

**Barentz.**

# Better.

Barentz Corporate  
Sustainability Report 2024



# Barentz.

*Better is a never-ending pursuit, purpose and passion.*

We are the global life science and specialty performance ingredients distributor specialising in human nutrition, pharmaceuticals, personal care, performance materials and animal nutrition, creating unique synergies across all fields of expertise.

*We're proud to be a global influence.  
But we're always aiming for better.*





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## Approach to sustainability

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MESSAGE FROM THE CEO

# *Better* is demanded by the planet we share.

At Barentz, our commitment to sustainability is more than a strategic objective; it is a core value that we strive to incorporate into our daily operations and long-term vision.

This report highlights the tangible progress we have achieved, the challenges we have overcome, and the innovative solutions we have implemented to reduce our environmental footprint and enhance our positive impact on the communities we serve.

Together, we are not only shaping a sustainable future but also setting a standard for what an ESG programme can be.



**Derk-Jan  
Terhorst**  
Barentz  
CEO

“

Looking back on this past year, I am both proud and inspired by the strides we have made in advancing our sustainability initiatives.

### Our actions.

**In 2024, we continued to bring sustainable products to market and improving the efficiency of our operations. We are proud of our innovation and the environmentally preferential products we launched in 2024.**

Specifically, we are excited about a new group of floor care products which contain significantly reduced amounts of fluorinated chemistry. By reducing the amount of fluorinated chemistry within the products we are addressing the ever-growing concern around forever chemicals. In addition, we developed our “Shine Shot” waterless conditioner which was a finalist for the prestigious Laura Marshall Award for Sustainable Innovation. This waterless conditioner reduces packaging waste and CO<sub>2</sub> emissions during transportation. We are proud of the products we supply and the positive impact they can make for the end consumer and our broader communities.

The products we supply are only one aspect of the how we are taking action to reduce our environmental impact. In 2024 we continued our investment in improving the efficiency of our operations. We grew a logistical hub that allows us to transport more product in fewer shipments around the world. This initiative is a significant “win – win” as it allows us to improve our service to customers and reduces the amount of CO<sub>2</sub> emissions associated with transporting our products.

Of course, as a distributor of life science ingredients, our sustainability programme 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 sustainability goals, and we believe that together we can contribute to positive change. In 2024, we concluded our commitment to review the sustainability programmes of our partners who comprise 80% of our revenue. The data we gained from this exercise will be useful to support future sustainability initiatives.

As sustainability becomes woven into the fabric of everyday society, we are now encountering an increasing number of regulations focused on sustainability. In 2024, we worked to ensure we are compliant with the Regulation on Deforestation-free Products (EUDR), despite it being postponed for a year, and continued to action our roadmap for risk management, data collection and reporting. We are continuing to monitor reporting requirements closely amid current regulatory uncertainty.



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**This unique product is another great example of Barentz’ technical capabilities and our commitment to always offering a better solution.**

Shine Shot waterless conditioner was a finalist for the prestigious Laura Marshall Award for Sustainable Innovation.

### Our commitments and aspirations.

We recognise we must go beyond words and commit to action if we are to make a measurable impact to our performance. We are focused on three areas 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.

To increase the proportion of women among our senior managers in line with our total workforce.

Review data collected as part of our completed supplier assessment and establish a new target for improvement.



We are pleased to announce we are making meaningful progress achieving these commitments. From 2023 to 2024 we achieved a year over year **reduction of our Scope 1 and 2 emissions of 19%**. This reduction was largely achieved through operational efficiencies and renewable energy credits. We also saw improvement achieving our gender diversity aspiration within our senior managers. The gender diversity of our senior management **increased from 18% in 2023 to 22% in 2024** to better align with the proportion of our company. We also concluded the review of the top 80% of our suppliers in 2024. The information we gathered was very useful and helped us understand the sustainability programmes our suppliers have in place.

PROFILE, DNA & VALUES

## Our profile.

### WHO WE ARE.

*The Global Specialty Ingredients Solution Provider*

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

### WHAT WE DO.

Thousands of customers worldwide rely on our world-class principal ingredients and their brands. We provide access to the best ingredient solutions available, adding value at every step. As ambassadors, technical experts, networkers, and a dynamic business platform, we connect ingredient manufacturers and users across industries. We also source complementary ingredients, formulate custom products, and apply our market and technical knowledge to deliver better ingredient solutions for our customers, consumers, and the planet.

*We offer principal-based ingredients distribution, formulated solutions and customised sourcing, with all corresponding services.*

**Barentz. Always a better solution.**

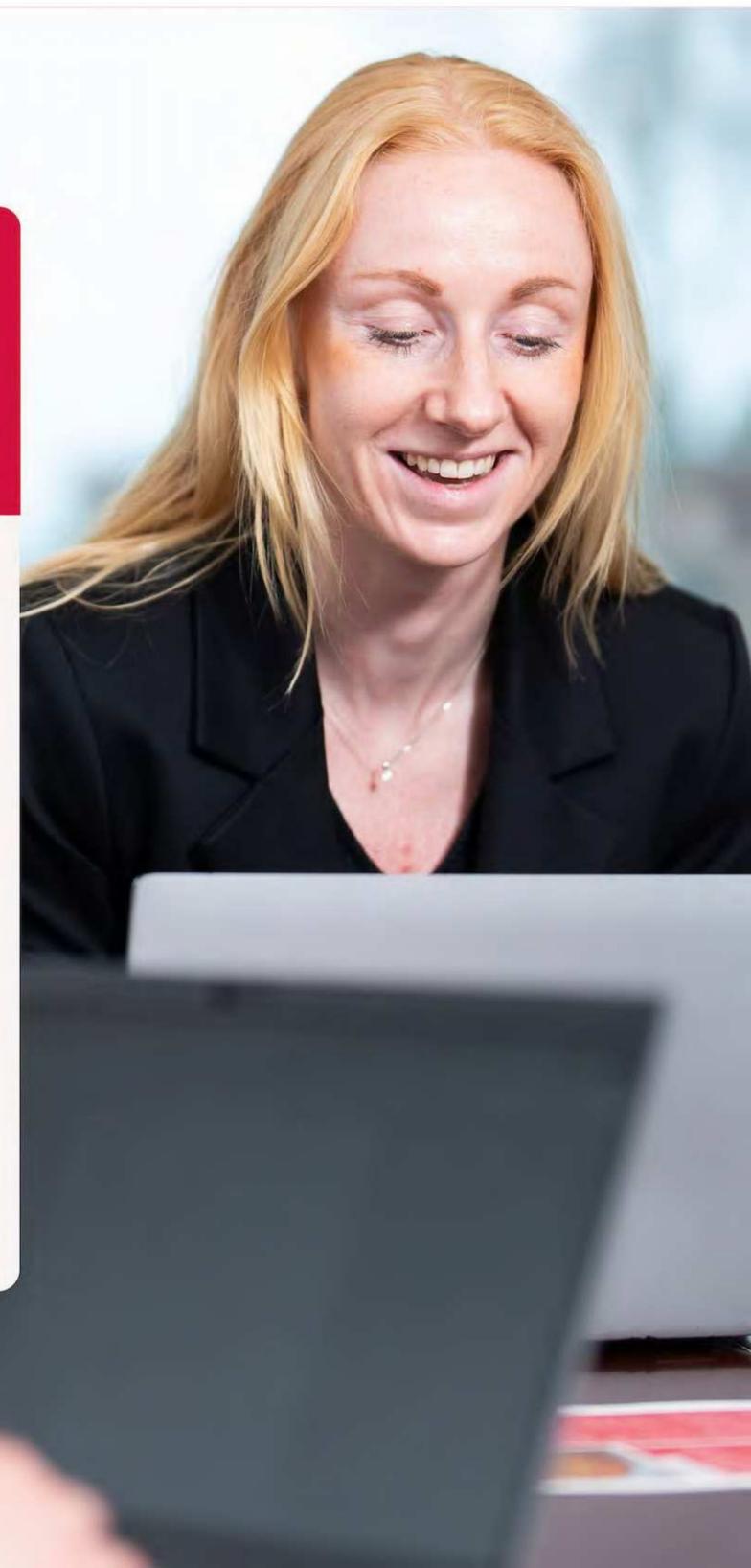
## Our purpose.

