are particularly important. Just like employee safety, ensuring the safety of anyone handling or using our products is treated with the highest priority.

Product stewardship is a material topic for Barentz. However, no material impacts, risks, or opportunities were identified with this topic. Our Product Stewardship program is overseen by our Quality Manuals, which are audited by third parties, and our Health and Safety policy.

Safe Use of our Products

To ensure product safety during use, we review potential customers to ensure they have the ability and technical knowledge to utilize the products they intend to purchase safely. After this initial review, we provide a SDS for all applicable products, which contains all the needed information to respond to an incident involving the product. The SDS contains an emergency contact number, which is monitored 24 hours a day, seven days a week, and is staffed by trained first responders to assist any individual to respond to an event involving a product we supplied. We stand behind our products and are committed to ensuring our customers remain safe while using them.

Quality Management

Quality management is another key aspect of our Product Stewardship program. As a supplier of food and pharmaceutical ingredients, ensuring the products we deliver are unadulterated and safe for their intended application is of critical importance. To ensure the quality of the products we supply, we subscribe globally to numerous quality assurance programs that are evaluated and verified by third-party external auditors. Some of the quality assurance programs we employ are: Responsible Distribution and ISO 9001, for quality assurance, as well as Safe Quality Foods (SQF) and BRC for food quality assurance. Our continued recertification of these programs by an independent third-party is a clear demonstration of our robust commitment to ensuring the products we supply are unadulterated and safe for their intended use.

Product Design

The final critical aspect of our product stewardship program is product design. We are continually evaluating our products and engaging with stakeholders to develop new formulations that are more environmentally friendly than the previous version. For example, in our performance materials business unit we recently reformulated a floor finish product to contain less volatile solvent than previous versions. It is this technical expertise and commitment to continuous improvement that provides value to our customers and demonstrates our desire to do our part to solve some of the world's most pressing challenges.

It is our goal to:

- Provide safe and sustainable products to our customers.
- Provide an SDS for 100% of the hazardous products we ship.
- Report any allegations of adverse effects associated with the use of our products.

These goals will be tracked via a monthly KPI and reported via our annual sustainability report. In 2023 Barentz was successful in providing an SDS for all hazardous shipments and did not receive any allegations of adverse effects associated with the use of our products.

KPI

- Allegations of adverse effects associated with the use of our products (2023): 0

Sustainable innovation & products.

It is our belief that Barentz can have the most positive contribution to society by bringing these environmentally beneficial products to market. The importance of innovation was highlighted during our DMA.

Sustainable and innovative products were deemed material for Barentz. Two material financial opportunities, five material positive impacts, and one material financial risk were identified. The financial risks and opportunities highlight the importance of this topic for Barentz. The financial risk of failure to meet a customer's demands is counter-balanced by the opportunities of meeting customer demand, accessing new markets, and partnering with suppliers to meet customer demands. Our strategy of focusing on bringing innovative products to the market will help us achieve our commercial goals.

Positive impacts were also identified as part of this topic. Research and development; supporting customers' sustainability journey; safer products for society; sustainable and efficient ingredients; and healthier products for society were all identified. Barentz is uniquely positioned as a leading supplier of specialty ingredients to provide a positive benefit to society. As a coordinator amongst many suppliers and with our expert knowledge, we are able to bring products to market that help our customers live healthier and more sustainable lives. No negative impacts were identified with this topic. Our sustainable procurement policy controls many aspects of how we approach this topic.

Continuing to offer our customers new and innovative products is a key aspect of what Barentz does and is critical to addressing our material financial risk of failure to meet customer demands. To address this risk, Barentz is expanding our product portfolio with highly innovative products as we are able to source from our vast network of principal suppliers and can create novel formulations using our many technical laboratories around the world.

Barentz employs a team of principal managers to ensure our relationships with our principal suppliers are strong and to pass feedback we receive from our customers back to the manufacturers. To achieve this, our customer account representatives routinely meet with our customers and discuss items of importance to them. These account managers then meet internally with our principal managers who are responsible for providing feedback to our suppliers. It's through this collaborative approach that we have implemented many novel solutions to address challenges raised by our customers. We have implemented a logistics hub to improve shipping times to our customers and have developed unique formulations to address specific regulatory or environmental challenges. Some examples of our sustainable products are our use of seaweed in cattle feed to lower emissions, our development of shampoo bars that enable the use of sustainable packaging, and ingredients for use in plant-based diets. These are only a few examples of the ways our business activity is supporting a more sustainable world.



Work related
Injuries ✓

9



ESG

Social

Workforce Health & Safety.

At Barentz we are focused on safety. It is our goal to have zero accidents or incidents each year. We work tirelessly to ensure each employee returns home at the end of the day in the same condition they arrived to work. Our accidents and incidents are tracked and reported to our executive leadership team each month.

Workforce health and Safety was identified as the fifth material topic for Barentz. A material financial risk identified with this topic was poor work-life balance, and a positive impact is the training on safe handling we complete. Two negative impacts identified as relevant are substances of concern and unsafe handling of chemicals. Our Health & Safety Policy governs our approach to protecting our employees, facility guests, customers, communities and stakeholders.

To address the potential risk of poor work-life balance, we are taking actions to ensure our employees have the resources needed to achieve a healthy work-life balance and are proud of our efforts to promote the safe use of our products. The actions we are taking to promote a healthy work-life balance are described in the Talent Attraction and Retention and Labor Practices and Working Conditions sections of this report. The great work we are doing to provide knowledge regarding the safe use of our products is described in the product stewardship section of this report.

To address the negatives impacts, we are fostering a culture of safety, and we have established a behavior-based health & safety management system. Our health & safety management system remains at the leading edge of industry best practices, via our active participation in industry trade associations such as the Association for the Food Processing industry, Chemical Pharmaceutical Association and the National Association of Chemical Distributors. Our employees receive regular safety training, as well as safety onboarding training for all new employees. The safety training is administered by our local Health & Safety coordinator in each region. This system was implemented to protect our employees and to comply with workplace health & safety regulations. It applies to all our global employees. The system was based on the guidelines outlined in ISO9001 and Responsible Distribution standards. It applies to all our global employees and operated facilities. We will record and report the following KPIs associated with the identified material negative impacts:

- Hazardous waste disposed: 4864.33 Kg ✓
- Allegations of adverse effects associated with use of our products: 0

Safety Culture

Our health & safety system is behavior based but employs a risk-based approach to determine hazards and mitigation protocols. We have a team of experienced Environmental, Health & Safety professionals who conduct risk-based assessments for our activities and determine if any action is needed to minimize their associated risk. For example, we recently implemented fall protection at our facility in Minneapolis, Minnesota after it was determined that employees could potentially fall during a loading operation. Our health & safety system is then audited internally via our auditing processes and then verified by an external auditor on a regular basis. While the significant safety hazards of our operations vary by facility, the most significant risk to our employees determined via our risk assessment approach are slips, trips and falls and driving related accidents. We are not aware of any worker health & safety risks due to third party or business relationships.

Our approach to safety is culture based. In our view the safest workplaces are the workplaces that have a strong safety culture. To reinforce this culture we conduct safety meetings at all our operating facilities. Feedback from our employees is solicited during these meetings and utilised to guide our health & safety system. An example of an action taken as a result of feedback during our safety meeting was additional lighting on the exterior of one of our facilities. Employees noticed it was unusually dark when walking to their car when leaving the facility at night. To address this we installed additional lighting to ensure good visibility when exiting the facility at night. While our employees have the opportunity to provide feedback to guide our health & safety system via several mechanisms, our employees are not represented by a formal health & safety council.

