

Sustainability update

2023 - 2024



Menken Orlando

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Introduction by the board

As a family-owned business, Menken Orlando has always tried to incorporate a long-term perspective in our decision-making and thus created a strong focus on sustainability. This was later reinforced in our collaboration with the Intersnack Group, where areas such as climate, sustainable sourcing and long-term collaborations with supply chain partners became even more relevant. We value our long-term partnerships, as these partnerships form a solid base to create positive impact together. Our goal is to have similar approach with local initiatives in the Netherlands, where we aim to create positive impact closer to home. An example is our contribution to realize a collective sustainable energy project near our production location in Hazerswoude-Dorp.

With all the different initiatives, it was decided to formulate an overarching sustainability strategy by the end of 2022. This included a roadmap that covers all material sustainability topics. Not only to prepare for the Corporate Sustainability Reporting Directive (CSRD) and other regulations, but especially to act upon our motivation to accelerate our sustainable impact. As a leading supply chain partner, we wanted to set out a clear vision with matching sustainability targets.

In this period Menken Orlando has formally anchored sustainability in its strategy. Together with quality and social compliance it is now part of the three pillars that are positioned as key focus areas. All three pillars are equally important and have been created with the desire to bring policies, procedures and management cycles to the highest level resulting in a positive impact beyond financial results. With our three-pillar strategy we bring a clear focus to our employees and partners throughout the supply chain.

Menken Orlando has a unique position in Europe with its development of snack concepts and distribution of products in three categories: signature snacks, wholefoods and chocolate. With our customized private label propositions, B2B propositions via Foodlink and our unique brands Mitsuba and BitesWeLove we service a broad client base. These propositions provide opportunities to strengthen our own sustainability strategy but also contribute to the sustainability objectives of our clients and dedicated suppliers. To achieve our sustainability ambitions, we work closely together with our parent company Intersnack Group.

Hopefully, this report provides insights in how sustainability is addressed within Menken Orlando and shows our progress in trying to reduce negative impacts and increase our positive influence on ESG topics.

2023-2024 Highlights

New policies



In 2024 we introduced multiple new policies, among which a Responsible Sourcing Policy and a Labour & Human Rights Policy. Furthermore, a Direct Sourcing Policy is currently being developed.

Renewable energy production



At the end of 2023 the 1934 solar panels at our production location in Hazerswoude became fully operational, allowing us to produce even more renewable energy at our own location.

Improvement system



In 2024 we have successfully completed phase 0 of the Integrated Work System and entered phase 1. This system represents a long-term way of working to achieve improvements across the entire organisation, including waste reduction and process optimisation.

Our first EcoVadis rating



In 2023 our sustainability efforts got rewarded with a Silver EcoVadis rating. The next reassessment is planned near year end 2024.

Sustainability in our value chain



In 2023 and 2024 we continued to visit our key suppliers. During these visits our sustainability plans were successfully presented, leveraging our close collaboration with suppliers to improve sustainability across the value chain.

Updated Code of Conducts



In 2024 we updated both our internal Code of Conduct and our external Code of Conduct for suppliers, ensuring that sustainability is an integral part of these documents.

1. General Disclosures (ESRS 2)

1.1 Reporting approach (ESRS 2 BP-1)

In 2023, we published our first internal sustainability update. The current report builds upon this approach and reports on progress in 2023 and 2024 to date and is published externally. It covers Menken Orlando B.V. and if indicated also the material parts of its value chain. The current update does not include data on our newest subsidiary (Choco Support), as this company was acquired on January 1st 2024, which means that we do not have all relevant data available. We aim to publish a revised update in the beginning of 2025 when all relevant data for the year 2024, including Choco Support, is available.

BitesWeLove, our specialty brand focusing on healthy products, is also not included in this report, as it acts as a separate brand with a reporting line aligned with their B-corp certification. BitesWeLove is a subsidiary of Menken Orlando and strongly relies on Menken Orlando's supply chain, but operates under a separate management structure. We are proud of their achievements in relation to sustainability and their B-corp rating and are investigating the possibility to include BitesWeLove in the next update.

