
Belgosuc NV Sustainability Report 2025

A word from our management team

We are proud to present Belgosuc NV's first sustainability report. With this report, we aim to take the first steps towards transparent and clear communication regarding our sustainability policy. This report is not the result of a reporting obligation, as we do not exceed the thresholds for mandatory ESG reporting. Nevertheless, we recognise a clear need amongst our stakeholders to communicate about our sustainability policy, and we are keen to meet this need.



Publishing a sustainability report goes beyond simply publishing information. It is about making commitments for the future, about acknowledgement and about taking responsibility. It is important to note that Belgosuc is in the early stages of this process. We have carried out the double materiality analysis and identified our material topics. We have already calculated a number of relevant KPIs and will use the calendar year 2025 as the base year in future. We are currently working hard on developing concrete action plans and initiatives, on the basis of which we will be able to set targets at a later stage. This will undoubtedly lead to opportunities and exciting projects.

The world we live in today is full of challenges. Sustainable production is one of them, as are changing consumer needs. Sugar products remain, in any case, products that are meant to bring the customer pleasure. Nevertheless, we want to keep up to date with market trends. We want to work closely with our customers, respond to their needs and continue to diversify with custom-made products.

In this regard, we also believe it is important not to lose sight of who we are and what Belgosuc stands for. We aim to be a reliable partner for our customers and suppliers, a good employer for our staff, and to look after people, animals and the environment. Innovation, quality and flexibility are the driving forces behind our company, together with our employees.

Sustainability is about thinking of future generations – namely, organising our society and economy in such a way that we meet our current needs without depleting the earth's resources or jeopardising the opportunities of future generations. This is closely aligned with who we are, because Belgosuc too, is a story spanning generations. Belgosuc was founded by families who are still working in the company today and, building on those family values, has continued to grow into the thriving company we are today.

From the management team



Who we are

Belgosuc NV produces and supplies semi-finished food ingredients based on selected natural sugars. Its product portfolio covers fondant, liquid sugars, invert sugars, candy and dark sugars, caramels, fructose, glucose syrups, polyols and glycerin, dry specialties, bio syrups and sugars, blended syrups, colour caramels and no-added-sugar alternatives. Products of Belgosuc are sold in bulk, in containers and in small packaging.

Our extensive range is distributed to the artisanal and industrial food sectors in more than 40 countries. Quality is our speciality.

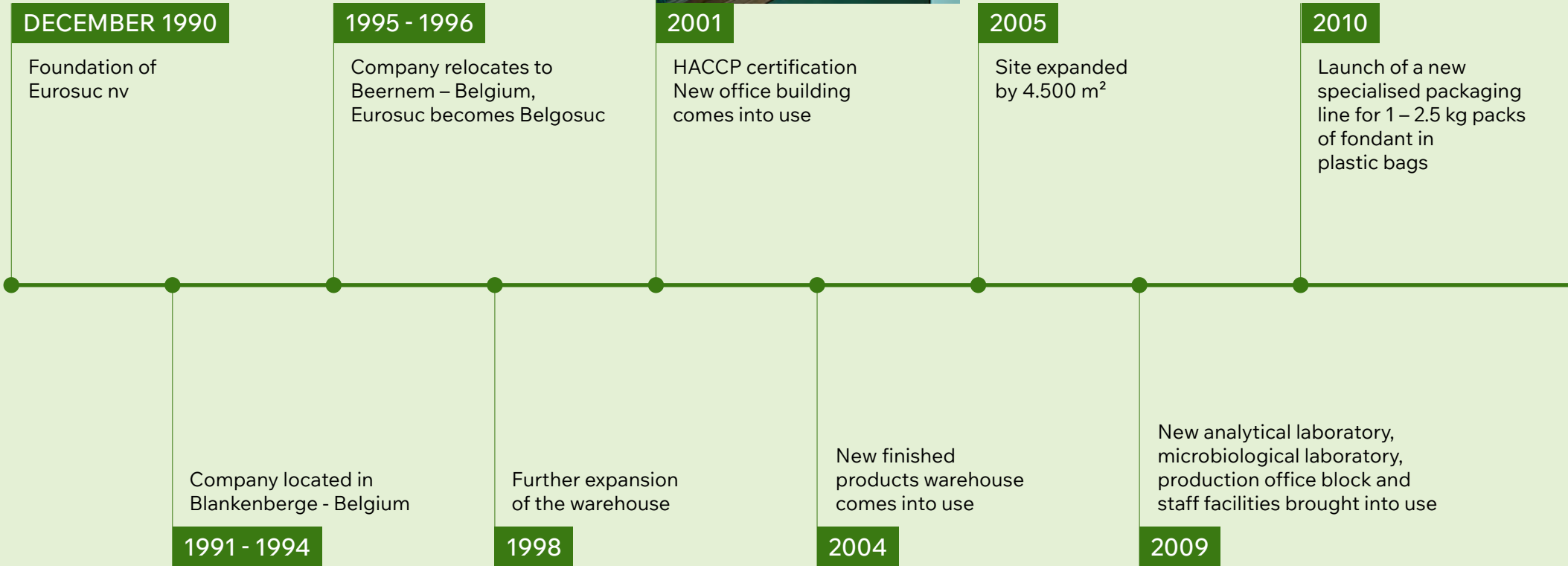
We work closely with our customers and understand how our products can contribute to their high-quality end products. Belgosuc products are essential ingredients in our customers' end products. Belgosuc reaches the end consumer through many well-known brands.