Finding better ingredient solutions, together.

## Our DNA.

Barentz is many things, but at our core, we are knowledge-driven specialists, entrepreneurial formulators, and collaborators continuously seeking meaningful partnerships.

We strive to find better ways to create value for our customers and partners, delivering better ingredient solutions and contributing to a better planet. Better is in our DNA—it challenges us, drives us, and shapes our future. This mindset, instilled by our founder Herman Barentz, inspires us to never stop learning, questioning, and innovating, forming the foundation of our renowned technical and market expertise.



## VALUES

# Our values.

**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 are knowledge driven.**

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 strong partners.**

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

**We are entrepreneurial.**

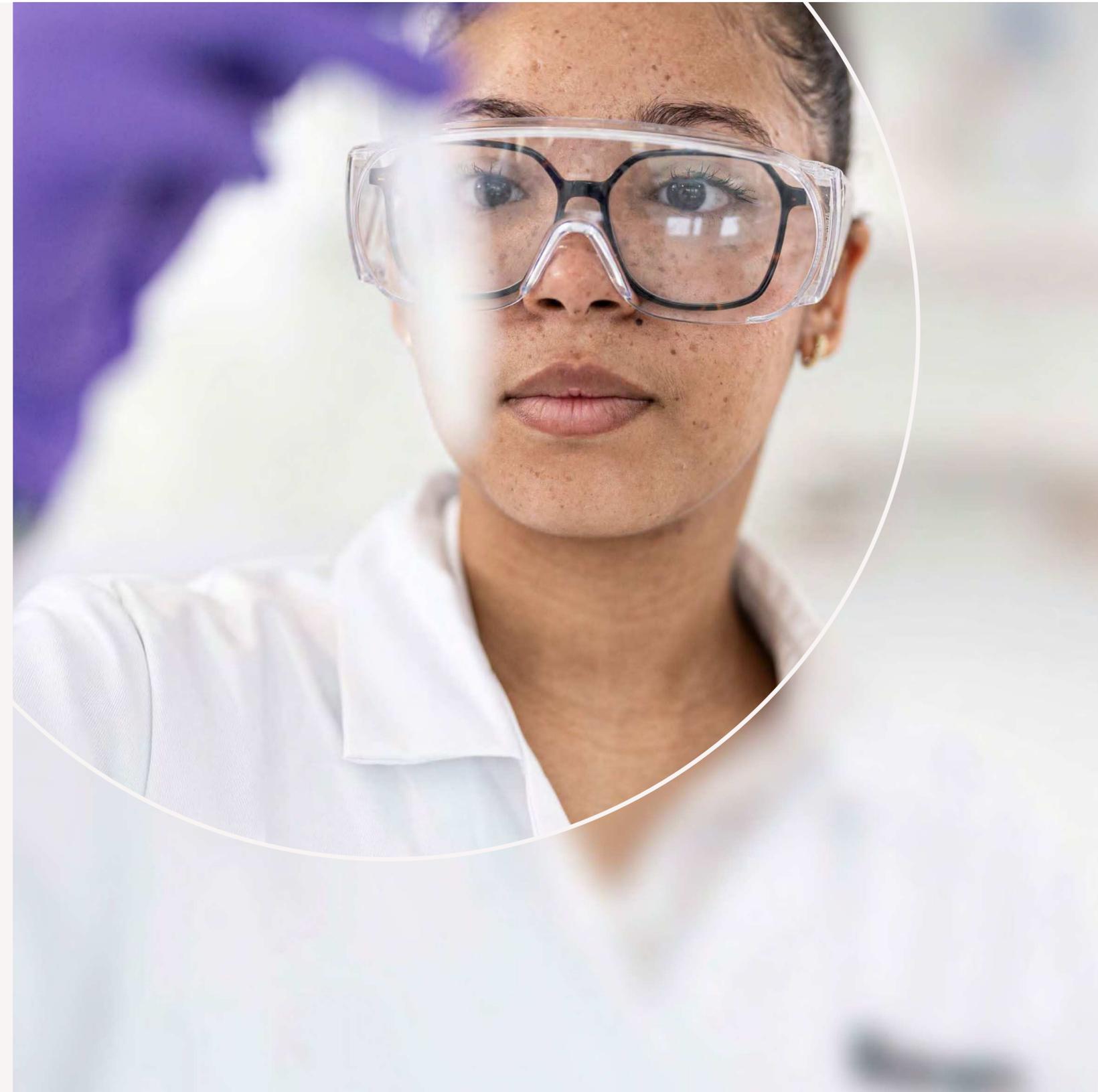
We are proactive, practical and seek opportunities for continuous growth.