To reinforce our focus on safety and address our significant risks, we distribute a monthly safety communications, installed high visibility warnings on uneven surfaces, installed cameras in our fleet of vehicles to improve driver safety, and only partner with carriers who meet our stringent safety, security, and compliance standards. We also work to actively safeguard our employees who work remotely. Our sales team regularly receives defensive and safe driving training to ensure they are working as safely as possible while they are on the road. We implemented a cloud-based learning management system which allows us to efficiently deploy and track safety training across our organization. This system will allow us to provide all our employees with regular safety training each year.

In 2023, a total of 9 incidents were recorded. The incidents involved recordable work-related injuries due to slips, trips and falls, cuts and muscle strains. No fatalities or injuries resulting in an inability to work for longer than six months were recorded. The rate of recordable work-related injuries in 2023 is 1.63×10^{-6} based on 5,500,000 worked hours.

KPI:

- Reportable Incidents: 9 ✓
- Incidents per man hour: 1.63×10^{-6} ✓
- Work related ill-health incidents: 0

Incident Resolution & Continuous Improvement

Whenever an incident occurs, our team of Health & Safety professionals conducts a robust root cause analysis to determine the underlying cause of the incident. Once the root cause is determined, we implement whatever change is necessary to ensure a similar incident does not occur in the future. This approach is representative of our commitment to Safety and Continuous Improvement. We are tracking the effectiveness of our safety program via our incident rate. If this rate increases over time, it is a signal we must reevaluate our safety program.

We also require employees to report concerns regarding unsafe behaviors or equipment and to remove themselves from situations they deem unsafe. Our employees are able to report safety concerns via our reporting form and discuss with their supervisor or manager. Our Health & Safety Policy prohibits retaliation for any employee reporting an honest safety concern or for removing themselves from a situation they deem unsafe. Of course, if the employee feels uncomfortable reporting the concern for whatever reason, they are able to report via our anonymous whistleblowing system which is publicly available via our website.

It is our goal to:

- Have 0 safety incidents each year.
- Have all employees receive and acknowledge our Safety Policy by 2026.

Gri Standard	Disclosure Title	2023	2022
403-9	Work-Related Injuries	✓ 9	7
403-9	Work-Related Injuries per man hour	✓ 1.63x10 ⁻⁶	1.92x10 ⁻⁶
403-10	Work Related ill Health	0	0

Talent Attraction, Development, and Retention.

We believe we employ the best people in the life science ingredient distribution business and recognize our employees are the cornerstone of our business.

This belief was reinforced by our DMA, which ranked talent attraction, retention and development as the most material topic for Barentz. Poor policies and practices, competition to attract talent, succession planning, turnover harming relationships, and workforce resistant to change were identified as material financial risks. In terms of material financial opportunities, investment in talent and compensation and benefits were identified. Lack of career development opportunities was identified as a negative impact while career development and mobility and compensation and benefits were identified as positive impacts.

Approach to Recruiting

Barentz is growing quickly. To support this growth and our future plans, having the best people employed at our company is critical for our success. To recruit the best talent for our organization and address the financial risks identified, we have developed a stringent talent acquisition strategy and have found that having a well-organised process; clearly defined roles, responsibilities, and expectations; a multi-step interview process; and a structured onboarding process have paid great dividends. We publicly post all our open positions on our website, which ensures all candidates have an equal opportunity to apply and be considered for positions at Barentz. Our DEI policy is applied to our recruiting process and ensures a candidate never experiences discrimination during the recruiting process due to race, religion, or gender.

Employee Work-life Balance

Relationships are critical to Barentz' business. Our relationships with our principal suppliers and customers is what differentiates Barentz from our peers. To address the risk of these relationships being disrupted due to turnover, we believe it is essential to properly care for and support our employees' health and well-being.

All our employees are eligible for complete benefits that support and promote a healthy work-life balance. We are proud of the benefits we provide to our employees and are continually looking to improve them each year. Many of our standard benefits include health insurance, access to employee resource programs, and medical leave protection.

Remuneration Practices

At Barentz, we pride ourselves on the competitive compensation and benefits we offer our employees. To ensure our remuneration practices are fair and balanced, we have established job descriptions for each position. These job descriptions are then considered within certain pay categories that are routinely benchmarked against the industry average. This practice ensures there is no discrimination due to our remuneration practices and that we are offering our employees fair, industry-aligned pay.

Career Management & Development

While benefits and a healthy work-life balance are critical, for many being challenged at work with exciting new opportunities is important to long-term happiness at a company. We recognize this and have invested in our succession planning and career mobility.

Through our implementation of Cornerstone, employees are able to input their career interests into our global system, which makes their career interests known to senior executives. In addition, career interests and development are key aspects of our yearly performance review process. Managers must discuss employees' career interests and work collaboratively to help them achieve their goals. Annual performance reviews are completed for all our employees who are part of Cornerstone.

Two-way Communication

While career change is exciting to many, it is natural to be concerned about change. As an organization that is experiencing rapid growth and that will be evolving to achieve our commercial goals, change is inevitable. It is important for us to be aware of the impact this change can have on our employees and their work to ensure their concerns are heard.

To take action, we regularly host town hall meetings with our employees, issue CEO communications, and have regular team meetings. We have an open-door policy to allow all employees to voice any concerns they have, and we do our best to make clear how any changes we are implementing align with achieving our commercial goals. We do our best to provide our employees with as much notice as possible before implementing any operational changes that will affect their daily activities. While we seek to provide as much notice as possible, we do not have a defined period for providing this notice to employees.

In 2023 we completed an employee engagement survey with a portion of our employees. The data we receive through these surveys facilitates our social corporate goals. For example, as a result of the survey we conducted we will be utilising the career interests section of our Cornerstone system to allow employees to make managers more aware of their broader career aspirations.

To ensure our employees are successful in their current and future roles at Barentz, we provide supplemental training for all employees via structured onboarding. The onboarding includes training to ensure all employees are familiar with our various policies and safety procedures. Some items included in the training are related to sexual harassment, workplace violence, IT security, and facility safety protocols.

Learning Management System

Our recent implementation of Cornerstone has allowed us to effectively provide career development training to all our global employees. Many of our employees joined Barentz with extensive knowledge and experience in specialty chemicals or food ingredients, while some worked in sales, product management, or technical development and application. To build on our employees' foundational knowledge, we have provided access to a wide catalog of training material that is available at any time. Of course, another key aspect of training is career mobility and succession planning.

Through Cornerstone, employees are also able to input their career interests into our global system, which makes their career interests known to senior executives. Annual performance reviews are completed for all our employees who are part of our Cornerstone Learning Management system.

We have established training hours per employee as the KPI associated with the negative impact identified during our DMA. The KPI for 2023 is:

- Training hours provided per employee: 0,7
- Percentage of employees receiving annual performance review: 48%

Defined Benefit & Retirement Plans

Barentz offers employees robust benefits such as employee health insurance (region dependent), life insurance (region dependent) legal service insurance (region dependent) and vision and dental insurance (region dependent). Barentz does not offer a defined retirement benefit plan, but does support initiatives to facilitate individual retirements, such as offering a 401K plan for all employees in the U.S.

Transitions from Barentz

Barentz is a vibrant workplace with many opportunities; however, from time to time there may be a need for an employee to separate from the company. To facilitate this transition, we offer robust assistance to ensure that each individual is treated with respect and dignity and is positioned for success in the next phase of their career journey. In 2023, we divested our Global business unit, but did not have any layoffs that affected more than 5% of our workforce.