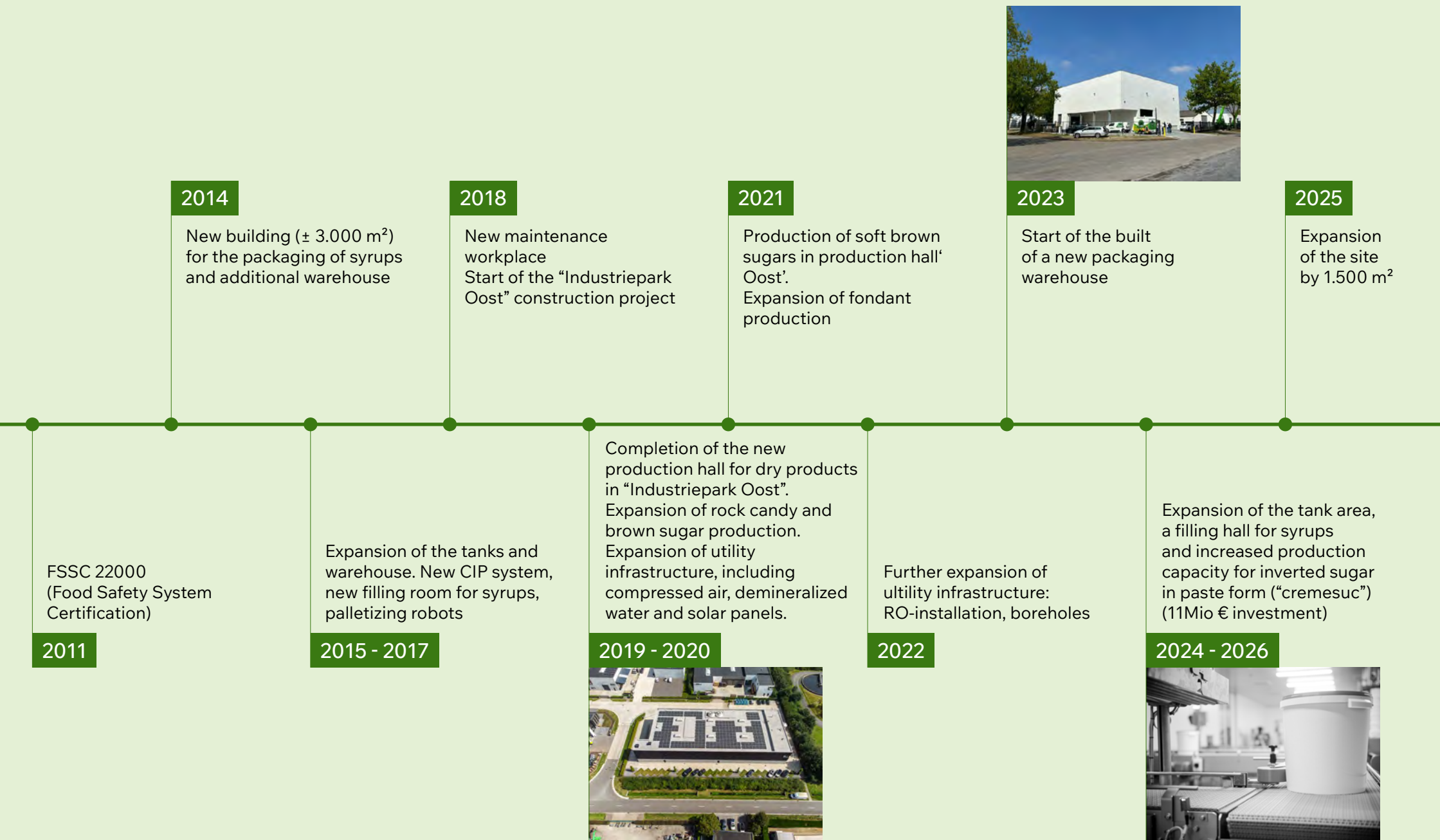
The company is based at a single geographical location in the "Industriepark" in Beernem in Belgium, spread across several buildings.

At the end of 2025, the company employed 74 staff members and 4 self-employed contractors.



History







Key figures 2025

74

employees

6.3

Mio €
investments

12.3

Mio €
EBIT

2

production sites

4

self-employed
contractors

109

Mio €
turnover

10.3

Mio €
net profit

1

office building

139.211

Ton
volume sold

3

warehouses

Double materiality matrix

In order to determine our material topics, we followed the guidelines from the European Sustainability Reporting Standards (ESRS) in which the double materiality analysis is described. This double materiality matrix consists of two perspectives:

- **Impact materiality:** the company’s impact on the environment and society
- **Financial materiality:** the impact of sustainability issues on the company’s financial performance.

The process

In January 2024 we started with a kick-off session with management about sustainability. Definitions such as ESG, CSRD, GHG, etc. were quite unknown at the start within Belgosuc. The context was explained and a timeline was set in order to publish our first sustainability report. The management team comprises all department heads within our organization. In 2024, these were:

- **Rik Vienne** (Purchasing Director & Managing Director of Belgosuc Holding NV)
- **Lode Blomme** (Production Director)
- **Roeland Leman** (Quality Director)
- **Patrick De Meyer** (Sales Director)
- **Lore Vanbelle** (Financial and Administrative Director)
- **Peter Verhofstede** (Technical Director)
- **Tim Vanbelle** (IT Director)
- **Paul Vanbelle** (Managing Director of Belgosuc Holding NV)
- **Olivier Lebbe** (Responsible accounting)

Management identified the stakeholders to be involved in this exercise. For further details, we refer to the section on ‘stakeholder engagement’ later in this report.

Following the awareness session, a workshop was held. During this workshop, the management team identified impacts, risks and opportunities (IROs) using various perspectives, such as: the ESRS long list, the SDGs, peer analysis, SASB, MSCI, etc.

The identified IROs were digitised and grouped under a common heading where possible. This resulted in topics. A scoring system was then designed for impact materiality and financial materiality, in line with the ESRS guidelines, which enabled the topics to be plotted on the axes of the matrix.

The same scoring system was applied to the input received from stakeholders. This input was given the same weighting as the input from the management team. After final validation by the management team, we became the materiality matrix as presented today.

Involvement of stakeholders

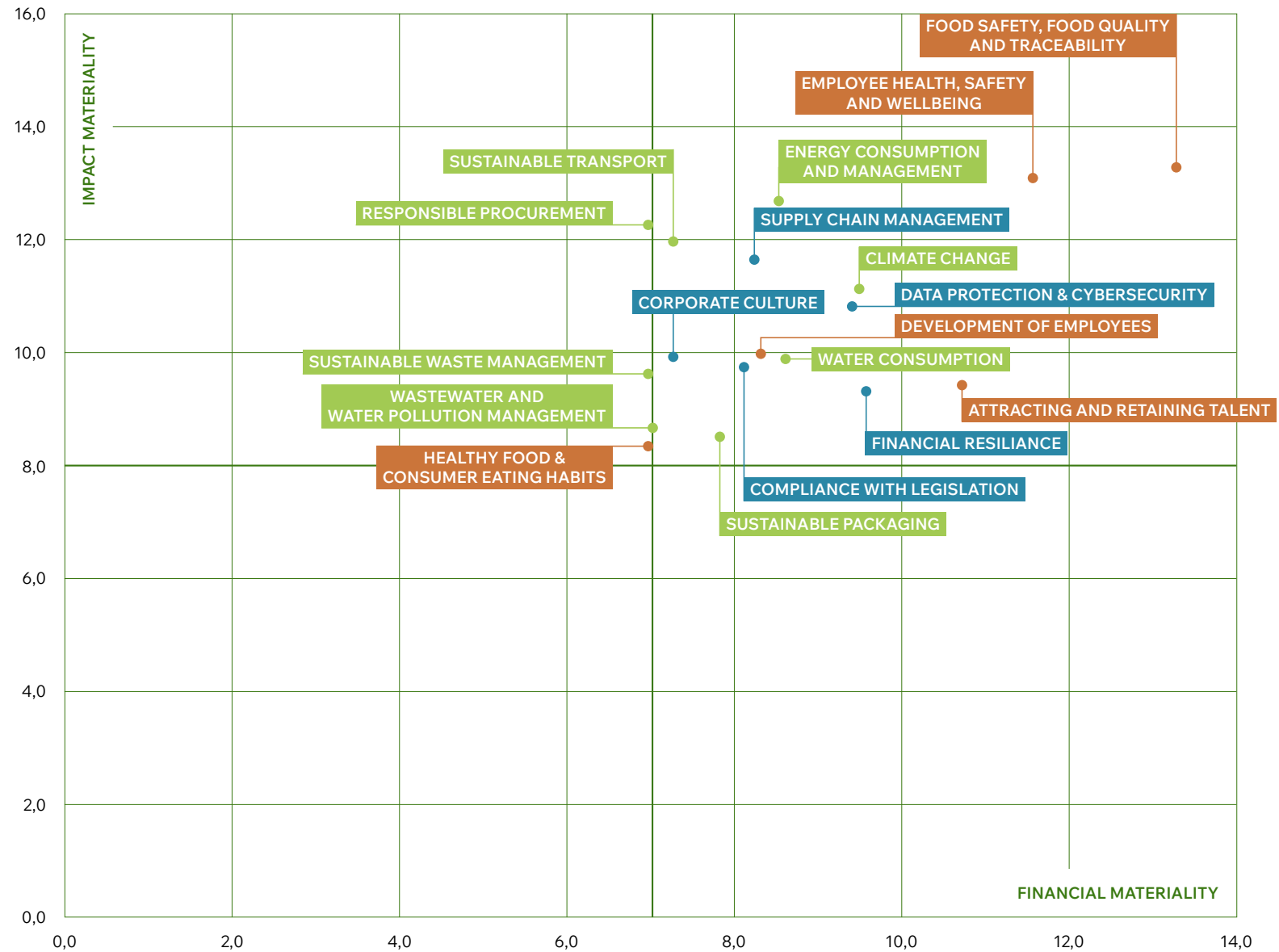
The EU Directive requires organisations to consider in advance the sustainability issues on which they wish to report, and stipulates that this exercise must not be carried out in isolation. Gathering input from stakeholders is of the utmost importance in this regard.