**We embrace change.**

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

**We live by integrity.**

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



KEY FIGURES

# Key figures.

Founded in  
**1953**

Present in  
**70+**  
countries



Organised  
in 4 regions

EMEA

North &  
Central America

South America

Asia Pacific

Dedicated to  
**27,000+**  
customers

Acquisitions  
in 2024  
**3**



Revenue in 2024  
**€2.3**  
billion

Formulation  
laboratories  
in all regions  
**39**

A global team of  
**2,800+**  
employees

Gender diversity  
**50% female,**  
**50% male**



Principal based  
distribution  
**>82%**  
of revenue



SUSTAINABILITY HIGHLIGHTS

# Better delivers results



Completed 80%  
supplier assessment  
commitment



Further reduced  
Scope 1 and  
2 emissions



Better aligned the gender  
diversity of senior management  
with the proportion of our  
company overall



Achieved  
EcoVadis  
Gold Status



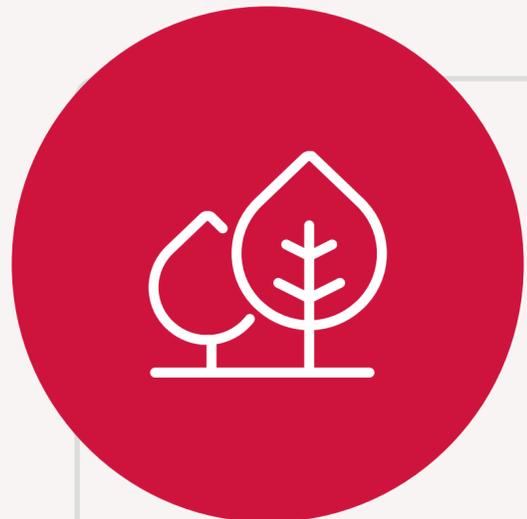
Improved our  
sustainable product  
offerings



Again issued  
an assured  
sustainability report



# ESG key figures 2024



Scope 1, 2 and 3 emissions  
 3,291.3 Kt Co2 e ✓

Waste generation  
 4,078.35 tonnes ✓

Water consumption  
 24.3 MM gallons ✓



Work related injuries  
 17 ✓

Hazardous waste disposed  
 26389.56 Kg ✓

Women in senior  
 management  
 22% ✓



Whistleblower  
 allegations received  
 29 ✓

Reportable  
 whistleblower  
 allegations  
 0 ✓



**Barentz.**

*Approach to  
sustainability*



## UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

# *Better message is a united mission.*

## Aligning to six SDGs.

We have chosen to align our company values and collective interests with the United Nations Sustainable Development Goals.

We've selected several of the UN Sustainable Development Goals, which most align with our operations and passions, to guide our programme.



### Watch

Discover STEM careers you might not know about at Barentz, and the amazing women doing them, by scanning the QR code, or [clicking here](#).

## The UN Goals we've aligned our programme around are...

### GOOD HEALTH & WELLBEING

Ensure healthy lives and promote wellbeing for all at all ages.

The goal for worldwide good health promotes healthy lifestyles, preventive measures, and modern, efficient healthcare for everyone.

### GENDER EQUALITY

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.

### DECENT WORK & ECONOMIC WORK

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.

### INDUSTRY INNOVATION & INFRASTRUCTURE

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

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

### CLIMATE ACTION

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.

### PARTNERSHIPS FOR THE GOALS

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

# Sustainability governance

## ESG organisation.

Our ESG organisation and programme is led by our Global Director of ESG. A member of our Management Board has also been designated as responsible for the governance of our ESG program.

The strategic objectives for our sustainability programme are established by our Management Board and our CEO. This strategic direction is provided to our Global Director of ESG who is responsible for executing the vision. This structure ensures a single contact is responsible for our sustainability activities while also ensuring close alignment between our commercial and sustainability strategies. Our Global Director of ESG is supported by a dedicated team of professionals. The team includes an ESG manager assigned to the EMEA region and dedicated data specialists. The ESG team ensures our data collection is efficient and accurate and our sustainability objectives are appropriately completed.

While we do have a dedicated team designated as responsible for our sustainability programme, a key focus of our programme is developing a broad base and decentralised ownership of all sustainability objectives. To achieve this, we have identified ESG Champions in each of the regions we operate in. These champions are responsible for ensuring our sustainability 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 programme. This is a voluntary programme for Barentz employees who are passionate about sustainability to give back in ways that are impactful to them. In 2024, our ESG ambassadors organised volunteer activities and promoted sustainable activities at their local facilities. We are particularly proud of our second Annual Barentz Day of Global Action which occurred in 2024.

Our voluntary ESG ambassador programme empowers employees to give back in ways that are impactful to them.



## Watch

See how our teams across the world have contributed by scanning the QR code, or [clicking here](#).



### ESG workplan.

#### Our ESG objectives are outlined via our yearly ESG work plan.

This work plan is comprised of five key pillars: **Environment, Labour & Human Rights, Ethics, Sustainable Procurement, and Community Action & Partners**. The reporting criteria used for the preparation of the indicator is the Sustainability Reporting Standards of the Global Reporting Initiative (GRI) and the applied supplemental reporting criteria as included in the 'Glossary' of the report. We have developed a roadmap to close these gaps and included it within our ESG workplan.

### 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. The data reported is based on actual data derived from our internal financial records or from outside service providers, such as our utilities. In some situations, estimated data may be used if actual data is provided on a non-standard reporting cycle, such as quarterly utility bills. In addition, data regarding our employees represents a "snapshot in time" when the data was recorded. The current data may vary slightly to the reported data as a result of this time delay.

### 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 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. There have been no material changes to the products or services Barentz offers or to the markets we serve since the previous reporting period.

An overview of the value chain determined via a Double Materiality Assessment (DMA) is on page 17. No other ESRS sectors, other than those outlined in this report, generate material revenue for Barentz.



### 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 trade associations, as well as from sustainability rating agencies such as EcoVadis, auditors, certification bodies, and public authorities, to continuously improve and adapt for the future. We also regularly engage with our employees to ensure our culture, programmes and benefits align with their needs. 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 recognise 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 DMA, which was conducted as part of our ongoing sustainability strategy.

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

#### A. Investors, lenders and insurers INTERVIEWS

- Insurers
- Lenders and private debt investors
- Shareholders

#### B. Regulatory bodies and auditors PROXY

- External auditor
- Governments, local and national authorities
- Policy makers and regulatory

#### C. Suppliers

##### Tier 1 INTERVIEWS

- Principals
- Logistics and transportation
- Warehousing and distribution
- Corporate
- Services (e.g consulting and law firms)
- Energy
- Technology
- Facilities

##### Tier 2+

- Raw materials
- Energy
- Technology
- Facilities

#### D. Industry actors

- Industry associations INTERVIEWS

#### E. Labour and trade

- Labour unions and trade PROXY

### OPERATIONS

#### A. Corporate governance INTERVIEWS, WORKSHOP & SURVEY

- Barentz supervisory board
- Barentz management board
- CEO & CFO
- Global sustainability governance council

#### B. Functions INTERVIEWS, WORKSHOP & SURVEY

##### Corporate functions

- ESG/Corporate Sustainability
- Finance
- Human Resources
- Risk & Internal Control
- IT
- Legal
- Marketing & Communications
- Mergers & Acquisitions
- Quality & Regulatory Affairs

##### Operation divisions

- Animal nutrition
- Human nutrition
- Pharmaceuticals
- Performance materials
- Personal care
- Nutraceuticals
- Blending and manufacturing