It is our goal to:

- Ensure all employees have access to transparent career management tools
- Ensure all employees have received job-specific training
- Ensure all employees receive an annual performance evaluation with actionable feedback for improvement
- Publicly post all jobs
- Foster a transparent and documented job selection methodology



**Diversity, equity and inclusion.**

The success of our company would not be possible without each and every one of our employees. Barentz consists of an inclusive and diverse group of professionals around the world who are dedicated to providing quality service and value to our customers, principals, and each other.

Diversity, equity, and inclusion (DEI) was identified as material for Barentz. Barentz SMEs scored one positive impact associated with DEI, which was gender diversity. Stakeholders did not identify any material financial risks, opportunities, or negative impacts for this topic. Our DEI policy governs our approach to DEI throughout our organization. By taking steps to create a workforce that includes a well-balanced distribution of all genders, different nationalities and ethnicities, LGBT community members, varying age groups, and socioeconomic levels in all positions, Barentz garners new insights to address business challenges and market opportunities. We have found that our commitment to DEI can open doors we never knew existed. The assembly of inclusive and diverse teams translates into value for principals and customers because the differences in perspectives, thought processes, and mindsets allow for distinct approaches to the legal challenges businesses face today.

We continue to seek to develop a workforce that reflects the diversity of the communities, our principals, and the customers we serve by embracing diversity in all its forms—which includes but is not limited to:

- race, ethnicity
- gender or sex
- gender identity and expression
- sexual orientation
- age
- physical and cognitive disabilities
- citizenship status
- family situation and marital status
- cultural background,
- religious and spiritual beliefs,

- military experience,
- political beliefs, and
- thought, and experience.

We aim to place Inclusion and Diversity at the heart of how we operate. By promoting an inclusive work environment where all associates are respected and valued for their unique knowledge, skills, and abilities, we can harness the best talent to ensure our customers are given the service they demand. Barentz employs thousands of people worldwide. Barentz is an equal opportunity employer with a standing policy of nondiscrimination as protected by applicable laws and regulations. It is our policy to provide Equal Employment Opportunity to all persons, regardless of race, color, creed, age, religion, sex, national origin, physical or mental disability, genetic information, pregnancy, marital status, or military status. To uphold equal employment and advancement opportunities to all individuals, our employment decisions are based solely on merit, qualifications, skills, abilities, and job-related factors. We openly promote these values internally and externally.

To ensure these values are realised, we enforce our DEI policy. This policy lays the foundation for our goals of achieving a diverse and vibrant workplace. We documented 0 incidents of discrimination in 2023.

To achieve our DEI goals, we have established a formal commitment and target to increase the gender diversity of our senior leadership team to 30% female by 2030. To guide our activities, we conducted an employee engagement survey in North America to understand our collective understanding regarding DEI. The survey yielded valuable data that has helped determine what actions we will take going forward. Some of the actions we have implemented are completing diversity and inclusion training for our employees and posting all our jobs publicly, so all our employees are able to pursue jobs that interest them. We found the results of the survey to be so valuable that, moving forward, we are committed to conducting a yearly engagement survey. Our goals are to:

- Have 0 incidents of discrimination each year.
- Have all our employees receive and acknowledge our DEI policy by 2024.

These goals will be monitored through our Cornerstone training system. Progress toward completion of these goals will be reported annually in our Sustainability Report.

Gri Standard	Disclosure Title	2023	2022
2-7	Employees	2,700+	2,500+
2-7	Percentage of women	50%	51%
405-1	Diversity of governance bodies	7 men	7 men
405-1	Percentage women in senior management	✓ 18%	11% ³
406-1	Incidents of discrimination	0%	0%

Labor Practices & Working Conditions.

Barentz strives to be an employer of choice. To achieve this we have established policies and a culture in line with OECD and ILO guidelines for multinational enterprises. We have established these values in our Employee Code of Conduct and our Supplier Code of Conduct.

Labor practices and working conditions were identified as material for Barentz. No material financial risks or opportunities were identified as part of this topic. Child labor was identified as a negative impact. Our practices to prevent child and forced labor are outlined in the Human Rights section of this report, and the KPI we have associated with this negative impact can be found in that section.

3. The 2022 definition of women in senior leadership was different than the definition use in 2023. These values cannot be readily compared year over year.

Work-Life Balance

Barentz has committed to ensuring decent working hours in compliance with local laws, providing paid national and religious holidays for all employees, providing annual paid holidays, adapting working conditions to accommodate outside interests. While working hours lay the foundation for a healthy work-life balance, ensuring the stresses of our jobs are well-managed is also important.

Barentz is committed to establishing a workplace that encourages mental well-being. To achieve this and take action, we have established an employee wellness committee. This committee organizes events to help our employees manage stress and live healthy lifestyles. The wellness committee organised healthy cooking lessons for all employees, organised a Zombie step challenge to keep us moving, and enabled us to join the Headspace meditation app free of charge. All these actions are examples of how Barentz is working to ensure the health and wellbeing of our employees.

- Number of employees eligible for Wellness Program: 25%

Fair Compensation

Workers must also be fairly compensated for their efforts. Barentz is committed to providing all employees with equal and fair pay and to continuously improve the benefits we offer. Barentz has conducted wage assessments to ensure compensation aligns with the industry average for job types. This assessment is conducted on a regional and country specific basis.

Contractors

Barentz does not employ contractors as a routine practice. Only professional services who may visit our sites for routine maintenance or other support professional services assist with our business but are not employed by Barentz.

Collective Bargaining

Barentz respects the right of its employees to organise, and to join trade unions and representative bodies such as works councils and Health, Safety, and Environment Committees. If employees feel their voices are not heard, they have the right to collective

bargaining and can join a union to advocate for their cause. Barentz is committed to ensuring all employees have the right to join a union if they choose to do so and to fully engage in social dialogue with any union that is formed. If a union is formed, formal communication channels for grievances and other topics will be established.

Whistleblower Program

Responding to allegations of wrongdoing is a key aspect of being a respectful place to work. While we have an open-door policy that allows employees to freely raise concerns, we have also implemented an externally hosted whistleblower hotline to allow any individual, internally or externally, to report allegations of wrong doing. The whistleblowing hotline can be easily accessed on our website (Environmental, Social & Governance (ESG) - Barentz). The whistleblower program complies with European legislation on whistleblower protection (Directive EU 2019/1937). Allegations reported internally or by third parties are received and reviewed by our whistleblower committee. This committee is comprised of representatives from our ESG, Legal, and HR organizations. All allegations received are recorded, investigated, followed up on, and closed.

Human rights.

Our founder, Herman Barentz, had to hide to survive World War II. While he was in hiding, he spent his time reading and studying. This formed his strong belief in the supreme power of knowledge. It also reinforced the importance of human rights and the value of all human life. From our beginnings, we have endeavored to ensure all our employees and stakeholders are treated with dignity and have the opportunity to work in a safe and respectful workplace.

Human rights was identified as material for Barentz. Only one negative impact was identified by Barentz SMEs and stakeholders: child and forced labor. No material positive impacts or risks were identified. Our Supplier Code of Conduct and Employee Code of Conduct outline our policies regarding human rights. These items are reviewed regularly and updated to reflect concerns and industry best practices.

Child and forced labor was identified as a material negative impact for Barentz. While this is not a concern for Barentz's operations, given our business and employee base, we do rely on an extensive supply chain where this concern must be monitored. To take action and ensure we are not doing business with any partner who is utilising child or forced labor, we first ask all our suppliers to sign our Supplier Code of Conduct. We then require all our suppliers to complete a supplier onboarding review where potential concerns can be identified and resolved. Finally, we conduct on-site audits of our suppliers to ensure the information they have provided to us is accurate and up to date. Our goal will always be to have zero incidents of child or forced labor in our operations and supply chain. We are currently not aware of any incident or allegation of child or forced labor occurring within our supply chain.