The management team identified the input from the stakeholders mentioned below as most valuable:

CHOSEN STAKE-HOLDER GROUP	CONSULTATION METHOD
Employees	Questionnaire/survey to all employees
Suppliers	Questionnaire/survey to a representative selection of suppliers
Clients	Questionnaire/survey to a representative selection of clients
Shareholders	Short workshop followed by in depth- interview
Board of Directors	Short workshop followed by in depth- interview
Transport companies	Questionnaire/survey to all transport companies
Community of Beernem	In-depth interview with the municipality of Beernem, represented by: Jan Vanassche , then Second Alderman with responsibility for Spatial Planning and Village Centre Development, Environment and Nature, Animal Welfare, Land Use Planning, Green Space Management, Housing, Climate and Energy, and Tourism, and Isabelle Van Thournout , sustainability officer at Beernem Municipal Council

Result

Double materiality matrix



ENVIRONMENT

SOCIETY

GOVERNANCE

18 topics were retained as material from both perspectives.
Note that there were also topics that were not retained because they were material only from one side of materiality or from neither perspective.

This report is further divided into three sections:

Environment, Society and Governance.

All 18 topics were assigned to one of these three categories.



Environment

Society

Governance



Environment

The environmental topics identified as material in the double materiality analysis can be grouped into three sub-themes: energy, waste management and water.

Energy

- Energy consumption and management
- Climate Change
- Sustainable transport

To perform our scope 1, 2 and 3 calculations, we work together with **ClimateCamp**. ClimateCamp is aligned with the Partnership for Carbon Transparency (PACT), a global initiative led by the World Business Council for Sustainable Development (WBCSD). Its goal is to make product-level carbon footprint (PCF) data interoperable and trustworthy across supply chains. The shift from corporate-level footprints to product-level transparency is critical as more customers, regulators, and procurement teams demand detailed carbon data for specific goods and services.



All calculations were performed using the ClimateCamp platform, an integrated carbon-accounting system providing structured activity-data collection, automated emission-factor application, calculation logic for energy, fuel and supply-chain inputs, and a granular audit trail at the activity level.

Belgosuc has completed its Corporate Carbon Footprint (CCF) inventory for the reporting period 01/01/2025 to 31/12/2025. The calendar year 2025 will also be indicated as our baseline year for next reports and target setting. The inventory covers all activities under Belgosuc's operational control across its operations in Beernem, Belgium (headquarters and production facilities). This GHG inventory has been prepared in accordance with the GHG Protocol Corporate Accounting and Reporting Standard, supplemented by ISO 14064-1:2018 requirements.

Greenhouse-gas emissions are classified by the GHG Protocol into three scopes:

SCOPE 1

Direct emissions from sources owned or controlled by the company.

SCOPE 2

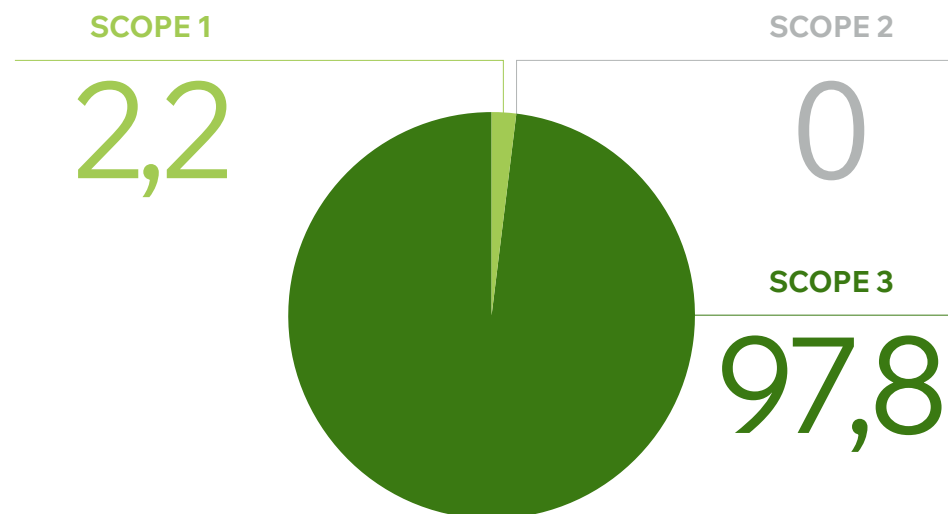
Indirect emissions from purchased electricity, steam, heat or cooling.

SCOPE 3

Other indirect emissions across the value chain.

All 15 Scope 3 categories have been systematically assessed for materiality and data availability.

Emissions (market-based) in 2025 (in %)



		2025 (tCO ₂ e)	% OF TOTAL (MARKET-BASED)
SCOPE 1	Direct emissions	3.267,60	2,2%
SCOPE 2	Market-based	0,11	0,0%
	Location-based	195,31	/
SCOPE 3	Value chain	143.550,78	97,8%
Total market-based		146.818,49	100,0%
Total location-based		147.013,69	100,0%
GHG Intensity (total market-based / total turnover) (%)		0,13%	

The table below summarizes which categories are included in the calendar year 2025 inventory.