##### Departments within divisions

- Procurement
- Sales
- Customer services
- Warehouse and logistics

#### C. Workforce INTERVIEWS & SURVEY

- Barentz' employees
- Barentz' contractors
- Prospective employees

#### D. Assets INTERVIEWS & SURVEY

- Distribution centres
- Laboratories
- Intangible assets (i.e. Barentz' label brands)
- Offices and buildings
- Production facilities
- IT equipment
- Fleet vehicles

#### E. Products

- Animal nutrition ingredients
- Human nutrition ingredients
- Personal care ingredients
- Performance materials
- Pharmaceuticals ingredients
- Packaging

#### F. Services INTERVIEWS & SURVEY

- Warehousing and distribution
- Premixing and blending
- Lab and formulation support
- Technical expertise
- R&D support
- Contractors' manufacturers

#### G. Acquisitions INTERVIEWS & SURVEY

#### H. Joint ventures INTERVIEWS

### DOWNSTREAM

#### A. Customers INTERVIEWS

- Animal nutrition companies
- Human nutrition companies
- Ingredients manufacturers
- Ingredients users
- Performance materials companies
- Personal care companies
- Pet food manufacturers
- Pharmaceuticals companies
- Nutraceuticals

#### B. ESG Rating and ranking agencies/quality assurance organisations PROXY

- ESG rater and rankers
- Credit ratings
- Quality assurance organisations
- Auditing and certification

#### C. Communities and civil society PROXY

- Local communities (e.g. grower communities)
- NGOs
- Local charities
- International organisations

#### D. Customers' consumers PROXY

- Consumers

#### E. Government partners/customers

#### F. Universities partners/customers

### Materiality assessment.

#### Barentz finalised an enterprise-wide DMA, aligned with the CSRD and the ESRS.

This DMA has allowed us to understand the impacts, risks, and opportunities facing our business and has prepared us to comply with future reporting requirements in the EU. We are continuing to develop and align KPIs with the IROs identified in the DMA. 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 and the recently completed DMA. 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. We have worked hard to globally integrate our risk management and internal controls functions. Our Internal Controls team is led by our Global Internal Controls leader. This is a single point of contact who is responsible for risk management who is accountable directly to our CFO. Like our ESG team, our Internal Controls group is not rigid. Our regional risk management teams continue to resolve discrepancies locally while coordinating with our Global Internal Controls leader for better efficiency and risk management. 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.



### 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

This data collection process considered input from Barentz' 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. 53 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 Organisation 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.



## KEY SUSTAINABILITY PILLARS

## Consumers and end-users

### 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.**

Sustainable and innovative products was identified as a material topic for Barentz. It's clear that our strategy of focusing on bringing innovative products to the market will help achieve our commercial goals. 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're able to formulate for our customers products which are more sustainable and allow individuals to enjoy healthier lives. As an example of this, we regularly host customers at our "Barentz University." At these sessions we collaborate with our customers in our advanced formulation labs to develop sustainable products. Our sustainable procurement policy has been implemented to leverage the positive impacts identified in our double materiality assessment. Our sustainable procurement policy outlines our expectations for our employees in terms of criteria which should be considered when evaluating potential suppliers. These criteria include product performance, ethical behavior and human rights. Our sustainable procurement policy applies globally to all Barentz employees, contractors and facilities. Our Director of ESG and our management board has responsibility for the implementation and oversight of this policy. Our sustainable procurement policy is available for all stakeholders on our website. The sustainable procurement policy was not developed using any third-party standard as a guide.

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. Barentz is 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. While we're continuing to bring innovative solutions to market, none of our products have been banned or prohibited from sale, when used for their intended application. 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.

“

Through innovation and collaboration, we aim to shape the future of personal care.

**Rachael Davison**  
Personal Care Technical  
Director, EMEA





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.

### Formulation excellence.

Collaborating with customers to formulate sustainable products is a vital part of driving innovation in today's market.

At Barentz, this collaboration is taken to the next level through **Barentz University**, where customers are invited to visit Barentz' state-of-the-art technical labs. In these labs, customers work side-by-side with Barentz' expert teams to co-develop and optimize sustainable solutions tailored to their specific needs. This hands-on approach allows customers to engage in the entire product development process, from formulating eco-friendly ingredients to testing and refining sustainable formulas. By leveraging the expertise and resources available at Barentz University, companies can create products that meet both their sustainability goals and market demands, all while fostering a deeper, more strategic partnership with Barentz.

### Product design.

We are continually evaluating our products and engaging with stakeholders to develop new formulations that are more environmentally friendly, safer, more effective, or less costly, than the previous version.

For example, in our personal care business, we developed a waterless hair conditioner formulation. This formulation reduces packaging waste because it can be shipped in a small recyclable pouch rather a large plastic bottle. It also reduces CO<sub>2</sub> emissions during transportation because it weighs less than water containing alternatives. 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.

### Product stewardship.

#### Barentz has implemented robust processes to ensure the safety of anyone handling or using our products.

As a supplier of a wide range of life science and specialty ingredients, the safe use, transport and disposal of our products is particularly important. Our Product Stewardship programme is overseen by our quality manuals, which are audited by third parties and comply with standards such as ISO9001 and Responsible Distribution.

As a first step in our product stewardship programme, we have implemented a “know your customer process” to ensure anyone using our products has a legitimate need and ability to do so safely. After this initial review, we provide an SDS, for all applicable products, which contains information regarding how to safely use, transport and dispose of 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. We have a documented process for receiving damaged or out of specification product which is returned from our customers. Quality management is another key aspect of our product stewardship programme. 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 programmes that are evaluated and verified by third-party external auditors. Some of the quality assurance programmes we employ are: Responsible Distribution and ISO 9001, for quality assurance, as well as Safe Quality Foods (SQF) and BRCGS for food quality assurance and HAACP & GMP for our pharmaceutical products. Our continued recertification of these programmes 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.



**As a supplier of a wide range of life science and specialty ingredients the safe use, transport and disposal of our products is particularly important.**



**Sustainable procurement.**

As a distributor of life science ingredients, our ESG programme is intimately linked to that of the suppliers we choose to partner with.

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. While we have not yet identified a formal requirement to do so, it is our expectation that our suppliers minimise the emissions associated with the production of their products to as great an extent as possible.

We assess our suppliers' sustainability in several ways including:

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

Our supplier code of conduct 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 acknowledged our Supplier Code of Conduct. 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 reserve the right to do business with them. In 2024 we did not cease doing business with any supplier as a result of environmental concerns.

We committed to assess the ESG programme of 80% of our suppliers by revenue by 2025. We are happy to report we have concluded this assessment and have been evaluating the results. The results are being included into our ESG workplan and will help guide future decarbonization and sustainability ambitions, such as establishing an SBTi.