Our Global Director of ESG, our General Counsel and our Global Director of Quality & Regulatory are responsible for supervising the processes which we employ to monitor human rights abuses within our supply chain. The KPIs we have established to track the material negative impact are:

- Operations or suppliers at significant risk for incidents of child labor: 0
- Operations or suppliers at significant risk for incidents of forced labor: 0
- Documented incidents of child labor within our supply chain: 0
- Documented incidents of forced labor within our supply chain: 0

These are established KPIs and are routinely monitored. They will be reported annually in our sustainability report.

Barentz' goal is always to ensure 0 incidents of child or forced labor within our supply chain.

Stakeholders within our value chain were able to participate in the development of this goal via feedback they provided during our DMA. They also have the ability to report any allegations of human rights abuses via our whistleblower hotline.





Community Action and Partners.

At Barentz, we believe that we have a responsibility to support the betterment of our communities. Around the world, our colleagues take action to help support their local charities and other sustainable causes. We are proud that our local teams can engage in projects that have either a social or environmental impact in their respective communities.

To take collective action, we established a Global ESG Ambassador program. This program is intended to harness our employees' collective passion and interest regarding sustainability. The program is entirely voluntary and enables our employees to take action together to make a real difference in our world. Our ESG Ambassadors have established a "Barentz Day of Action" where we jointly volunteer in our local communities on a specific day. They have also created an internal video series designed to introduce Barentz employees to methods for being more sustainable in our day-to-day.

On the following page we have shared some examples of how our employees gave back to their communities in 2023.

“As part of our commitment to making a positive impact in communities worldwide, we dedicated a day to giving back. This initiative reflects our compassion, integrity, and social responsibility. Together, we have the power to create meaningful change and leave a lasting influence on the world around us.”



Heidi Paiz,
Division Leader Human Nutrition



Europe, Belgium

50 children from a refugee Center near Brussels. The team played games, ate some of our delicious Barentz vegan Pancakes and finally enjoying the show of a magician/clown.



North America, Avon

Employees volunteered at a local food bank, packing food for families in need.



Central America, Mexico

Employees helped the Red Cross by gathering and organising supplies to people affected by the recent hurricane in Acapulco.



Central America, Honduras

Employees volunteered at a local orphanage.



Asia, Indonesia

Employees volunteered at a local nursing home and donated supplies.



Asia, Malaysia

Employees visited an orphanage and donated foods & personal care items.



ESG

Governance

Business Conducts.

One of Barentz's core values is "Integrity Always". By emphasising ethical behavior, we maintain a culture that emphasizes and promotes honesty, trust, and respect.

Business conduct was ranked the fourth priority material ESG topic for Barentz. Barentz SMEs and external stakeholders scored three financial risks as material related to business conduct. These are: failure to adhere to ethical business practices, failure to implement ESG, and engaging in unethical and anti-competitive business practices. No opportunities, negative impacts, or positive impacts were identified as material regarding this topic.

We have taken action to mitigate the risks identified above. Specifically, we adhere to our Code of Conduct, as well as our Anti-Money Laundering and Anti-Bribery policy and our Anti-Corruption policy, which also includes guidance on conflicts of interest and anti-competitive practices. These policies apply to all global employees, and include clear examples of behavior that must be avoided and cover instructions on gifts, hospitality, donations and political involvement, and avoiding conflicts of interest. In 2023, full-time employees received and acknowledge compliance with these policies via our Cornerstone Learning Management System. At the time of reporting, approximately 89% of our global employees have acknowledged receipt of our Anti-Bribery and Corruption policy.

Operations or suppliers at significant risk for incidents of child labor

0

Operations or suppliers at significant risk for incidents of forced labor

0

These policies ensure every Barentz employee is aware of and committed to acting in accordance with our internal values and principles. In addition to access via Cornerstone, Barentz employees are always able to access the latest versions of these policies via the ESG portion of our company intranet.

Beyond our internal policies, we engage with partners to demonstrate our commitment to business ethics and to remain aware of industry best practices. We are a member of the Institute of Business Ethics, a U.K.-based nonprofit that aims to help organizations support ethical business practices.

Awareness & Training

All global employees receive anti-bribery and corruption training via Cornerstone during the new employee onboarding process. Employees also undergo training regarding our expectations on the prevention of fraud, money laundering, bribery, anti-competitive practices, conflicts of interests, and corruption via Cornerstone. This training occurs at the beginning of each year. Additionally, global employees also receive yearly awareness training on anti-bribery and corruption.

These trainings ensure all employees are aware of the definition of bribery and corruption, are familiar with examples of improper workplace behavior, and know what to do if they become aware of this behavior. All global employees who are part of our Cornerstone system have received anti-bribery and corruption training, including all management board team. 89% of our employees have completed the training to date.

Anti-Retaliation Policy & Allegations

Employees are encouraged to ask questions and report any behavior that violates Barentz's Code of Conduct or that they deem to be unethical in any way. We have a strict Anti-Retaliation Policy that protects employees who come forward with any concerns. This policy, as well as our Code of Conduct and related reporting procedures, are readily available to all employees via our Global Employee Policy Manual.

To enable our employees and partners to report these unethical behaviors without fear of retaliation, we have partnered with a third party to operate our "whistleblower" hotline. This communication pathway allows employees or our partners to anonymously report any allegation of wrongdoing. The whistleblower hotline is publicly available on our website for anyone, internally or externally, to report an allegation of wrongdoing. These reports are taken seriously and investigated by a diverse multifunctional team of senior leaders. The reports are provided to our supervisory board and reported annually in our Sustainability Report. In 2023, we had zero confirmed incidents of corruption, zero confirmed incidents of fraud, zero confirmed conflicts of interest situations, and zero confirmed incidents of money laundering. No employees were terminated as a result of corruption, no business relationships were discontinued, and no public legal cases were brought.

Corruption and Anti-Competition Risk Assessments

We implemented a due diligence program to assess the corruption risk of our third parties. This program requires that a due diligence questionnaire be completed by any entity we wish to do business with. The questionnaire is then reviewed and the third party approved before any financial transaction can occur. The completion of this questionnaire is audited as a routine part of our quality assurance programs. It is our goal to ensure all new vendors and suppliers have been verified via this due diligence program. We also monitor our charitable giving. The amount of charitable giving permissible is dictated by our delegation of authority policy. This ensures any individual wishing to donate a material amount of money must receive the proper approval from the management team to do so. Further, any charitable giving is reported and recorded via our financial expense processes. This process is reviewed and audited by an external third party, ensuring all charitable donations are proper.

As part of our public commitments, we have formally committed to assess the ESG program of the top 80% of our suppliers by revenue by 2025. Our targets are:

- Have 100% of our employees receive and acknowledge our Antibribery and Corruption and Anti-Money Laundering Policies by 2025
- Assess the ESG program of 80% of our suppliers by revenue by 2025, including an anti-corruption due diligence review.
- Ensure >90% of our suppliers sign our Supplier Code of Conduct by 2026.

Tax

Barentz has a well-equipped and professional tax department, led by a Head of Tax with appropriate professional qualifications. The tax department reports directly to the Group CFO and has direct access to the management board.

The Head of Tax is responsible for the global tax strategy and its implementation in the local jurisdictions. Barentz operates in more than 65 jurisdictions through a model whereby country managers monitor the local tax function and compliance with the aid of local counsel where appropriate. All key tax decisions and potential tax issues are reported to the Head of Tax to ensure compliance with this tax policy paper and the 2022 tax control framework. To ensure compliance and alignment, this global tax policy is communicated to country managers and adherence to this policy is regularly monitored by the tax department.