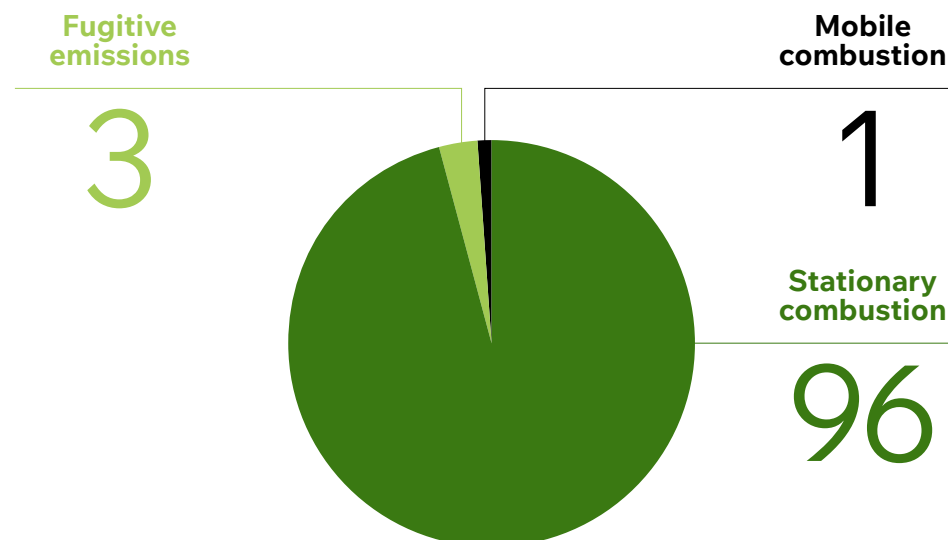
GHG category	Status	Coverage / rationale
1.01 Stationary combustion	In scope	Natural gas (process heating and building heating) and gas oil
1.02 Mobile combustion	In scope	Company car fleet; fuel consumption tracked at vehicle level
1.03 Fugitive emissions	In scope	Refrigerant leakages have been identified
1.04 Process emissions	Not applicable	No industrial chemical process generating direct non-combustion CO ₂ or other GHG has been identified
2.01 Purchased electricity	In scope	Electricity is sourced under a renewable arrangement or generated on-site by solar panels; Electricity for company cars is based on average grid mix
2.02 Purchased steam, heat or cooling	Not applicable	No district heat, steam or cooling is purchased
3.01 Purchased goods and services	In scope	All major raw material, primary and secondary packaging categories quantified
3.02 Capital goods	In scope	Capital expenditure
3.03 Fuel- and energy-related activities (WTT)	In scope	Well-to-tank upstream emissions for Scope 1 fuels and Scope 2 electricity
3.04 Upstream transportation and distribution	In scope	Inbound freight assessed by mode and lane for key raw-material categories; outbound freight paid for by Belgosuc
3.05 Waste generated in operations	In scope	Mixed industrial waste, glass, paper and cardboard, plastics and other waste streams from the Beernem site
3.06 Business travel	In scope	Air and road business travel assessed
3.07 Employee commuting	In scope	Employee commuting assessed based on workforce data
3.08 Upstream leased assets	Not applicable	No material upstream leased assets identified at the Beernem site
3.09 Downstream transportation and distribution	In scope	Outbound customer deliveries assessed by mode and destination paid for by the customer
3.10 Processing of sold products	Excluded	Excluded in accordance with the GHG Protocol Scope 3 Standard guidance
3.11 Use of sold products	Not applicable	Belgosuc's sold products do not consume energy during their use phase
3.12 End-of-life treatment of sold products	In scope	End-of-life packaging assessed
3.13 Downstream leased assets	Not applicable	No downstream leased assets
3.14 Franchises	Not applicable	Belgosuc does not operate a franchise model
3.15 Investments	Not applicable	No investment portfolio with associated GHG reporting obligation identified

SCOPE 1

Scope 1
emissions
in 2025

3.267,60
tCO₂e

Direct emissions in 2025 (in %)



The breakdown is:

SOURCE	DESCRIPTION	2025 (tCO ₂ e)
Stationary combustion	Buildings heat / production	3.129,21
Mobile combustion	Owned vehicles / fleet	50,02
Fugitive emissions	Refrigerant leakages	88,37

In June and September 2025, an external partner carried out an inspection of the steam pipe steam traps. This revealed steam loss, which can be prevented in future. Work was also carried out on the insulation around the steam components of the fondant.

KPI	UNIT	2025
Total gas consumption	MWh	16.903
Total gasoil consumption	L	1.000

SCOPE 2

Purchased electricity in 2025 totaled **0,11 tCO₂e** on a market-based basis. Scope 2 market-based emissions result from grid electricity (mix unknown) purchased to charge electric company cars.

Purchased electricity in 2025 totaled **195,31 tCO₂e** following the location-based calculation methodology.

Scope 2 emissions
(market based)
in 2025

0,11
tCO₂e

Scope 2 emissions
(location based)
in 2025

195,31
tCO₂e

KPI	UNIT	2025
Scope 2 GHG emissions - Location based	Ton CO ₂ -eq	195,31
Scope 2 GHG emissions - Market based	Ton CO ₂ -eq	0,11
Total electricity consumption	MWh	2.201,97
Non-renewable energy from a variety of fuel sources	%	0,04
Renewable energy self-generated or purchased	%	99,96
Energy-intensity	MWh/ton product sold	0,02

In November 2025, an external partner carried out a survey to detect and rectify compressed air leaks, with the aim of reducing energy consumption and, consequently, CO₂ emissions. This revealed compressed air leaks, which have now been rectified.

Furthermore, the fluorescent lighting was further replaced by LED lighting in 2025.