From 2026 onwards, the CSRD will take effect. This report and the Menken Orlando sustainability strategy is already structured according a CSRD structure and will continue to evolve towards a full CSRD compliant structure towards 2026. Formal CSRD reporting will be performed on group level through our parent company Intersnack Group.

Our main focus areas are:

- Aligning our sustainability strategy with our long-term vision and strategy as a company.
- Sharing our materiality analysis; which topics are most material in the scope of our business and how are these aligned with stakeholder interests including our parent company Intersnack Group, supply chain partners and clients.
- Providing insights on our ambitions, specific targets and measuring and monitoring our impact.

1.2 Governance

Roles & responsibilities (GOV-1 + GOV-2)

In previous years, different initiatives have been implemented that have contributed to a more sustainable business operation. As such, it has already been part of our way of working to act responsibly and to make sustainable choices. As a family-owned and run business a long-term perspective is vital. In 2023, one of our focus points has been to deploy a specific governance framework in order to create a more structured approach in our sustainability efforts.

On February 17th, 2023, a kick-off of our enhanced sustainability strategic ambitions was organized. Menken Orlando's management team and key specialists came together to gather insights and work towards a conclusive structure and strategy within Menken Orlando. This was organised in collaboration with an external consultant to maximise effectivity and align with current and future developments that could affect Menken Orlando. Following this kick-off, our sustainability core team has been restructured, with clear representation from relevant departments in the company, led by a newly appointed sustainability manager reporting directly to the board (see figure 1.). The sustainability manager has a weekly meeting with the board, during which sustainability matters are being discussed. Furthermore, the sustainability manager is engaged in a continuous dialogue with representatives from the Intersnack sustainability team to ensure alignment with the sustainability strategy of the Intersnack Group. This approach has been continued in 2024 where the aim was to make sure that our employees, as well as our key stakeholders, are aware of and inspired by our sustainability strategy and efforts. An important role of the sustainability core team, with representation of different departments ranging from commercial roles to quality and control, is to increase visibility in the whole organization. The sustainability core team meets every three weeks to discuss progress and development on our material sustainability topics.

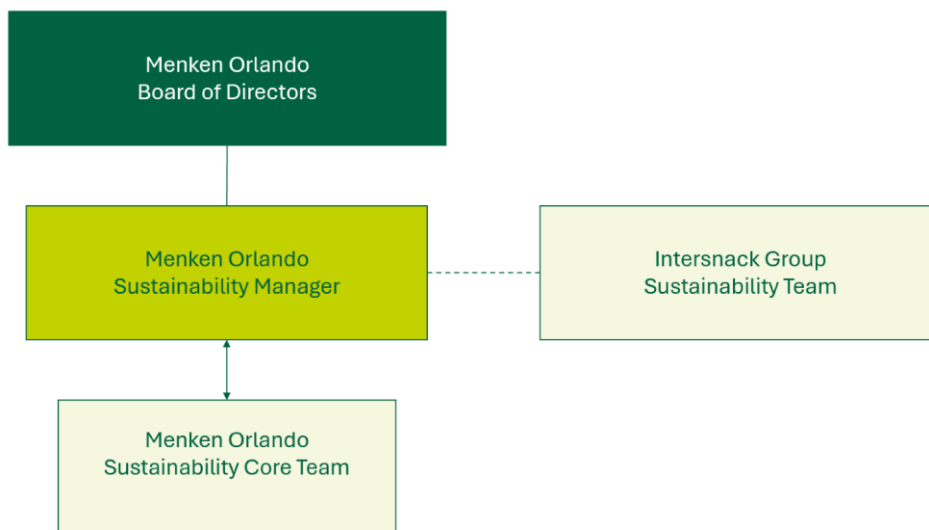


Figure 1. Sustainability governance structure Menken Orlando

Due diligence in the supply chain (GOV-4)