Tax follows business

Barentz's tax function follows its business activities. The overall tax function and decision making seeks alignment with our commercial strategy and does not cater to abusive tax structures. Barentz strongly focuses on compliance, acknowledging that non-compliance with applicable tax legislation may damage its reputation.

In jurisdictions where it engages in business activities, Barentz aims to have an appropriate local presence to become deeply rooted in local jurisdictions and build lasting relationships. At all times, this requires local Barentz entities to comply with local legislation on substance, but generally, local presence will exceed legal requirements. As the tax functions generally follows the business, the taxable presence typically matches economic activities.

Barentz prides itself on its global network, whereby maintaining good relationships and building trust is essential to its success. Barentz seeks to contribute to the jurisdictions in which it does business by paying taxes and contributions due in a timely manner. The Barentz tax team works with the senior management team for each legal entity to ensure that all statutory responsibilities are met and that the tax treatment of transactions follows the commercial nature of these transactions.

Our approach to tax planning

Generally, Barentz's tax strategy aims to avoid double taxation and optimizes the tax structure within the framework of this policy and applicable legislation, while, therefore, avoiding abusive tax structures or transactions. Barentz seeks to avoid aggressive tax planning as its approach to tax opportunities and accompanying risks is conservative. All decisions made around tax planning policy will fully comply with the principles outlined in this tax policy and the 2022 tax control framework.

As part of this, Barentz will not take a position for tax purposes without strong technical arguments present. If the tax laws are unclear or subject to divergent interpretation, Barentz may decide to seek external advice or advance clearance from tax authorities. Decisions made in respect of determining the level of acceptable tax risk will be taken by the local Board of Directors, with input provided by the professionals in the Tax Department. Where appropriate, the decision may be escalated to the global Barentz board.

Tax compliance

Barentz commits itself to comply with all applicable tax and reporting laws and regulations. This includes reporting for transfer pricing purposes or under DAC6 (mandatory disclosure), provided legal requirements are met. Should an issue be identified concerning a historical position or process, this will be corrected at the earliest opportunity by the impacted entity.

In jurisdictions where it has a taxable presence, Barentz will timely report and make payment of the appropriate amount of tax. Barentz may apply tax reliefs or incentives offered by law where it considers this to be appropriate and in line with its business activities, as well as both the letter and spirit of applicable tax laws.

Where possible, Barentz will engage with the tax authorities to discuss uncertain tax positions to obtain certainty on its application. In its dealings with the tax authorities, Barentz is transparent as to the facts at hand and its intentions. Barentz will not seek confirmation on any tax position or transaction if it does not consider that position or transaction to be in line with applicable tax laws, and positions disclosed in tax returns globally will only be included where these are consistent with applicable tax laws.

Relationship with tax authorities

Barentz engages with tax authorities constructively, seeking to establish transparent and cooperative relationships, built on trust.

To facilitate this goal, Barentz aims to be transparent and provide requested information unless there are valid concerns as to the requirement to provide such information under the applicable tax laws. Barentz proactively engages with Dutch tax authorities frequently to discuss its tax position and general strategy, and will adopt a similar approach with other tax authorities as appropriate.

It is acknowledged that there may be areas of differing legal interpretations on tax matters between Barentz and tax authorities. Where this occurs, we will engage with tax authorities to try to resolve the matters in a timely manner.

Assistance received from Government & Political Donations

Barentz does not receive any material or unusual support from any government and did not provide any political donations in 2023.

KPI:

- Whistleblower allegations received (2023): 2 ✓
- Reportable whistleblower allegations received (2023): 1 ✓
- Incidents of (confirmed) corruption (2023): 0
- Code of Conduct Training Received and Acknowledged by Employees (2023): 80%

Data privacy & security.

One of the biggest trends being discussed in the distribution business is digitization and enabling electronic services for our customers. With a broad product portfolio, including products used in sensitive end-products such as pharmaceuticals, customer data, private employee data, and the responsible handling and protection of our electronic data is of paramount importance.

Data privacy and security were identified as material for Barentz. Two material financial risks were identified. They are poor data practices and security practices after rapid expansion and cybercrime exposure from digital transformation. No material financial opportunities were identified. Our Data Privacy and IT security policy governs our data protection practices.

Our DMA highlighted the risk associated with our rapid growth and the time difference between a company being acquired and its integration into our formal IT systems. In addition, we are continually relying on more digital systems and services as we evolve with the global economy.

To address these risks in 2023 we partnered with a third party to launch our Secure Barentz program. This program aims to review all aspects of data protection and implement best practices to keep our data secure. As part of this program, we partnered with InfoSec to complete cybersecurity awareness campaigns with all our global employees. These campaigns test users' reactions to potential phishing emails and increase our overall alertness to these types of attacks. Of course, this approach to protection can only go so far. As a second line of defense, we have implemented cloud-based systems and two-factor authentication to ensure any attack that does occur is limited in its ability to impact our broader operations and data security.

“At Barentz, we are prioritising data management and investing in systems to make better data-based decisions. We expect our efforts will improve marketing campaigns, optimize business operations, and reduce costs. The advantage of data is that it tells you something about the world that you didn’t know before.”



Pranoti Bhatt,
Systems and Data Analyst

In 2023, we also included a digital security risk assessment into our new vendor onboarding process. As part of this review:

- The Barentz security team sends an online vendor security questionnaire to the internal Barentz vendor “owner.” The questionnaire provides insight into the security assurance of the vendor and the type of data processed.
- The vendor owner is asked to collect information from the vendor (web portal describing their security, certificates, papers on security, statements, etc.) and hand it over to the security team for review.
- The security team analyses the information and provides recommendations regarding how to securely partner with the vendor.

Tracking and reporting of IT-related data is part of our robust Secure Barentz program. It is our goal to have zero cybersecurity related incidents each year. This information will be reported yearly in our annual Sustainability Report.

In 2023, Barentz experienced two cybersecurity incidents.

Other than these incidents, no substantiated complaints concerning breaches of customer privacy or loss of customer data were received.

It is our commitment and quantitative target to:

- Provide our employees with at least one training per half year.

Management of Legal & Regulatory Affairs.

At Barentz, we consider the management of legal and regulatory affairs within our broad framework of risk management. As a global distributor of specialty ingredients, we are subject to numerous regulatory and legal requirements which must be completely adhered to. We have installed separate teams to manage these risks and ensure there is no single point of failure in our risk management process. Our risk management philosophy involves checks and balances to ensure our processes are accurately completed and routinely audited.

Management of legal and regulatory affairs was identified as a priority ESG topic. Only a material positive impact of compliance transparency was identified during our DMA. No material negative impacts or risks were identified. No single policy can be said to apply to our management of legal and regulatory affairs. In a sense, all of our policies have been established to manage risk and ensure compliance with legal requirements.

However, our global quality manuals, such as ISO 9001 and Responsible Distribution, function as guides regarding how our work should be completed and audited to ensure accuracy and legal compliance.

To manage our legal and regulatory risk we have established a dedicated Legal, Quality Assurance, and Internal Controls team. It is the responsibility of this team to conduct risk assessments of our operations and to audit our key control processes to ensure they are being followed.



Tanveer Ali,
Global Head
Risk & Internal
Control

We also conducted a corruption risk assessment of our business. As a result of this assessment, additional training was provided for higher-risk areas. Externally, we have a robust evaluation process in place for potential principal suppliers as well as recurring evaluation procedures for existing suppliers to ensure we are maintaining partnerships with companies that uphold the same level of integrity and trust we represent. Barentz is committed to ensuring we have sufficient processes in place to prevent corruption, anti-competitive practices, and business ethics violations. It is our quantitative target to complete 15 internal audits each year of our key control processes to ensure they are being followed and are effective.