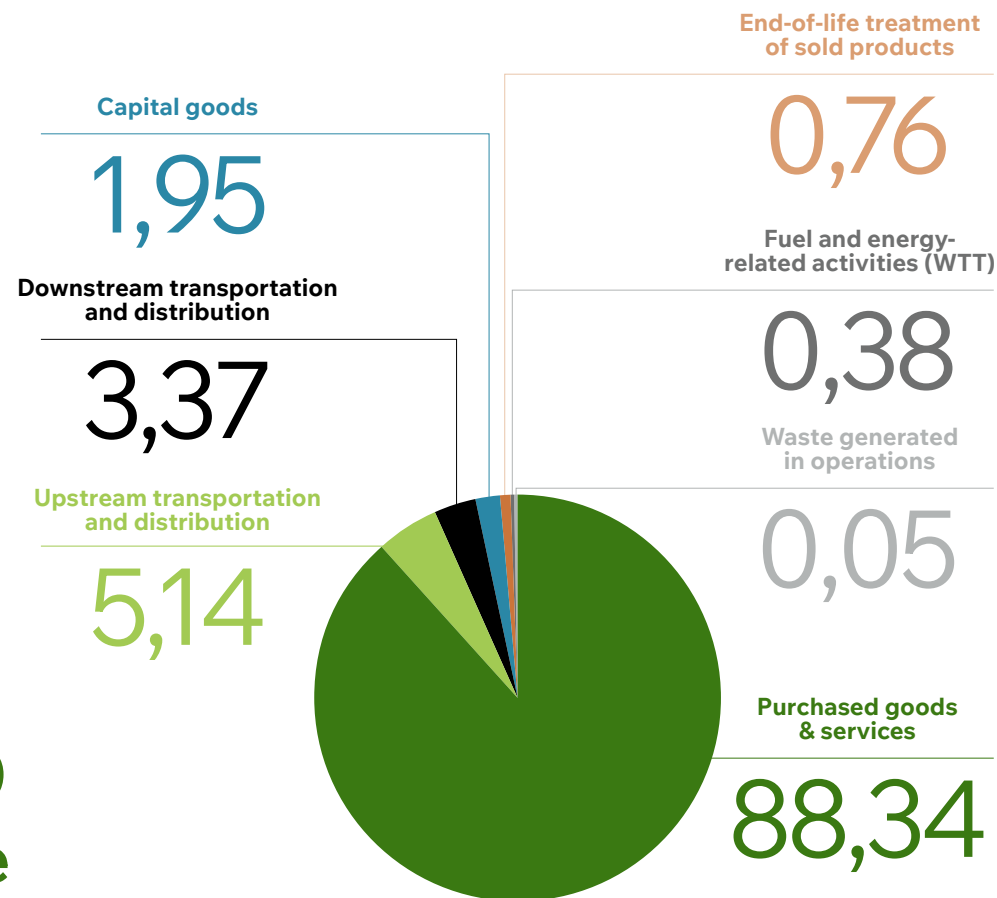
SCOPE 3

Scope 3 represents **97,8%** of Belgosuc's 2025 total footprint (**143.550,78 tCO_{2e}**). The dominant Scope 3 source is Cat 3.01 Purchased Goods and Services, which alone represents approximately 87% of the total inventory. This pattern is structurally typical for a sugar-derivatives processor: the upstream embodied carbon of agricultural raw vastly exceeds the on-site conversion footprint. Upstream and downstream transport (Cat 3.04 and 3.09) together contribute a further 8,3%, while waste (Cat 3.05), capital goods (Cat 3.02), fuel and energy-related activities (Cat 3.03), end-of-life treatment of sold products (Cat 3.12), employee commuting (Cat 3.07) and business travel (Cat 3.06) make up the remainder.

Scope 3
emissions
in 2025

143.550,78
tCO_{2e}

Scope 3 emissions in 2025 (in %)



Within the category of purchased goods and services, the top five raw-material categories together account for almost 80% of the total inventory. Decarbonisation of these supply chains is the highest-leverage action available to Belgosuc.

NEXT STEPS & PRIORITIES

Moving forward, in order to reduce our carbon footprint, we need to identify opportunities for reduction, focus on the biggest contributors and set targets.

Four priorities were identified:

- **Cat 3.01 supply-chain decarbonization:** next steps should involve the engagement of key suppliers with a formal supplier carbon-data request, targeting product-level carbon footprints (PCF) or process-level primary data for certain raw materials. Bio-based or lower-carbon alternatives should be explored where commercially viable.
- **Scope 1 stationary combustion:** natural gas combustion at the Beernem site represents the largest controllable on-site emission source. We should perform a site energy audit at the Beernem production facility to quantify Scope 1 reduction opportunities (identify process-heat optimisation opportunities, including heat recovery from evaporation or drying stages). For gasoil, review the gas-oil consumption associated with backup heating or mobile equipment and identify substitution or electrification pathways.

- **Upstream and downstream logistics optimisation:** Cat 3.04 (upstream transport) and Cat 3.09 (downstream transport) together represent almost 9% of the inventory. Road freight dominates both categories. We will map the top-10 upstream freight lanes by tonne-km and assess modal-shift opportunities (road-to-rail or road-to-boat) for bulk commodity movements where lead times allow. We will engage the primary logistics providers on emissions data quality and explore contracts with lower-emission fleet operators.
- **FLAG emissions and agricultural raw-material sourcing:** FLAG (Forest, Land and Agriculture) emissions represent approximately 57,1% of the total inventory, driven by the land-use change and agricultural production footprint of the sourcing of our key raw materials. This is a structural characteristic of the sector. We should engage with key agricultural raw-material suppliers on sustainability certifications that can progressively reduce the FLAG footprint.

Lastly target-setting is of the utmost importance. We aim to develop and adopt a science-based emissions-reduction target. The SBTi FLAG guidance is particularly relevant given the agricultural raw-material intensity of the inventory.



Waste management

- Sustainable waste management
- Sustainable packaging

Given the nature of our product and the fact that we operate in the B2B sector, our focus on waste management is primarily on waste generated by the production process and sustainable packaging.

The quantities of waste collected at the site in 2025 can be summarised as follows:

	UNIT OF MEASUREMENT	WASTE DIVERTED TO RECYCLE OR REUSE	WASTE DIRECTED TO DISPOSAL
NON-HAZARDOUS WASTE			
Mixed municipal waste	metric tonnes (t)	0	22,74
Paper and cardboard	metric tonnes (t)	16,42	0
Glass	cubic meters (m³)	0,31	0
Small plastics	metric tonnes (t)	10,54	0
Other plastics	metric tonnes (t)	7,86	0
Wood	metric tonnes (t)	16,98	0
Organic off-specification batches (food waste)	metric tonnes (t)	27,54	0
Organic off-specification batches (food waste)	cubic meters (m³)	174,76	0
Discarded equipment other than fluorescent tubes and other mercury-containing waste and discarded equipment containing chlorofluorocarbons	metric tonnes (t)	0,46	0
Other (wastewater containing sugar)	metric tonnes (t)	742,09	0
HAZARDOUS WASTE			
Solvents	metric tonnes (t)	0,36	0
Paint, inks, adhesives and resins containing dangerous substances	metric tonnes (t)	0,11	0
Packaging containing residues of or contaminated by dangerous substances	metric tonnes (t)	0,54	0
Acids	metric tonnes (t)	0,05	0

In the future, we plan to focus primarily on tracking waste more accurately for each production batch, so that we can set better targets and reduce waste in production.

Our products are consumables. The end-of-life (EOL) analysis in category 3.12 of Scope 3 therefore focuses mainly on packaging. Belgosuc already makes extensive use of reusable packaging, particularly through the use of IBC containers and plastic trays, which are returned, cleaned and reused. In fact, 52% of the tonnage we sell is dispatched without any packaging at all, as these products are transported to our customers in bulk.