In terms of due diligence in the supply chain, several processes and standard practices are in place:

- A Supplier Code of Conduct, which all parties are obliged to sign before becoming a Menken Orlando supplier. This Code of Conduct was updated in 2024 aligning with specific social and environmental topics. This includes the ETI (Ethical Trading Initiative) Base Code, which is founded on the conventions of the International Labour Organisation (ILO), and an alignment with the 10 Principles of the UN Global Compact.
- Sedex Self-Assessment Questionnaire (SAQ) and Sedex Members Ethical Trade Audits (SMETA). All Menken Orlando suppliers (and their relevant processors) are required to complete the SAQ on a regular basis. In the case of priority suppliers (high risk product categories and/or high volume), suppliers' production sites also have to perform a SMETA audit on a regular basis. These audits provide insight in the labour, health and safety, environmental and ethical practices at the production sites. Menken Orlando is committed to keep this an obligatory part of our supplier assessment when it comes to these suppliers and processors.
- A Responsible Sourcing Policy for suppliers, which has been introduced in 2024. Our aim is that all our suppliers will sign this policy, with a focus on priority suppliers (based on supplier region, product category and volume). For more information on our Responsible Sourcing Policy, please see sub-chapters '3.1 Climate change' and '4.1 Workers in the value chain'.
- Regarding certifications, all of our food suppliers are certified against a GFSI-recognized food safety standard. Furthermore, all primary packaging material suppliers are BRC Packaging Materials certified. Maintaining this level of certification in our supply chain ensures food and consumer safety. Again, Menken Orlando is committed to keep this obligatory and to maintain 100% certification coverage. Quality standards and performance of our suppliers are regularly reviewed with vendor ratings, questionnaires and audits. Furthermore, if possible, we work with supply chain certifications like RSPO, Rainforest Alliance, Fairtrade and Organic certifications.

- Company visits, as all our key suppliers are visited regularly and numerous topics in relation to due diligence are discussed. In 2024 and the coming years more emphasis is being placed on developing sustainability strategies together with our partners.

Next steps involve the incorporation of specific sustainability factors in supplier approval and ratings, and the development of a Direct Sourcing Policy. Many products are already sourced directly from the production source, the aim of the Direct Sourcing Policy will be to further increase the share of products that we buy directly from producers. This will enable us to enhance our due diligence processes and increase our leverage in the value chain. Furthermore, sustainability initiatives can be set-up directly with the producers decreasing the challenges of complex supply chains.

1.3 Vision & Strategy (SBM-1)

Overall vision

Due to years of international experience and knowledge of the food market, we can solve challenges together with our partners and develop successful food solutions. We are constantly evolving and always exploring new opportunities and are dedicated to maintain lasting relationships with our employees, clients, suppliers and partners. This vision applies to both business operations as well as sustainability across supply chains.

Our core values can be summarized in three words: 'A Future Together,' which comprises two key elements: 'Future' and 'Together.'

'Future' because, as an entrepreneurial company, we consistently look forward, seek out new opportunities and foster growth.

'Together' signifies our commitment to collaborative problem solving, maintaining strong connections with our clients and partners.

Ultimately, 'A Future Together' encapsulates our dedication to cultivating enduring relationships with our employees, clients, partners and suppliers. In our company culture, sustainability naturally plays an important role. 'A future together' is only possible by acting responsibly with the whole supply chain and future generations in mind.

Business model

Menken Orlando is driven to create delicious, high-quality and visually appealing snacks, chocolate specialties and meal enhancers & ingredients to enrich every moment of the day with flavour. As a leading European manufacturer and distributor, we focus on three product categories: signature snacks, mainly Asian snacks; chocolate specialties, such as chocolate coated nuts; and whole foods, such as dried fruits. Menken Orlando consists of 5 divisions, which each provide their own expertise (see figure 2. for a detailed visualisation).

Please note that the current sustainability update only covers Menken Orlando, Foodlink and Mitsuba. It does not cover Choco Support & BitesWeLove as mentioned in our reporting approach.