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.

In 2024, 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	2023	2024
Allegations of adverse effects associated with the use of our products	0	0

This metric is reported based on any adverse allegation reports which are formally reported to Barentz in writing. This metric assumes all stakeholders will report allegations of adverse affects to Barentz in a timely way.

The number of suppliers we evaluated for sustainability performance has increased by 42%



It is our goal to:

Have 100% of our employees receive and acknowledge our sustainable procurement policy by 2026



Ensure 100% of workers within our supply chain are treated ethically with fair wages and safe working conditions



Ensure >90% of our suppliers sign our Supplier Code of Conduct by 2026



ESG: ENVIRONMENT

# Climate

Climate change is a material topic for Barentz. At Barentz, we are actively working to reduce our environmental footprint through our commitment to reduce our Scope 1 and 2 emissions by 35% by 2030.

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 CO<sub>2</sub> emissions associated with their production and transportation.

We operate several distribution facilities globally and are continually working to improve our impact on the environment. Operations at these facilities represent the majority of our Scope 1 and 2 emissions. We are continuing to make investments in our facilities to reduce their emissions. For example, at our facility in Brazil we have purchased an electric vehicle to complete local deliveries. This investment provides our customers with a high level of service while reducing emissions associated with typical ICE delivery vehicles.

Barentz is also taking action to address supplier emission reduction and innovative products by having completed our commitment to audit 80% of our suppliers by revenue. The result of this audit demonstrated to us which suppliers have placed ESG at the core of their strategy and which have committed to emissions reduction.

We have 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.

Barentz has committed to reduce our Scope 1 and 2 emissions by 35% by 2030. We have explored the possibility of establishing an SBTi emission reduction target and will continue to monitor industry guidance and best practices.

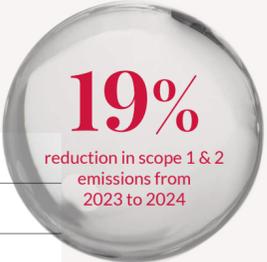


Our environmental and sustainable procurement policies apply globally to all Barentz employees, contractors and facilities. The supplier code of conduct applies to all suppliers providing goods to Barentz. Our Director of ESG and our management board has responsibility for the implementation and oversight of these policies. Our sustainable procurement policy is available for all stakeholders on our website. Our environmental policy is available to all Barentz global employees via our internal intranet, B.Hub. These policies were not developed using any third-party standard as a guide. Currently climate change or environmental performance is not considered in the remuneration of any employee or board member at Barentz.

A summary of our Scope 1, 2, and 3 data for is:

Market based

	2022	2023	2024
Scope 1	4,323 tCO2 eq	5,194.3 tCO2eq	4,815.7 tCO2eq ✓
Scope 2	4,632 tCO2 eq	2,723 tCO2eq	1,714.5 tCO2eq ✓
Scope 3*	1,081.28 ktCO2eq	1,979.33 ktCO2eq	3,284.77 ktCO2eq ✓
GHG emission intensity	Not reported	0.0008 tCO2 eq./eur	0.0014 tCO2eq./eur



Location based

	2024
Scope 2	1,716 tCO2 eq ✓

KPI	2023	2024
Natural gas consumption	2,372,923.6 m3	2,471,577.93 m3 ✓
Electricity consumption	11,151,192 kWh	12403773.39 kWh ✓
Energy intensity	0.0109 Kwh/€	.0054 Kwh/€



\*The scope 3 emissions were calculated using 2023 data. The emissions are calculated 1 year in arrears due to the time necessary to complete the calculations for our business. We are working to develop a process to calculate these emissions for the reporting year.

## ESG: ENVIRONMENT

# Pollution

## Air emissions.

**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. These emissions are considered via our environmental policy which is described in more detail later in this section. Given our place in the supply chain, as a company who represents the products others produce, at this time we have not established a Scope 3, including category 4 and 9, emission reduction target.

In addition, some of our products are packaged in single use plastics for sterilisation purposes, which can generate pollution if not disposed of properly. 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 minimise the impacts associated with the transportation of our products. We have partnered with a third-party expert to maximise the efficiency of our trucking routes. We have also implemented policies to minimise the runtime of our vehicles, such as loading in order of delivery to optimise runtime and fuel efficiency and to shut down vehicles when waiting to load or unload.

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. Our sustainable procurement policy and environmental policy have been adopted to manage pollution related matters, as well as other topics.

Barentz is a distributor of life science ingredients. We do not manufacture the products we produce. Accordingly, we have no substances of concern or substances of very high concern to report via our production processes. Barentz is currently determining the substances of very high concern and substances of concern that may be placed into commerce as part of our traditional distribution business.

Our sustainable procurement policy outlines general principles we adhere to when doing business with suppliers. It is through our

sustainable procurement policy we’re able to promote the sourcing of sustainable and environmentally friendly products for our customer. Our environmental policy outlines the conditions our facilities must adhere to and requires them to minimise any air emissions while complying with all applicable local regulations. Our environmental policy contains provisions regarding air emissions. These provisions include items regarding monitoring emissions, the actions we will take to minimise emissions, including the use of route management software to minimise emissions for the transportation of our products, and how we will engage with stakeholders. This policy will help address the negative impact identified during our DMA as it will indicate how we monitor air emissions and some of the steps we will take to reduce these emissions. Our sustainable procurement and environmental policies apply globally to all Barentz employees, contractors and facilities and our supplier code of conduct applies to all suppliers providing goods to Barentz. Our Director of ESG and our management board has responsibility for the implementation and oversight of these policies. Our sustainable procurement policy is available for all stakeholders on our website. Our environmental policy is available to all Barentz global employees via our internal intranet, Barentz Hub. These policies were not developed using any third-party standard as a guide. We have developed KPIs associated:

KPI	2022	2023
Scope 3 Category 4	79,704 tCO <sub>2</sub> eq	79,704 tCO <sub>2</sub> eq ✓
Scope 3 Category 9	60,813 tCO <sub>2</sub> eq	60,813 tCO <sub>2</sub> eq ✓

## ESG: ENVIRONMENT

# Resource use and circular economy

## Waste management.

### 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. Circular economy and waste is managed via our environmental policy. Our environmental policy outlines the conditions our facilities must adhere to and requires them to minimise waste generation while complying with all applicable local regulations. The environmental policy applies globally to all Barentz employees, contractors and facilities. Our Director of ESG and our management board has responsibility for the implementation and oversight of this policy. The environmental policy is available to all Barentz global employees via our internal intranet, Barentz Hub. These policies were not developed using any third-party standard as a guide.

We have developed KPIs associated with Resource Use and Circular Economy.