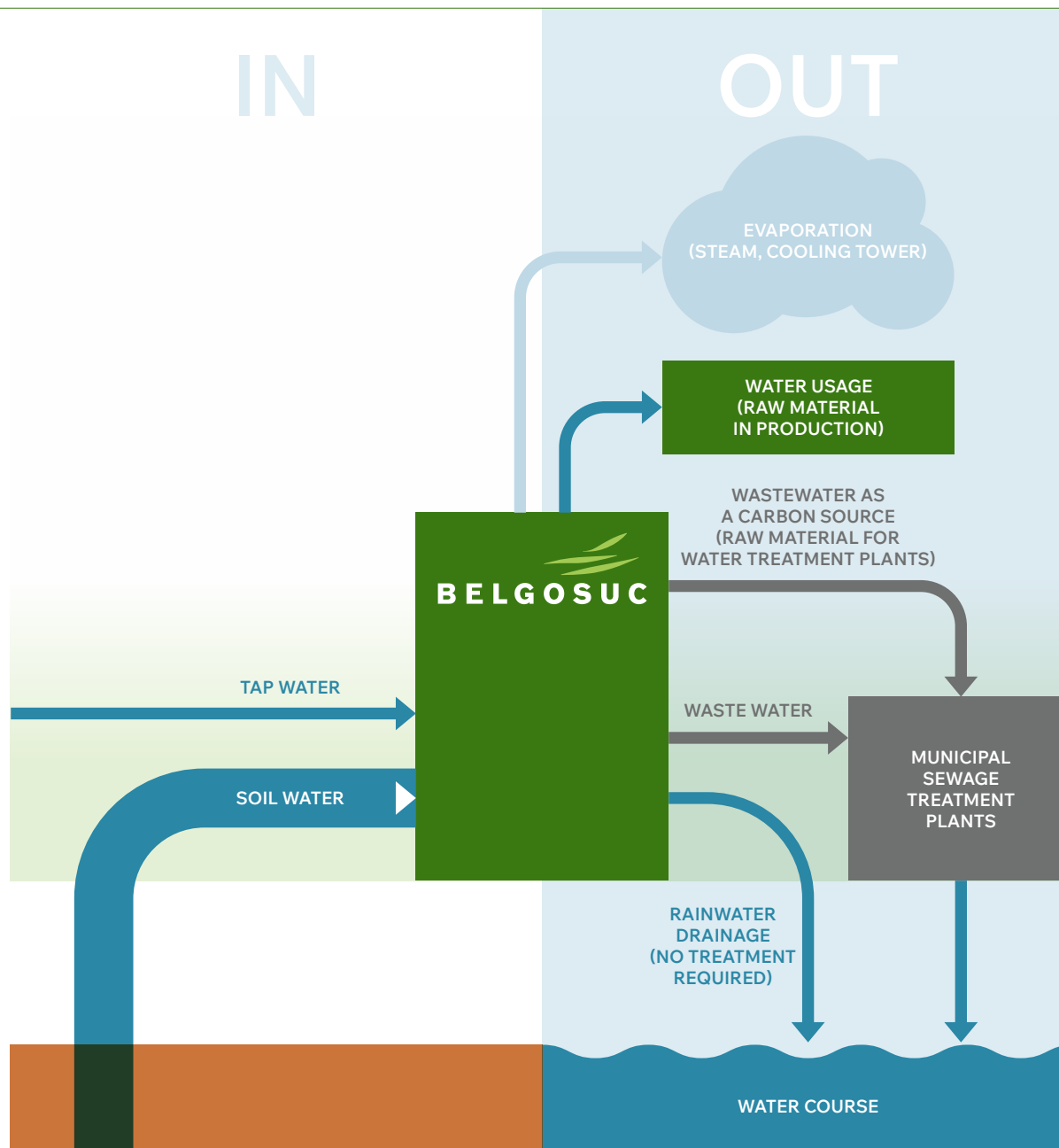
However, a smaller proportion of the goods we sell are also dispatched in buckets, bags and jerrycans. Furthermore, the end-of-life (EOL) analysis also took into account the ultimate recyclability of, for example, IBC containers. We aim to further reduce the amount of waste we generate and intend to continue investing in more sustainable packaging.



Water

- Wastewater and water pollution management
- Water consumption

The double materiality matrix identifies a number of topics relating to the theme 'water' as material. This is not surprising. In Flanders, vulnerability to drought is particularly high. This is mainly due to the high population density. This not only means that we need a lot of water, but also that there is a large amount of built-up and paved areas, and that much land which was naturally wet has been drained to make it available for human activity. According to Aqueduct's "Water Risk Atlas", Belgosuc is currently located in an area with a high risk of water stress. Aqueduct even predicts that, in the future, Belgosuc will be located in an area with an extremely high risk of water stress. At Belgosuc, soil water is the primary source of water, supplemented by a limited amount of tap water.



Soil water is used for high-quality applications (as an ingredient in end products). The soil water must undergo the necessary treatment before it can be used as demineralised water.

Tap water is used solely for sanitary purposes. In addition to this tap water, treated wastewater is also used for sanitary purposes.

In the future, we will set targets. These will mainly relate to measures to reduce water consumption, as well as to the recovery and reuse of water. However, there are already a number of initiatives in this area today:

- Belgosuc does not have its own water treatment plant, but the waste water (also known internally as ‘sugar water’) is collected and used as a raw material in water treatment plants. Due to its high sugar concentration, this water is ideal as a carbon source for water treatment plants. It is therefore transported as a raw material to various water treatment plants across Belgium. A great example of the reuse of part of our waste water;
- Our systems are cleaned using Clean-in-Place (CIP) systems, an automated process that cleans and disinfects the interior of industrial process equipment, such as pipes, tanks and pumps. The programs are optimised for each piece of equipment, tank or pipe to ensure that water consumption is kept to a minimum. Furthermore, the rinse water from the second rinse is recirculated to the first rinse for the next cleaning cycle.

This is how the rinse water is recovered. The initial rinse water produced when cleaning the equipment contains concentrations of sugar that are too high to be discharged into the sewer system. This water is therefore stored separately in tanks, after which it is sent as a raw material to the water treatment plant (see above);

- When producing demineralised water using reverse osmosis, wastewater is produced as a by-product. Ultrafiltration is used to recover most of this by-product. This reduces our overall water consumption.

	UNIT	2025
Total amount of water withdrawn from all sites	m ³	74.821
Amount of water withdrawn at sites located in areas of high water-stress	m ³	74.821
Water discharge from undertaking production processes	m ³	36.900
Total water consumption	m ³	37.921
Water discharge used as raw material in water treatment plants	m ³	14.247

Society

Employees

- Attracting and retaining talent
- Development of employees
- Employee health, safety and wellbeing

Belgosuc aims to be a safe, inclusive and engaging working environment for all its employees. The wellbeing and development of our employees are a top priority. We want to create a pleasant and enjoyable workplace. By taking part in activities both during and outside working hours, we also aim to strengthen the connection among employees, for example, by taking part in the Bruges Christmas Run, by treating staff to French fries at the opening of a new building, or by social gatherings after work such as the annual staff party, treats of ice cream on hot days, etc.



Employment in Belgium

74
employees

56
male

18
female

All on
permanent
contract

Employee turnover rate
in 2025

5,48%

Belgosuc has drawn up a procedure in relation to training courses relating to the safety of products and services. This procedure also sets out the required competencies in the field of general health and safety at work and welfare legislation. The department manager maintains the necessary records in the staff's personal files. The production director ensures that the list of training courses completed by production staff is kept up to date.

In addition, we always try to listen to the employees themselves. If a particular training need is identified, we try to meet it.

A training plan is drawn up annually, which is discussed and signed by the Committee for Prevention and Protection at Work (CBPW). The signed training plan is then submitted to the management. This ensures that staff have the necessary knowledge and skills to carry out their duties safely and responsibly.

Safety training courses and competencies are systematically monitored by the HSE manager. To this end, a training matrix has been drawn up in which, for each employee, a record is kept of which safety training courses have been completed and on what date. An agreed frequency has been set for each course. In the matrix, courses that need to be retaken are automatically highlighted. This ensures that the training courses are up to date for all employees.



To ensure a safe workplace, we strictly comply with regulations. We aim for the ultimate target of zero workplace accidents. We achieve this by raising awareness of the risks through training. Furthermore, should a workplace accident occur, our in-house health and safety adviser assesses whether corrective measures are required to prevent a similar incident in the future.