Delegation of Authority

As Barentz has grown, the number of individuals who could innocently or purposely enter into an arrangement that does not align with Barentz policies or standards has increased. To minimize this risk, we have implemented a delegation of authority policy that stipulates which individuals are approved to agree to contracts at various levels. This policy is only one step in our risk management process, but it is critical as we expand globally. It is our commitment and quantitative target to:

- Complete 15 internal audits each year of our key control processes.

KPIs:

- Number of internal audits completed in 2023: 104
- KPI: Monetary Political Contributions: (2023) \$0



Commitments to Responsibility.

In addition to leveraging GRI, SASB, and ESRS to drive responsible management practices and accurate data collection aligned with ESG priorities, Barentz also maintains the following commitments and partnerships:

ecovadis

We have chosen to partner with EcoVadis as our trusted provider of sustainability ratings. We rely on EcoVadis to review and rate our ESG program as well as the programs of our suppliers.



Responsible Care and ISO 9001:2015: At Barentz, ensuring the products we deliver are safe for their intended application is critically important. Globally, we subscribe to several quality assurance programs and nearly all our operating facilities are certified to comply with a quality assurance program, such as Responsible Care®, Responsible Distribution, or ISO9001.



Roundtable on Sustainable Palm Oil (RSPO): Barentz is a proud member of RSPO, a nonprofit organisation that unites people from the palm oil industry to develop sustainable palm oil sourcing strategies.



United Nations Global Compact (UNGC): We are proud members of the U.N. Global Compact and have developed our ESG program around six of the SDGs we believe we can make a positive contribution towards.



Institute of Business Ethics (IBE): Barentz has proudly joined the IBE, a nonprofit.

“Talent retention actions transform employees into true partners in the company. We invest in development and promote a solid culture, these are our fundamental strategies.”

Amanda Xavier,
HR Manager



About this Report.

Barentz is committed to Sustainability and is taking dramatic action to continuously improve our operations and business.

Reporting period and frequency.

Reporting is conducted annually, with the current report covering the full year of 2023, in alignment with the Company's financial reporting. The sustainability report has been prepared as Barentz's comprehensive report on the topic as part of the Company's Sustainability Strategy. All entities included in the Company's consolidated financial statements or equivalent documents are covered by the report unless stated otherwise in the report and/or in the Methodology Note annex relevant for disclosure. The report's scope is global with the inclusion of all companies included in the Company's consolidated financial statements. A full list of the entities included in the Company's consolidated financial statements can be found in the Company's Annual Report 2023. The data reported for Energy Consumption, Scope 1, 2 and 3 emissions, waste generation, water consumption, and safety incidents was generated for the operating facilities outlined in Appendix 2. The reported data is believed to be sufficiently accurate, balanced, clear, comparable, reliable, and timely. The report's content is defined based on the materiality of the most relevant and impactful ESG topics for Barentz to manage. In line with GRI Standards, material topics reflect Barentz' significant economic, environmental and social impacts and substantively influence the assessments and decisions of stakeholders. All material topics are included in the report.

Recently, Barentz refreshed its materiality assessment to define key focus areas for sustainability reporting and to comply with the concept of double materiality in line with the GRI and ESRS Standards. This report has been prepared with reference to the international standards for sustainability reporting – the Global Reporting Initiative (GRI) Universal Standards 2021. The GRI framework was used to provide a structured presentation of this content. A GRI Content Index contrasts the GRI disclosures with the corresponding passages in the report.

As our Sustainability program grows, it is our ambition to seek review of future sustainability reporting by external independent parties. This report has therefore completed the external assurance procedure implemented by Pricewaterhouse Coopers Accountants B.V. a limited assurance level. This report is reviewed and approved by our Global ESG Governance Council prior to publication.

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GRI & SASB DISCLOSURES

GRI & SASB disclosures.

GRI Standards	Disclosure Title	Disclosure
GRI 2: General disclosures		
2-1	Organisation details	Sustainability Report - About Barentz
2-2	Entities included in the organisation's sustainability report	Sustainability Report - About this Report
2-3	Reporting period, frequency, and contact point	Sustainability Report - About thisReport
2-4	Restatements of information	Sustainability Report - About this Report
2-5	External assurance	Sustainability Report - About this Report
2-6	Activities, value chain, other business relationships	Sustainability Report - About Barentz - Barentz Annual Report
2-7	Employees	Sustainability Report - Barentz at a Glance - Diversity Equity and Inclusion
2-8	Workers who are not employees	Sustainability Report - Labor Practices & Working Conditions
2-9	Governance structure	Barentz Annual Report
2-11	Chair of the highest governance body	Barentz Annual Report
2-12	Role of the highest governing structure	Barentz Annual Report
2-13	Chair of the highest governance body	Sustainability Report - Risk management
2-14	Role of the highest governing structure	Sustainability Report - About this Report
2-15	Conflict of Interest	Sustainability Report - Sustainability Report, Business Conduct
2-16	Communication of collective concern	Sustainability Report - Management and legal responsibility
2-20	Processes to determine remuneration	Sustainability Report - Talent Attraction & Retention
2-22	Statement of sustainable development strategy	ESG Workplan

GRI Standards	Disclosure Title	Disclosure
2-23	Policy Commitments	Our commitments
2-26	Mechanisms for seeking advice and raising concerns	Sustainability Report, Labor practices and Working conditions
2-28	Membership associations	Sustainability Report - Commitments to responsibility
2-29	Approach to stakeholder engagement	Sustainability Report - Stakeholder engagement
2-30	Membership associations	Sustainability Report - Labor practices and Working conditions
GRI 201: Economic Performance		
201-1	Direct economic value generated and distributed	Barentz Annual Report
201-2	Financial implications and other risks and opportunities due to climate change	Sustainability Report - Climate change
201-3	Defined benefit plan obligations and other retirement plans	Sustainability Report - Talent Attraction - Retention & Development
201-4	Financial assistance received from government	Sustainability Report - Business conduct - Tax
GRI 205: Anti-corruption		
205-1	Operations assessed for risks related to corruption	Sustainability Report – Business conduct
205-2	Communication and training about anti-corruption policies and procedures	Sustainability Report – Business conduct
205-3	Confirmed incidents of corruption and actions taken	Sustainability Report – Business conduct
GRI 207: Tax 2019		
207-1	Approach to tax	Sustainability Report – Business conduct - Tax
207-2	Tax governance, control and risk management	Sustainability Report – Business conduct - Tax
GRI 302: Energy 2016		
302-1	Energy consumption within the organisation	Sustainability Report - Environment
302-2	Energy consumption outside of the organization	Sustainability Report - Environment
302-3	Energy intensity	Sustainability Report - Environment

GRI Standards	Disclosure Title	Disclosure
302-4	Reduction of energy consumption	Sustainability Report - Environment
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	Sustainability Report - Environment
303-2	Management of water discharge-related impacts	Sustainability Report - Environment
303-3	Water withdrawal	Sustainability Report - Environment
303-4	Water discharge	Sustainability Report - Environment
303-5	Water consumption	Sustainability Report - Environment
GRI 304: Biodiversity 2019		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Sustainability Report - Environment
304-2	Significant impacts of activities, products and services on biodiversity	Sustainability Report - Environment
304-3	Habitats protected or restored	Sustainability Report - Environment
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Sustainability Report - Environment
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG Emissions	Sustainability Report - Environment
305-2	Energy indirect (Scope 2) GHG Emissions	Sustainability Report - Environment
305-3	Other indirect (Scope 3) GHG Emissions	Sustainability Report - Environment
305-4	GHG intensity	Sustainability Report - Environment - Appendix 1
305-5	Reduction of GHG Emissions	Sustainability Report - Environment
305-6	Emissions of ozone- depleting substances (ODS)	Sustainability Report - Environment
305-7	Nitrogen oxides (NOx), Sulfur oxides (Sox) and other significant air emissions	Sustainability Report - Environment
GRI 306: Waste 2020		