Figure 2. the companies and business expertise of Menken Orlando Group.

Value chain in scope

Menken Orlando is committed to act responsibly throughout its entire value chain. The core of our business is to engage in long-term partnerships with our suppliers and other key stakeholders, which contributes to the development of a sustainable value chain with the highest standards. Sustainability is and will be one of the focus points in the continuous dialogue between us and our key partners.

Raw materials are sourced from all over the world (see figure 3.). Our aim is to engage as directly as possible with our partners as they source the raw materials upstream in our value chain.

A majority of our volume of raw materials and products are sourced from our Asian partners. Through cooperation that has been lasting for decades (partnerships with our key Asian stakeholders have been in place ranging from 15 to over 30 years), strong partnerships have been formed. We strive to visit these key partners at least twice a year with representatives from different disciplines, such as our dedicated buyers and quality specialists. The execution of regular visits, audits and quality consults sustains the alignment of our expectations and ambitions with our suppliers' activities (see figure 4.).



Figure 3. Origin of materials sourced by Menken Orlando



Figure 4. Supply chain and sourcing of materials processed by Menken Orlando

1.4 Impact, risk and opportunity management (SBM-3 & IRO-1)

In determining relevant sustainability topics, Menken Orlando performed a double materiality analysis in 2023. In this analysis, materiality of different sustainability topics is determined based on two perspectives:

- **Impact materiality:** the positive or negative impact that Menken Orlando has on environmental, social and governance (ESG) factors.
- **Financial materiality:** the positive or negative impact these ESG factors have on Menken Orlando as a business.

Impact is defined as actual or potential impact (scale, scope and severity) now and in the near-term future. Focus is specifically aimed at ESG factors as is described by the Corporate Sustainability Reporting Directive (CSRD). In determining different sustainability topics, the CSRD topics were used as a starting point. Furthermore, the Sustainability Accounting Standards Board (SASB) Materiality Finder and EcoVadis topics as well as other relevant stakeholders were analysed to develop an initial longlist of sustainability topics. This longlist of sustainability topics is visible in appendix 1.

More than twenty Menken Orlando specialists with different backgrounds (e.g. sales, production, quality management and procurement representatives as well as members of the board) have analysed these topics based on the two perspectives. Before the assessment all respondents attended a workshop on sustainability and the double materiality concept. Key representatives also had a one-day sustainability training in the beginning of 2023. The analysis resulted in an estimation of materiality for all topics on the longlist and an initial shortlist of material topics for Menken Orlando which is displayed in figure 19. and 20. in appendix 2. This initial shortlist has been discussed with the sustainability core team and the board in separate workshops in order to derive the key focus areas for Menken Orlando.

After finalising the internal assessment, the material sustainability topics have been discussed with key stakeholders. This is part of a continuous dialogue with key stakeholders to address and discuss progress on sustainability within our company and throughout our supply chain. Stakeholders contain, among others, suppliers, clients, local government, our logistics partner and our parent company Intersnack Group.

In 2024, the double materiality analysis was updated by adding “clean labelling” and “training & skills development” as material topics. Please see table 1 for an overview of the topics that are material to Menken Orlando, including a link to the corresponding ESRS, a short description, and their concentration in the value chain. In 2025, a full review is planned to take place by conducting a new double materiality analysis in collaboration with the Intersnack Group.

In aligning our material sustainability topics with the overarching structure of the Intersnack Group, we mapped our material topics in four Sustainability Pillars which have been determined on Intersnack Group level (as can be seen in figure 5.).



Figure 5. Sustainability Pillars and material topics

Table 1. provides an overview of the sustainability pillars with a brief description of each material topic and defines in which part(s) of our value chain the impact of the specific material topic is concentrated.