“Safety is not a separate section in our sustainability policy, but is integral to the way we work every day. Every training course, every report and every post-incident review helps us to better understand risks and, together, move closer to our goal of zero workplace accidents.”

Frederik Callens, HSE Manager

Work-related accidents in 2025

Number	5
Rate	6,76
Frequency rate	47,60
Severity rate	0,31
Risk rate	14,76
Number of lost days	33
Number of fatalities*	0

*as a result of work-related injuries and work-related ill health

Food safety, product quality and traceability

As a B2B supplier of sugar products, syrups and related ingredients, food safety is a key prerequisite for our customers' trust and for the continuity of their production processes. Product quality and traceability are therefore not only legal obligations, but form part of the way in which Belgosuc manages risks, meets customer expectations and continuously improves its processes.

Belgosuc operates an integrated food safety and quality management system, aligned with the wider company procedures relating to the environment, health and safety. The system is based on the relevant Belgian and European regulations and on the requirements of FSSC 22000. Traceability, internal audits, complaint handling and corrective actions form the core of our continuous improvement process.

Food safety is a shared responsibility across the organisation. Staff are involved through procedures, training, reporting channels and a daily focus on working hygienically and safe. Belgosuc manages food safety risks through preventive measures, internal controls, document management, monitoring of suppliers and raw materials, process monitoring and product release criteria. Food defence and access control are monitored on a risk-based basis, with due regard for the confidentiality of security measures.

Belgosuc also focuses on preventing food fraud: deliberate deception relating to food, raw materials, packaging, labelling or product information with a view to gaining an economic advantage. Within the food safety management system, Belgosuc carries out risk-based assessments of potential vulnerabilities in processes, raw materials and the supply chain.

On this basis, appropriate preventive and control measures are established, such as supplier assessment, specification management, incoming inspection, analytical verification where relevant, traceability and periodic reassessment.

The approach is integrated into the existing FSSC 22000 management system and helps to protect customers, end-users and the integrity of Belgosuc's products.

The internal audit program is an important tool for assessing the effectiveness of the management system. Belgosuc carries out several internal audits each year on processes, records and practices. The findings are followed up with corrective and preventive actions to ensure that the system remains effective in preventing, eliminating or controlling food safety risks.



Belgosuc has a traceability system that enables links to be established between raw materials supplied, internal batches, process steps, primary packaging and products delivered. The aim is to be able to compile relevant batch information quickly and reliably, both upstream and downstream. Internally, we ensure that the necessary information is available within the target timeframe of four hours, in line with the expectations of the regulatory authority.

When customer or supplier complaints, non-conformities or incidents are reported, Belgosuc records and investigates them in accordance with a set procedure. The quality department coordinates the registration, analysis, follow-up and evaluation of complaints and returns. Where necessary, corrective actions are taken and their effectiveness is monitored. An annual management review is held, during which results, trends, complaints, incidents and corrective actions are discussed with the management team.

In 2025, we invested in a new software system to further professionalize and structure this monitoring process and to improve reporting.

Belgosuc reports on quality and food safety performance at an aggregated level. In this way, we provide transparency regarding the operation and results of our management system, whilst respecting customer confidentiality, product information and security-sensitive data. The indicators below provide insight into complaint handling, traceability, training and product safety.

KPI	DESCRIPTION	2025
Customer complaints	Number of well-founded complaints vs. the number of deliveries (excluding damage caused during transport)	0,97%
	Number of well-founded complaints vs. the number of deliveries (including damage caused during transport)	0,29%
Traceability	Average duration of traceability exercises (6 tests)	1u 38min
Degree of training	Participation to obligated trainings of hygiene & quality for relevant employees	94%
Incidents related to food defense & food fraud	Number of confirmed incidents	0 incidents
Product incidents	Number of recalls or market corrections	0 incidents

Healthy food & consumer eating habits

Belgosuc aims to meet changing consumer needs. Today's consumers are making more conscious choices about what they eat. They deliberately choose eco-labelled, organic or low-sugar products. Although our sugar products generally fall into the category of "food for pleasure", our range also includes low-sugar products and even products containing sugar substitutes. There is also a wide selection of organic products.

Responsible sourcing

Belgosuc aims to work with reliable partners throughout our supply chain. In the future, we intend to focus on partners with a sustainable policy. Belgosuc respects its relationships with suppliers and maintains them as effectively as possible. We are also currently exploring the possibilities of sourcing raw materials from regenerative origin. In this way, our customers can offer end consumers choices that allow them to opt for products that best suit their needs.



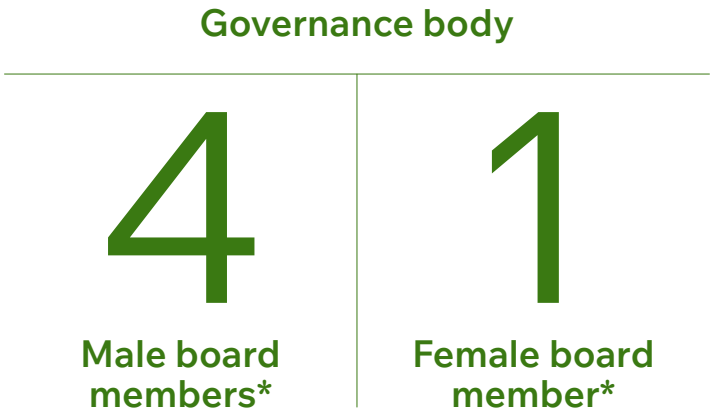
Governance

- Corporate culture
- Financial resilience
- Compliance with legislation

Belgosuc’s corporate culture, like the company itself, has grown organically over the years. We have a fairly flat structure, with short decision-making lines ensuring that we can guarantee flexibility for our customers. Formality is observed where necessary, but ideally we prefer consultation and communication, which leads to a healthy working relationship.

Within the management team, we have the right people in the right roles, all of whom uphold the original family values and share the same vision. Sustainability has also become an integral part of our corporate culture. At our company, sustainability challenges are not managed by a single committee, but by various teams: the sales team identifies our customers’ needs, the technical team explores ways to produce more sustainably, and the management team oversees the overall picture. In addition to the management team, the Board of Directors also acts as a governing body.

Ethical behaviour and respect for human rights are not optional here, but a given and a requirement. It is a way of acting that is ingrained in our culture. However, the need for formal procedures in this area has become increasingly pressing in recent years. We will therefore be working on our own code of conduct and setting up a more precise monitoring system to better track respect for human rights throughout the value chain. However, breaches can be reported at any time via our internal whistleblowing channel. No reports were received in 2025.



*at the end of the reporting period



• Data protection & cybersecurity

At Belgosuc, data protection, cyber security and privacy are an essential part of responsible business practice and operational continuity. In an increasingly digital and interconnected business environment, we continue to invest in the protection of personal data, business information and critical systems.

To enhance our cyber resilience, a comprehensive risk analysis was carried out and various technical and organizational measures were strengthened. For example, an advanced anti-spam system was implemented, and we use modern technologies, including artificial intelligence, to detect and combat cyber threats more quickly. In addition, logging and monitoring systems were further expanded to identify suspicious activities quicker and take appropriate action.