The hazardous waste KPI is not just from operating facilities, but from all regions we operate in :

KPI	2022	2023	2024
Non-hazardous waste generation	2,183.9 tons	3,313.2 tons	4,078.35 tons ✓
Hazardous waste disposed	Not reported	4,864.33 Kg	26,389.56 kg ✓

## Recycling.

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. 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. 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 utilise 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 minimise related impacts, we have included circular economy and waste in our environmental policy.

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. Barentz is also committed to tracking and safely dispose of all our hazardous wastes. 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 audit commitment we are identifying opportunities to reduce our waste and, potentially more importantly, improve our product packaging recycling and takeback programmes. See the [climate change chapter](#) to learn more about our supplier audits.

Our sustainable procurement policy has been adopted to manage pollution related matters, including packaging. The sustainable procurement policy seeks for suppliers doing business with Barentz to utilise recycled or recyclable packaging when possible. Our sustainable procurement policy applies globally to all Barentz employees, contractors and facilities. Our Director of ESG and our management board has responsibility for the implementation and oversight of these policies.



### Our sustainability procurement policy

Our sustainable procurement policy is available for all stakeholders on our website. This policy was not developed using any third-party standard as a guide. Scan the QR code, or [click here](#).



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Progress toward our sustainability goals is driven by collective purpose, not individual effort. As a distributor, we view our partners as vital allies in shaping a more sustainable future. Together, through meaningful collaboration, we amplify our impact – creating enduring value for the environment and the communities we are privileged to serve.

**Scott Simmons**  
Global Director of Environmental,  
Social & Governance (ESG)



### **Biodiversity and ecosystems.**

**Biodiversity is a topic that is receiving increasing attention.**

We are investing in this area and seek to 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 centres. Further, Barentz' 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. In 2024, 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 and marine resources.

### Water is the source of life and an important topic for Barentz.

Barentz is committed to using water efficiently in our operations and to complying with local regulations and international standards. Barentz primarily utilises 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 licenses publicly owned treatment works. Barentz does not discharge water other than as part of sanitation at our facilities. These facilities all discharge to local treatment works and do so according to local requirements. Water is sourced from public, third-party providers, primarily water utilities. Barentz does not materially 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 further reduce our water consumption. We manage our water and 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. In 2024, we proudly developed an eco-design novel encapsulation technology of aqueous particles. Using our in-house laboratory capabilities our team developed technology that can viscosify an oil gelanic and suspend hydrophilic actives in order to further boost the formula's potency, reducing water usage. This groundbreaking solution boasts a 99.98% natural composition and the cold process formulation enables the reduction of CO<sub>2</sub> emissions during manufacture by consuming less energy. Another example of better solutions from Barentz.

KPI	2022	2023	2024*
Water consumption	17.47 MM gal	21.033 MM gal	24.3 MM gal ✓
Water intensity	0.0087 gal/€	0.01 gal/€	0.01 gal/€

\* In 2024 we continuously improved our data collection and included more facilities in the scope vs 2023 (central America and Brazil facilities).

Our team has developed a technology that can viscosify an oil gelanic and suspend hydrophilic actives in order to further boost the formula's potency





ESG: SOCIAL

## Own workforce

### Workforce health and 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. Our health and safety policy governs our approach to protecting our employees, facility guests, customers, communities and stakeholders. This policy applies to all global employees and facilities. Our Director of ESG and our management board is accountable for enforcing this policy.

Our health and safety programme is culture based. 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 and safety system. An example of an action taken because of feedback during our safety meeting was additional ventilation at one of our facilities. Employees noticed it was unusually warm when working on the mezzanine within the facility. To address this we installed additional ventilation in the room. This ventilation dramatically reduced the temperature during summer months and meaningfully reduced the risk of heat injury.

While our employees can provide feedback to guide our health and safety system via several mechanisms, our employees are not represented by a formal health and safety council at the global level. However, many of our facilities maintain their own health and safety committees.

Our health and 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 and safety coordinator in each region. This system was implemented to protect our employees and to comply with workplace health and 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.

Our health and 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 and safety professionals who conduct risk-based assessments for our activities and determine if any action is needed to minimise 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 and 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 and safety risks due to third-party or business relationships. In our view the safest workplaces are the workplaces that have a strong safety culture. To reinforce our focus on safety and address our significant risks, we distribute a monthly safety communications, and installed high visibility warnings on uneven surfaces. 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 organisation. This system will allow us to provide all our employees with regular safety training each year. In 2024, a total of 17 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. We did an analysis and have determined that there was no specific cause for the increase in safety incidents over the past year, however, we thoroughly investigate each case, identified the root causes, and implemented appropriate corrective actions.

KPI	2022	2023	2024
Work related reportable incidents	7	9	17 ✓
Work related ill health incidents	0	0	0 ✓
Work related incidents per man hour	1.92x10 <sup>6</sup>	1.6x10 <sup>6</sup>	3.02x10 <sup>6</sup> ✓



“

Safety is a core value embedded in our commitment to the Barentz fundamentals, especially our principle of ‘do the right thing, always.’

We uphold the highest safety standards, ensuring a work environment where the wellbeing of our employees is always prioritised.

By fostering a culture of shared responsibility and empowering everyone to actively contribute, we create a secure environment that protects our people and supports operational excellence—driving both ethical practices and long-term success.

**Tammy Bukach**  
Director of Safety & Compliance, North America

### **Incident resolution and continuous improvement.**

**Whenever an incident occurs, our team of health and 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 programme via our incident rate. If this rate increases over time, it is a signal we must reevaluate our safety programme. 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 and 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.

### **Talent attraction, development and retention.**

**Barentz is growing quickly. We believe we employ the best people in the life science ingredient distribution business and recognise 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. 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 organisation 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 policies are applied to our recruiting process and ensures a candidate never experiences discrimination during the recruiting process due to race, religion, or gender.



“

**Acquiring the right talent is one of the pillars of HR management, but accompanying them on their Barentz journey is actually what has made a big difference in talent leading to a harmonious long-term relationships with employees.**

**Andrea MacDonald**  
Human Resources Manager, Central America



### **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 wellbeing.

All our employees are eligible for competitive 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 programmes, and medical leave protection.

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, and 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 wellbeing. To achieve this and take action, we have established an employee wellness committee. This committee organises 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 encourages us to maintain a healthy lifestyle. All these actions are examples of how Barentz is working to ensure the health and wellbeing of our employees.

### 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. In 2025, we will be conducting a coordinated global wage compensation analysis to again validate all our employees are being paid a “fair” and living wage.

### Compensation and benefits.

#### 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.

### Defined benefit and retirement plans.

#### Barentz offers employees robust benefits.

These include 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.

### Career management and 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 recognise 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.