GRI Standards	Disclosure Title	Disclosure
306-1	Waste generation and significant waste-related impacts	Sustainability Report - Environment
306-2	Management of significant waste-related impacts	Sustainability Report - Environment
306-3	Waste Generated	Sustainability Report - Environment
306-4	Waste diverted from disposal	Sustainability Report - Environment
GRI 308: Supplier Environment & Social Practices		
308-1	Percentage of new suppliers that were screened using environmental criteria	Sustainability Report - Sustainable innovation and products
308-2	New suppliers that were screened using environmental criteria	Sustainability Report - Sustainable innovation and products
GRI 402: Labor/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	Sustainability Report - Two way communication
GRI 403: Occupational Health & Safety 2018		
403-1	Occupational health and safety management system	Sustainability Report - Workforce health & safety
403-2	Hazard identification, risk assessment and accident investigation	Sustainability Report - Workforce health & safety
403-4	Worker participation, consultation, and communication on occupational health and safety	Sustainability Report - Workforce health & safety
403-5	Worker training on occupational health & safety	Sustainability Report - Workforce health & safety
403-6	Promotion of worker health safety	Sustainability Report - Labor practices and working conditions
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report - Workforce health & safety
403-8	Workers covered by an occupational health and safety management system	Sustainability Report - Workforce health & safety
403-9	Work-related injuries	Sustainability Report - Workforce health & safety
403-10	Work-related ill health	Sustainability Report - Workforce health & safety
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	Sustainability Report - Talent attraction retention & development
404-2	Programs for upgrading employee skills and transition assistance	Sustainability Report - Talent attraction retention & development programs

GRI Standards	Disclosure Title	Disclosure
404-3	Habitats protected or restored	Sustainability Report - Talent attraction retention & development programs
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	Sustainability Report - Diversity, equity & inclusion
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	Sustainability Report - Human rights
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced labor	Sustainability Report - Occupational Health & Safety – Labor practices
GRI 413: Local Communities		
413-1	Operations with local community engagement, impact assessments and development programs	Sustainability Report – Community involvement
GRI 414: Supplier Social Assessment		
414-1	New suppliers screened using social criteria	Sustainability Report – Sustainable procurement
414-2	Negative social impacts in the supply chain and actions taken	Sustainability Report – Sustainable procurement
GRI 415: Public Policy 2016		
415-1	Political contributions	Sustainability Report - Assistance received from Government & Political Donations
GRI 416: Customer Health & Safety		
416-1	Assessment of the health and safety impacts of product and service categories	Sustainability Report – Product stewardship
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Sustainability Report – Product stewardship
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints received concerning breaches of customer privacy and loss of customer data	Sustainability Report - Data privacy

Assurance report of the independent auditor.


To: the management board and the supervisory board of Barentz Holding B.V.

Assurance report on the selected non-financial indicators in the sustainability report 2023.

Our conclusion

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the selected non-financial indicators in the sustainability report 2023 of Barentz Holding B.V. (hereafter: the report) over 2023 is not prepared in all material respects, with reference to the Sustainability Reporting Standards of the Global Reporting Initiative (GRI) and in accordance with the applied supplemental reporting criteria as included in the “Glossary” of the report as the basis to evaluate the indicators.

What we have examined

The object of our assurance engagement concerns the following selected non-financial indicators (hereafter: the Indicators) for the year ended 31 December 2023, marked with the symbol  in the sustainability report 2023 of Barentz Holding B.V., Hoofddorp, the Netherlands.

- Greenhouse gas emissions - Scope 1 & 2 (tonnes CO₂ eq)
- Greenhouse gas emissions - Scope 3 (tonnes CO₂ eq)
- Waste generation (tonnes)
- Water consumption (MM gal)
- Injuries & Injury rate (as #)
- Gender diversity of senior management (as %)
- Whistleblower allegations (as #)

The comparative figures and other information included in the sustainability report 2023 do not fall within the scope of our limited assurance engagement. We do not provide assurance or conclusions in relation to other information presented in the sustainability

report 2023 which fall outside of our scope. A copy of the report has been stamped for identification purposes.

The basis for our conclusion

We conducted our examination in accordance with Dutch law, including the Dutch Standard 3000A Assurance engagements, other than audits or reviews of historical financial information (attestation-engagements). This engagement is aimed to provide limited assurance. Our responsibilities under this standard are further described in the section ‘Our responsibilities for the examination’ of our report.

We believe that the assurance information we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Independence and quality control

We are independent of Barentz Holding B.V. in accordance with the ‘Verordening inzake de onafhankelijkheid van accountants bij assurance opdrachten’ (ViO, Code of Ethics for Professional Accountants, a regulation with respect to independence) and other relevant independence requirements in the Netherlands. Furthermore we have complied with the ‘Verordening gedrags- en beroepsregels accountants’ (VGBA, Code of Ethics for Professional Accountants, a regulation with respect to rules of professional conduct).

PwC applies the ‘Nadere voorschriften kwaliteitssystemen’ (NVKS, Regulations for quality systems) and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and other applicable legal and regulatory requirements.

Applicable criteria

The indicators need to be read and understood together with the reporting criteria. The reporting criteria used for the preparation of the indicator is with reference to the Sustainability Reporting Standards of the Global Reporting Initiative (GRI) and the applied

supplemental reporting criteria as included in the 'Glossary' of the report. The absence of an established practice on which to draw, to evaluate and measure non-financial information allows for different, but acceptable, measurement techniques and can affect comparability between entities, and over time.

Responsibilities for the indicators and the examination thereof

Responsibilities of the management board and the supervisory board

The management board of Barentz Holding B.V. is responsible for the preparation of the Indicators with reference to Sustainability Reporting Standards of the Global Reporting Initiative (GRI) and in accordance with the applied supplemental reporting criteria as included in the report as the basis to evaluate the indicators, including the identification of the intended users and the criteria being applicable for the purpose of these users.

Furthermore, the management board is responsible for such internal control as it determines is necessary to enable the preparation of the Indicators that is free from material omission, whether due to fraud or error.

The supervisory board is responsible for overseeing the company's reporting process on the Indicators.

Our responsibilities for the examination.

Our responsibility is to plan and perform our examination in a manner that allows us to obtain sufficient and appropriate evidence to provide a basis for our conclusion.

Our conclusion aims to provide limited assurance. The procedures performed in this context consisted primarily of making inquiries with officers of the entity and determining the plausibility of the information included in the indicators. The level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Procedures performed

We have exercised professional judgement and have maintained professional scepticism throughout the examination in accordance with the Dutch Standard 3000A, ethical requirements and independence requirements.

Our examination consisted, among other things of the following:

- Identifying areas of the indicators with a higher risk of a material omission, whether due to fraud or error, designing and performing assurance procedures responsive to those risks, and obtaining evidence that is sufficient and appropriate to provide a basis for our conclusion. Assessing the suitability of the criteria used, their consistent application and related disclosures to the indicators.
- Through inquiries, obtaining a general understanding of the control environment, the reporting processes, and the information systems and the entity's risk assessment process relevant to the preparation of the indicators, without obtaining assurance evidence about the implementation or testing the operating effectiveness of controls.
- Designing and performing assurance procedures aimed at determining the plausibility of the indicators, responsive to the risk analysis. These procedures consisted amongst others of:
 - inquiring management and/or relevant staff at corporate level responsible for the sustainability strategy, policy and results;
 - inquiring relevant staff responsible for providing the information for, carrying out internal control procedures on, and consolidating the data of the indicators;
 - obtaining assurance evidence that the indicators reconcile with underlying records of the company;
 - reviewing, on a limited test basis, relevant internal and external documentation;
 - performing an analytical review of the data and trends of the indicators submitted for consolidation at corporate level.
- Reading the information other than the indicators in the Sustainability Report 2023, which is not included in the scope of our review, to identify material inconsistencies with the indicators.