The physical security of our business premises and buildings was optimized through investment in advanced CCTV surveillance and biometric access control. Visitor registration and identification procedures were further professionalized to ensure the safety of staff, visitors and company assets.

From a technical perspective, additional security measures have been implemented, including Multi-Factor Authentication (MFA), network segmentation and redundancy of critical systems, to enhance the availability of essential business processes. In addition, periodic security checks and recovery tests are carried out to verify the reliability of our recovery procedures and to ensure the continuity of our operations.

Furthermore, significant investment was made in drawing up, documenting and updating procedures, policy documents and work instructions in the context of NIS2 and information security. Belgosuc does not regard NIS2 compliance as a one-off project, but as a continuous improvement process in which risks are constantly assessed and control measures are further refined.

Human vigilance remains a crucial factor in cybersecurity. That is why Belgosuc also invests continuously in raising staff awareness and providing training. Through regular training sessions and awareness-raising campaigns, staff are supported in recognizing cyber risks, phishing attempts and other threats, thereby fostering a strong security culture within the organisation.

Through this combination of technical measures, organizational improvements and ongoing awareness-raising, Belgosuc is strengthening its resilience to cyber threats and continues to build a secure, reliable and forward-looking business environment for customers, suppliers, employees and other stakeholders. Robust and clearly measurable KPIs will be developed to increase our transparency and enable us to set more specific targets.



APPENDIX

KPI Table

This report was drawn up based on the European VSME Standard ('Basic Module', December 2024 version).

**BELGOSUC**

Environment

VSME B3 - ENERGY AND GREENHOUSE GAS EMISSIONS			
		UNIT	2025
Scope 1		tCO₂e	3.267,60
	Stationary combustion		3.129,21
	Mobile combustion		50,02
	Fugitive emissions		88,37
Total gas consumption		MWh	16.903
Total gasoil consumption		L	1.000
Scope 2 (market-based)		tCO₂e	0,11
Scope 2 (location-based)		tCO₂e	195,31
Total electricity consumption		MWh	2.201,97
Non-renewable energy from a variety of fuel sources		%	0,04
Renewable energy self-generated or purchased		%	99,96
Energie-intensity		MWh/tonnes product sold	0,02
Scope 3		tCO₂e	143.550,78
Cat 3.01: Purchased goods & services		tCO ₂ e	126.812,79
Cat 3.02: Capital goods		tCO ₂ e	2.806,09
Cat 3.03: Fuel and energy-related activities		tCO ₂ e	549,52
Cat 3.04: Upstream transportation and distribution		tCO ₂ e	7.380,31
Cat 3.05: Waste generated in operations		tCO ₂ e	70,99
Cat 3.06: Business travel		tCO ₂ e	5,95
Cat 3.07: Employee commuting		tCO ₂ e	4,62
Cat 3.09: Downstream transportation and distribution		tCO ₂ e	4.836,35
Cat 3.12: End-of-life treatment of sold products		tCO ₂ e	1.084,16
TOTAL (MARKET-BASED)		tCO₂e	143.550,78
TOTAL (LOCATION-BASED)		tCO₂e	147.013,69
CO₂e – intensity (total market-based / total turnover) (%)			0,13%

Environment

VSME B7 - RESOURCE USE, CIRCULAR ECONOMY AND WASTE MANAGEMENT			
	UNIT	2025	
		WASTE DIVERTED TO RECYCLE OR REUSE	WASTE DIRECTED TO DISPOSAL
NON-HAZARDOUS WASTE			
Mixed municipal waste	metric tonnes (t)	0	22,74
Paper and cardboard	metric tonnes (t)	16,42	0
Glass	square meters (m³)	0,31	0
Small plastics	metric tonnes (t)	10,54	0
Other plastics	metric tonnes (t)	7,86	0
Wood	metric tonnes (t)	16,98	0
Organic off-specification batches (food waste)	metric tonnes (t)	27,54	0
Organic off-specification batches (food waste)	square meters (m³)	174,76	0
Discarded equipment other than fluorescent tubes and other mercury-containing waste and discarded equipment containing chlorofluorocarbons	metric tonnes (t)	0,46	0
Other (wastewater containing sugar)	metric tonnes (t)	742,09	0
HAZARDOUS WASTE			
Solvents	metric tonnes (t)	0,36	0
Paint, inks, adhesives and resins containing dangerous substances	metric tonnes (t)	0,11	0
Packaging containing residues of or contaminated by dangerous substances	metric tonnes (t)	0,54	0
Acids	metric tonnes (t)	0,05	0

VSME B6 - WATER		
	UNIT	2025
Total amount of water withdrawn from all sites	m³	74.821
Amount of water withdrawn at sites located in areas of high water-stress	m³	74.821
Water discharge from undertaking production processes	m³	36.900
Total water consumption	m³	37.921
Water discharge used as raw material in water treatment plants	m³	14.247

Society

VSME B8 - WORKFORCE – GENERAL CHARACTERISTICS	
TYPE OF CONTRACT	2025
Permanent contract	74
Temporary contract	0
Total number of employees	74

VSME B10 - WORKFORCE – TRAINING	
Number of followed training hours	2025
Male	297
Female	73
Average number of annual training hours per employee	5

VSME B8 - WORKFORCE – GENERAL CHARACTERISTICS	
TOTAL NUMBER OF EMPLOYEES	2025
Male	56
Female	18
Other	0
Not reported	0
Total number of employees	74

VSME B9 - WORKFORCE – HEALTH AND SAFETY	
	2025
Number of recordable work-related accident	5
Rate of recordable work-related accidents	6,76
Frequency rate	47,6
Severity rate	0,31
Risk rate	14,76
Lost days related to work-related accidents	33
Number of fatalities as a result of work-related injuries and work-related ill health	0

VSME C5 - ADDITIONAL (GENERAL) WORKFORCE CHARACTERISTICS	
NUMBER OF SELF-EMPLOYED CONTRACTORS	2025
Number	4

	2025
Employee turnover rate [%]	5,48%

KPI	DESCRIPTION	2025
Customer complaints	Number of well-founded complaints vs. the number of deliveries (excluding damage caused during transport)	0,97%
	Number of well-founded complaints vs. the number of deliveries (including damage caused during transport)	0,29%
Traceability	Average duration of traceability exercises (6 tests)	1 u 38min
Degree of training	Participation to obligated trainings of hygiene & quality for relevant employees	94%
Incidents related to food defense & food fraud	Number of confirmed incidents	0 incidents
Product incidents	Number of recalls or market corrections	0 incidents

Governance

VSME B11 - CONVICTIONS AND FINES FOR CORRUPTION AND BRIBERY		
	UNIT	2025
Total amount of fines, penalties and compensations related to incidents of discrimination	EUR	0
Total amount of fines, penalties and compensations related to incidents of severe human right issues	EUR	0
Total amount of fines, penalties and compensations related to the violation of anti-corruption and anti-bribery laws	EUR	0
Complaints filed through the whistleblower channel	EUR	0

GOVERNANCE BODY	2025
Number of female board members at the end of the reporting period	1
Number of male board members at the end of the reporting period	4
Gender diversity ratio in governance body	0,25



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