### Succession planning.

#### Planning for the future is a critical aspect of any successful organisation.

By identifying and developing internal talent, we aim to cultivate a diverse pipeline of future leaders who are not only equipped with the necessary skills but also share our commitment to ESG. Our proactive approach enables us to maintain organisational stability while fostering our entrepreneurial spirit. Additionally, through our robust succession planning process, we ensure that our future leaders are prepared to tackle emerging challenges and drive our mission forward, reinforcing our dedication to a sustainable future for all stakeholders. In 2024, in some regions we began to enable employees to enter their career preferences within our talent management system. This allows managers throughout Barentz to understand employees long term goals and to identify potential candidates for future positions.

### KPI

2024

Percentage of employees receiving annual performance review

91%

### Two-way communication.

**While career change is exciting to many, it is natural to be concerned about change.**

As an organisation 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.

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.

### 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.

### **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.



**Diversity.**

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. Gender diversity was identified as material for Barentz. Stakeholders did not identify any material financial risks, opportunities, or negative impacts for this topic. 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 we operate in, our principals, and the customers we serve by embracing diversity in all its forms.

KPI	2022	2023	2024
Employees	2500+	2700+	2800+
Percentage of women	50%	51%	50%
Diversity of governance bodies	7 men	7 men	7 Men
Percentage of women in senior management	11%	18%	22% ✓
Reported incidents of discrimination	0	0	0

We saw a 5%  
**increase**  
of women in senior  
management roles from  
2023 to 2024



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.

We documented 0 incidents of discrimination in 2024. We aspire for our senior leadership team to be 30% female by 2030. In 2024, we increased the public posting of all job openings to increase transparency, and completed training to foster an inclusive work environment. Moving forward, annual employee engagement surveys will help us refine our initiatives, ensuring an inclusive culture where everyone has a voice and equal opportunity to grow.

**Our goals are to:** Have 0 incidents of discrimination each year, and ensure our workforce represents the diverse regions we operate in.

*It is our goal to:*

**Have 0  
incidents of  
discrimination  
each year.**



**Ensure our  
workforce  
represents the  
diverse regions  
we operate in.**

ESG: GOVERNANCE

# Business conduct

## Business conduct.

### We live by integrity is a Barentz value.

By emphasising ethical behavior, we maintain a culture that emphasizes and promotes honesty, trust, and respect. 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 2024, full-time employees received and acknowledge compliance with these policies via our Cornerstone learning management system. At the time of reporting, nearly all our global employees have acknowledged receipt of our anti-bribery and corruption policy.

## Whistleblower programme.

### 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 wrongdoing. The whistleblowing hotline can be easily accessed on our website (Environmental, Social & Governance (ESG) - Barentz). The whistleblower programme 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 organisations. All allegations received are recorded, investigated, followed up on, and closed.

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.



**Roderick  
Versteegen**

General  
Counsel

“

Maintaining high ethical standards is essential to our success. Our commitment to ethical conduct is not just a corporate policy but a reflection of our core values and dedication to long-term partnerships.

### Awareness and 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.

### Anti-retaliation policy and 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 2024, 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 programme to assess the corruption risk of our third parties.

This programme 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 programmes. It is our goal to ensure all new vendors and suppliers have been verified via this due diligence programme. 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.

KPI	2023	2024
Whistleblower allegations received	2	29 ✓
Reportable whistleblower allegations	1	0 ✓
Confirmed incidents of corruption	0	0
Code of conduct training received and acknowledged by employees	80%	91%
Internal audits completed	104	106
Monetary political contributions (\$)	0	0

### Assistance received from government and political donations.

#### Barentz does not receive any material or unusual support from any government and did not provide any political donations in 2024.

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.

#### We are continually relying on more digital systems and services as we evolve with the global economy.

We continued to advance our Secure Barentz programme in 2024. This programme aims to review all aspects of data protection and implement best practices to keep our data secure. As part of this programme, 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 cloudbased 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. We also include as part of our 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 programme. It is our goal to have zero cybersecurity related incidents each year. This information will be reported yearly in our annual sustainability report. In 2024 Barentz experienced 1 cybersecurity incident. Other than these incidents, no substantiated complaints concerning breaches of customer privacy or loss of customer data were received.

KPI	2023	2024
Cybersecurity incidents	2	1

It is our commitment and quantitative target to:

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

### Management of legal and 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. 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 minimise 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 target to:

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

The IROs associated with ESRS G1 are managed through multiple policies and programmes. We maintain anti-bribery and corruption (ABC), anti-money laundering and counter terrorism, sanctions compliance, whistleblower and delegation of authority policies. These policies outline our expectations for our employees regarding ethical business conduct, specify how incidents will be resolved and responsibilities within Barentz. The ABC was developed using the OECD Antibribery Convention and the Foreign Corrupt Practices Act as a guide while the anti-money laundering policy was developing using the Financial Action Task Force (FATF) recommendations as a guide. The other policies listed above were not created using third-party standards as a guideline. These policies are applicable to all Barentz global employees and contractors. These policies are available on the Barentz intranet Hub.



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Through our integrated risk management activities we ensure we succeed in creating, preserving, and realising sustainable value for Barentz and our partners.

Tanveer Ali Risk & Internal Control

### 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 programme. This programme is intended to harness our employees' collective passion and interest regarding sustainability. The programme 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.

**Nancy Lam**  
Supply Chain  
Manager, APAC

“

Volunteering always resonates with us. We are always looking for better solutions to help improve the lives of those around us.



### Watch

See highlights from Barentz's Day of Action 2024 by scanning the QR code, or [clicking here](#).



ESG: GOVERNANCE

## Workers in the value chain

### Labour practices and 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. Our practices to prevent child and forced labour are outlined in the human rights section of this report.

### 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.

To take action and ensure we are not doing business with any partner who is utilising child or forced labour, 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 labour in our operations and supply chain. We are currently not aware of any incident or allegation of child or forced labour 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.

### Stakeholder engagement.

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 publicly available whistleblower hotline. We also engage with workers in the value chain via the on-site audits we complete. Each year Barentz endeavors to complete an in-person audit of a percentage of our suppliers. During this audit, the team on the ground will speak with a randomly chosen workers and ensure their employment aligns with the UN guiding principles for Business and Human Rights. The items associated with ESRS S2 are controlled by our supplier code of conduct.

- Supplier audits completed in 2024: **221**
- Documented incidents of child labour within our supply chain: **0**
- Documented incidents of forced labour within our supply chain: **0**

Each year Barentz endeavors to ensure our suppliers are adhering to our sustainability standards.



# Commitments to responsibility.

In addition to leveraging GRI, SASB, and ESRS to drive responsible management practices and accurate data collection aligned with sustainability 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 programme as well as the programmes 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 programmes and nearly all our operating facilities are certified to comply with a quality assurance programme, 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 UN Global Compact and have developed our ESG programme 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.



# 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 2024, 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 2024. 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 programme 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.