Pillar	ESRS	Material topic	Description	Concentration in the value chain		
				Upstream	Own operations	Downstream
Consumer	S4	Food safety	As a food business operator, our main priority is food safety, ensuring safe consumption of our products by consumers. This topic poses clear financial risks for Menken Orlando if not addressed properly. Impact and risks are classified as high from both an impact as a financial impact perspective. Opportunities are low as food safety is a requirement and not a business choice.	X	X	X
		Consumer health	Optimising our existing product range and offering new concepts to increase the availability of healthier choices for consumers. Risks for Menken Orlando are classified as low; there are some transitional risks such as taxes on sugar or unhealthy products, but this is currently very limited. Impact and opportunities are high as Menken Orlando can have a clear impact on the health of consumers and retailers are looking for ways to stimulate healthy choices by consumers.			X
		Clean labelling	Delivering more natural products, by a reduction of use of artificial ingredients. Again, risks are currently limited as the use of artificial ingredients is not at high risk of legislation. However, we see it as our responsibility to work on this topic as a way in which Menken Orlando can contribute to a more natural food system and clear on-pack information for consumers.			X

Pillar	ESRS	Material topic	Description	Concentration in the value chain		
				Upstream	Own operations	Downstream
Environment	E1	Climate change & energy	Improving our impact on climate by decreasing energy usage and emissions of own operation and upstream operators, as well as dealing with challenges and risks induced by climate change in our global supply chain. Climate change poses risks and opportunities from an impact and financial impact perspective. Regarding financial materiality, physical risks occur as Menken Orlando works with products from agriculture. Transition risks also play a role, due to increasing regulations and client expectations. Regarding impact materiality, Menken Orlando currently has a significant impact on emissions as we have a long supply chain and an energy intensive production process.	X	X	
		Transport	Increasing supply chain efficiency and optimising outsourced transport. As mentioned, there are opportunities to lower the impact of our upstream and downstream emissions. Risks are currently limited, as new legislation on emission reductions in transport is mainly a risk for transportation companies.	X	X	X
	E5	Food & packaging waste	Reducing both edible and non-edible waste streams and optimising the value of generated waste with reuse and recycling. In relation to food waste there are financial opportunities to reduce waste, which will also have a positive impact on the environment. For packaging waste there are transition risks with the increase of legislation on recyclability and the use of plastics.	X	X	X
Social	S2	Human & labour rights in the value chain	Ensuring the compliance with standards and requirements on human & labour rights in our upstream value chain. With increasing legislation and requirements from clients the risk of not complying is increasing. However, the long-term partnerships of Menken Orlando provide opportunities in making sure rights are continued to be preserved throughout the supply chain.	X		
		Health & safety of value chain workers	Assuring high health & safety standards at processing sites in our upstream value chain. Again, we can set the right standard due to our long-term partnerships and make sure health and safety in our value chain are covered in the best possible way. Creating impact can be challenging due to our limited direct influence on day-to-day operations, which can lead to a higher risk level.	X		
Employee	S1	Employee health & safety	Fostering a safe and supportive workplace environment that promotes employee well-being. Our employees form the base of our company. We can have a significant impact on their health & safety, and we take mitigation of risks in day-to-day work very seriously.		X	
		Employee satisfaction	Enhancing employee satisfaction by creating a supportive and engaging workplace that encourages personal and professional growth. We see a positive correlation between engagement and satisfaction which we see as an opportunity. As an employer we can have an impact in how people spend their days in our offices or factories.		X	
		Training & skills development	Implementing training and development initiatives to support and accelerate employee growth. Development of employees is a clear opportunity for every business. We aim to stimulate employees to develop themselves and by doing so creating positive impact in our company and in society.		X	

Table 1. Overview of the topics that are material to Menken Orlando.

1.5 Commitments on sustainability

Sustainable Development Goals (SDGs)

Menken Orlando has committed to the United Nations SDGs as depicted in figure 6., as these align with our vision and strategy. Results and initiatives related to these topics are reflected in our key focus areas which are based on our double materiality assessment. Targets and related performance is addressed in the next chapters.