We communicate with the supervisory board regarding, among other matters, the planned scope and timing of the review and significant findings that we identify during our review.

Amsterdam, 19 June 2024

PricewaterhouseCoopers Accountants N.V.
W. Voorthuisen RA

APPENDIX

Appendix 1: Complete 2022 Scope 3 Data.

Scope 3 category GHG Emissions (t CO ₂ e)	Emission type	Europe	North America	South America	Asia Pacific	Sub-total
Cat. 1 - Purchased goods	Cat.1 Total	488,140	1,234,760	72,939	42,975	1,838,814
	Fossil	358,285	1,134,913	67,299	39,597	1,600,094
	Biogenic	38,597	22,253	599	482	61,931
	Land Transformation	91,258	77,594	5,041	2,896	176,789
Cat.4 - Upstream T&D	Cat.4 Total	23,794	39,062	2,950	13,898	79,704
	Fossil	23,792	39,058	2,949	13,897	79,696
	Biogenic	1.5	2.4	0.2	0.9	4.8
	Land Transformation	0.9	1.5	0.1	0.5	3.0
Cat. 9 - Downstream T&D	Cat.9 Total	14,264	36,352	7,162	3,034	60,813
	Fossil	14,263	36,348	7,161	3,034	60,807
	Biogenic	0.9	2.2	0.4	0.2	3.7
	Land Transformation	0.6	1.4	0.3	0.1	2.3
Total - Fossil		396,340	1,210,319	77,410	56,528	1,740,597
Total - Biogenic		38,599	22,258	600	483	61,940
Total - Land transformation		91,259	77,597	5,042	2,896	176,794
TOTAL		526,198	1,310,174	83,051	59,907	1,979,330

APPENDIX

Appendix 2: List of Operating Facilities.

Facility Location	Activity
Avon, OH	Warehouse
Boca Raton, FL	Lab
Elyria, OH	Manufacturing
Lincoln, RI	Warehouse
New Hamburg, Canada	Warehouse
Newark, NJ	Warehouse
North Kingstown, RI	Manufacturing
Rosemount, MN	Manufacturing
Albert Lea, MN	Manufacturing
De Weerd, Netherlands	Manufacturing
Maustepalvelu, Finland	Manufacturing
Wolvega, Netherlands	Manufacturing
Eemnes, Netherlands	Manufacturing
Tangerang, Indonesia	Warehouse
Puchong, Malaysia	Warehouse
Bangkok, Thailand	Warehouse
Clayton Vic, Australia	Warehouse
Singapore	Manufacturing
Singapore Barentz	Warehouse
Sao Paulo, Brazil	Warehouse
Buenos Aires, Argentina	Warehouse

APPENDIX

Appendix 3: Glossary.

Employee.

Individuals that are in an employment agreement with Barentz, according to national law or its application (i.e. employees). Employees exclude contingent workers, such as consultants and contract workers.

Employee Hours Worked.

The number of employee hours worked is calculated as 2,000 hours worked per year multiplied by the number of employees.

Energy Intensity.

Total energy consumption divided by total revenue (€2.4 billion).

Estimated Data.

At some of our operating facilities, we do not have a mechanism to record actual generation or consumption data. In these instances, estimated data is used. Estimated data can be generated using historical averages at the facility or using a model applied from facilities with similar operations. Specifically, Scope 2 data for our facilities in Central America was estimated for approximately half the year.

General Carbon Accounting Policies, Emission Factors and Boundries.

Our emissions calculations are based on the GHG Protocol Corporate Accounting and Reporting Standard, the GHG Protocol Scope 2 Guidance and the GHG Protocol - Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Barentz reports Scope 1 and 2 emissions associated with the “operating facilities” outlined in Appendix 2. For Scope 1, emissions factors from the US Environmental Protection Agency (EPA) have been applied for U.S. sites, while the Department for Environment, Food & Rural Affairs (DEFRA) emission factors are used for all other locations. For Scope 2 electricity, International Energy Agency (2023) emission factors have been used for the EU, Canada, and other regions, and for the U.S. the EPA eGRID factors.

For the market-based Scope 2 footprint, our renewable electricity purchases via direct contracts or RECs/GOs have been taken into account with a factor of zero. This applies to our Maustepalvelu facility.

For calculation of Scope 3 emissions, average-data and spend-based methods has been applied depending on the assessed Scope 3 category. 2022 Cost of Goods Sold for all Barentz entities was used to calculate Scope 3 categories 1, 4 and 9.

The emission factors used include: industry average datasets and emission factors from proprietary LCA databases and DEFRA ; spend-based emission factors from the US EEIO Supply Chain Factors (2020) database.

GHG Emission Intensity.

Total Scope 1, 2 and 3 emissions divided by total revenue (€2.4 billion).

Hazardous Waste Generation.

Hazardous waste generation is waste which is classified as hazardous per the SDS and is disposed of by a licensed waste disposal company as hazardous. Hazardous waste generation is calculated for all operating facilities outlined in Appendix 2.

Work related injury.

The number if injuries which occurred according to the United States Occupational Health and Safety definition of a reportable incident. Work related injuries are reported for all Barentz employees.

Operating Facility.

A facility fully controlled by Barentz at which a physical operation occurs. Examples include warehousing, manufacturing, or Research and Development. Barentz has 21 operating facilities.

Reportable Incident.

A reportable incident is determined according to the United States Occupational Health and Safety definition of reportable incident.

Senior Management / Senior Leadership.

Barentz has developed a specialised definition of Senior Manager. In our definition we include Board members, Global Functional Leads, Regional Management Team, Divisional Leads, Formulated Solutions Leaders, Leader of Trading Companies and Country Managers. This definition applies to all Barentz global employees and entities.

Suppliers Evaluated for ESG Performance.

Suppliers assessed via a Barentz questionnaire or via review of the supplier's EcoVadis scorecard

Training.

Refers to time spent recicing courses via our Cornerstone Learning Management System.

Waste Generation.

The non-hazardous waste generated (not recycled) at our Operating Facilities.

Water Consumption.

The water consumption at each of our Operating Facilities.

Water Intensity.

Total water consumption divided by total revenue (€2.4 billion).

Whistleblower Allegation.

Allegations which are submitted via our whistleblower system or reported to a member of our whistleblower team. The definition of a reportable matter is outlined in our whistleblower policy.

More information

- Corporate Standard | GHG Protocol
- Corporate Value Chain (Scope 3) Standard | GHG Protocol
- Emissions & Generation Resource Integrated Database (eGRID), US EPA
- Emissions Factors 2023 - Data product - IEA
- Government emission conversion factors for greenhouse gas company reporting (overview)
- Greenhouse gas reporting: conversion factors 2022
- Greenhouse gas reporting: conversion factors 2023
- Scope 2 Guidance | GHG Protocol
- Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities

ESG and CSR at Barentz

ESG is an acronym for Environmental, Social and Governance while CSR is an acronym for Corporate Social Responsibility. In this report, these terms are often used interchangeably. While some may have a formal definition for these terms, in our view both acronyms are used to represent the programs we've implemented to be a responsible and sustainable distributor of life science ingredients.

Barentz.

Always a better solution.

Concept & design
CF Report

Text and editing
Barentz
CF Report

Photography
Joke Schut

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