## **Contact**

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**www.barentz.com**

# GRI & SASB disclosures.

GRI standards	Disclosure title	Disclosure
<b>GRI 2: General disclosures</b>		
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 this report
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 - Labour practices and 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 and retention
2-22	Statement of sustainable development strategy	ESG workplan
2-23	Policy commitments	Our commitments

GRI standards	Disclosure title	Disclosure
2-26	Mechanisms for seeking advice and raising concerns	Sustainability report, Labour 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 - Labour practices and working conditions
<b>GRI 201: Economic performance</b>		
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 and development
201-4	Financial assistance received from government	Sustainability report - Business conduct - Tax
<b>GRI 205: Anti-corruption</b>		
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
<b>GRI 207: Tax 2019</b>		
207-1	Approach to tax	Sustainability report - Business conduct - Tax
207-2	Tax governance, control and risk management	Sustainability report - Business conduct - Tax
<b>GRI 302: Energy 2016</b>		
302-1	Energy consumption within the organisation	Sustainability report - Environment
302-2	Energy consumption outside of the organisation	Sustainability report - Environment
302-3	Energy intensity	Sustainability report - Environment
302-4	Reduction of energy consumption	Sustainability report - Environment

GRI standards	Disclosure title	Disclosure
<b>GRI 303: Water and effluents 2018</b>		
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
<b>GRI 304: Biodiversity 2019</b>		
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
<b>GRI 305: Emissions 2016</b>		
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 standards	Disclosure title	Disclosure
<b>GRI 306: Waste 2020</b>		
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
<b>GRI 308: Supplier environment and social practices</b>		
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
<b>GRI 402: Labour/Management relations 2016</b>		
402-1	Minimum notice periods regarding operational changes	Sustainability report - Two-way communication
<b>GRI 403: Occupational health and safety 2018</b>		
403-1	Occupational health and safety management system	Sustainability report - Workforce health and safety
403-2	Hazard identification, risk assessment and accident investigation	Sustainability report - Workforce health and safety
403-4	Worker participation, consultation, and communication on occupational health and safety	Sustainability report - Workforce health and safety
403-5	Worker training on occupational health & safety	Sustainability report - Workforce health and safety
403-6	Promotion of worker health safety	Sustainability report - Labour practices and working conditions
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability report - Workforce health and safety
403-8	Workers covered by an occupational health and safety management system	Sustainability report - Workforce health and safety
403-9	Work-related injuries	Sustainability report - Workforce health and safety
403-10	Work-related ill health	Sustainability report - Workforce health and safety

GRI standards	Disclosure title	Disclosure
<b>GRI 404: Training and education 2016</b>		
404-1	Average hours of training per year per employee	Sustainability report - Talent attraction retention and development programmes
404-2	Programmes for upgrading employee skills and transition assistance	Sustainability report - Talent attraction retention and development programmes
404-3	Habitats protected or restored	Sustainability report - Talent attraction retention and development programmes
<b>GRI 406: Non-discrimination 2016</b>		
406-1	Incidents of discrimination and corrective actions taken	Sustainability report - Diversity, equity and inclusion
<b>GRI 408: Child labour 2016</b>		
408-1	Operations and suppliers at significant risk for incidents of child labour	Sustainability report - Human rights
<b>GRI 409: Forced or compulsory labour 2016</b>		
409-1	Operations and suppliers at significant risk for incidents of forced labour	Sustainability report - Occupational health and safety – Labour practices
<b>GRI 413: Local communities</b>		
413-1	Operations with local community engagement, impact assessments and development programmes	Sustainability report – Community involvement
<b>GRI 414: Supplier social assessment</b>		
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
<b>GRI 415: Public policy 2016</b>		
415-1	Political contributions	Sustainability report - Assistance received from government and political donations
<b>GRI 416: Customer health and safety</b>		
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
<b>GRI 418: Customer privacy 2016</b>		
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 2024.

### 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 2024 of Barentz Holding B.V. (hereafter: the report) over 2024 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 2024, marked with the symbol  in the sustainability report 2024 of Barentz Holding B.V., Hoofddorp, the Netherlands.

- Greenhouse gas emissions - Scope 1 & 2 (tonnes CO<sub>2</sub> eq)
- Greenhouse gas emissions – Scope 3 (tonnes CO<sub>2</sub> eq)
- Waste generation (tonnes)
- Water consumption (MM gal)
- Injuries and injury rate (as #)
- Gender diversity of senior management (as %)
- Whistleblower allegations (as #)

The comparative figures and other information included in the sustainability report 2024 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 2024 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 applicable quality management requirements pursuant to the ‘Nadere voorschriften kwaliteitsmanagement’ (NVKM, regulations for quality management) and the International Standard on Quality Management (ISQM) 1, and accordingly maintains a comprehensive system of quality management including documented policies and procedures regarding compliance with ethical requirements, professional standards and other relevant 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 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:

- Assessing the suitability of the criteria used, their consistent application and related disclosures to the indicators.
- Obtaining an understanding of the reporting processes for the indicators.
- Identifying areas of the indicators with a higher risk of material omission, whether due to fraud or error. Designing and performing assurance procedures aimed at determining the plausibility of the indicators, responsive to this 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 2024, 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, 23 April 2025.

**PricewaterhouseCoopers Accountants N.V.**  
**W. Voorthuijsen RA**

## APPENDIX

# Appendix 1: List of operating facilities

Facility location	Activity
Avon, US	Warehouse
Boca Raton, US	Lab
Elyria, US	Manufacturing
Lincoln, US	Warehouse
New Hamburg, Canada	Warehouse
Newark, US	Warehouse
North Kingstown, US	Manufacturing
Rosemount, US	Manufacturing
Albert Lea, US	Manufacturing
Guarulhos, Sao Paulo, Brazil	Warehouse
Osasco, Sao Paolo, Brazil	Warehouse
Itupeva, Sao Paolo, Brazil	Warehouse
Angelica, Sao Paolo, Brazil	Lab
Costa Rica	Warehouse
El Salvador	Warehouse
Guatemala	Manufacturing
Honduras	Warehouse
Republica Dominicana	Manufacturing
De Weerd, Steenwijk, Netherlands	Manufacturing
Hämeenlinna, Finland	Manufacturing
Wolvega, Netherlands	Manufacturing
Eemnes, Netherlands	Manufacturing

Facility location	Activity
Steenwijk, Netherlands	Manufacturing
Puchong, Malaysia	Warehouse
Bangkok, Thailand	Warehouse
Clayton, Australia	Warehouse
Singapore, Singapore	Manufacturing
Barentz, Singapore, Singapore	Warehouse
Jakarta, Indonesia	Warehouse
Banten, Indonesia	Warehouse

## APPENDIX

# Appendix 2: 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.

**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.

## APPENDIX

**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 receiving 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 programmes we've implemented to be a responsible and sustainable distributor of life science ingredients.

# Barentz.

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