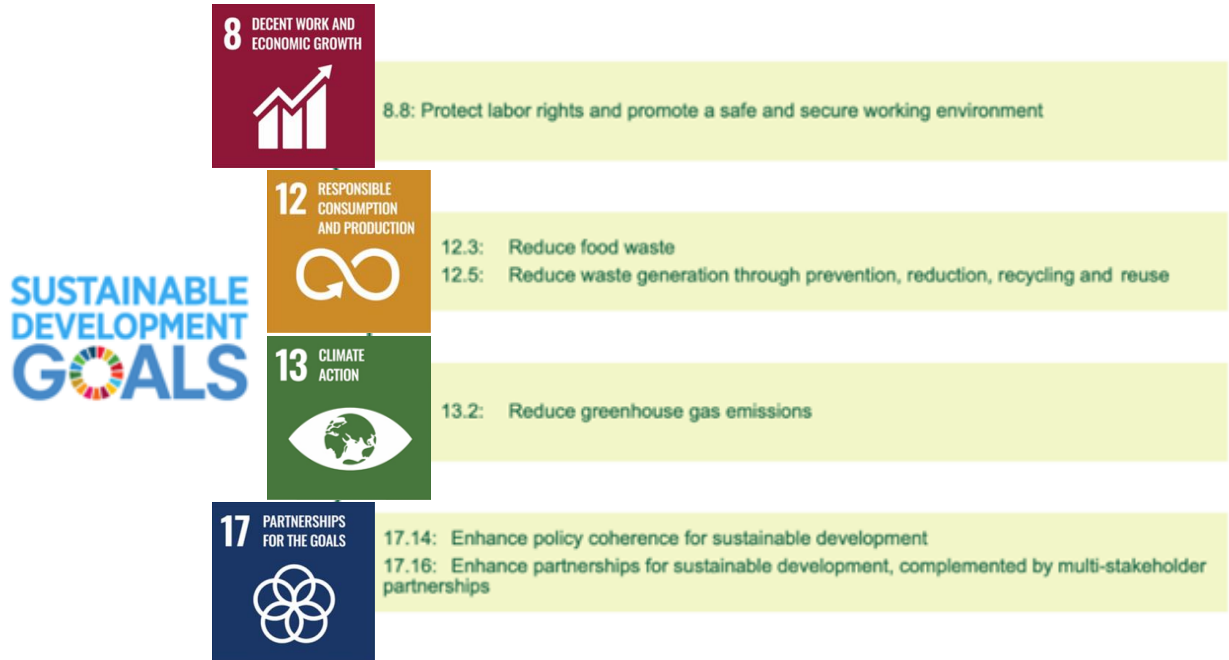


Figure 6. Sustainable Development Goals Menken Orlando

Science Based Targets initiative (SBTi)

As a group, Intersnack has committed to target setting according to the Science Based Targets initiative (SBTi) and has published their validated SBTi targets in 2024 (see www.sciencebasedtargets.org/companies-taking-action). As Menken Orlando falls in scope of these targets, emissions data from Menken Orlando is reported to Intersnack Group, in order to effectively track progress on the set targets. We as Menken Orlando are committed to do our part in realising these SBTi targets and contribute in the effort to reduce emissions. The SBTi targets are listed below:

- 50% reduction in absolute scope 1 and 2 CO₂e emissions in 2032 (versus 2021)
- 30% reduction in absolute scope 3 CO₂e emissions in 2032 (versus 2021)

Contributions to reducing emissions in different scopes are reflected by our initiatives mentioned in sub-chapter ‘3.1 Climate change’ of this 2023-2024 update.

Deforestation

Realizing and maintaining a deforestation free supply chain across primary deforestation-linked commodities is an integral part of the Intersnack Group SBTi commitment.

With the EUDR expected to come into effect in 2025, multiple sessions with supply chain partners have been conducted to prepare for compliance with this new regulation. Menken Orlando is confident that all product streams in scope of the EUDR are fully compliant. Next to EUDR compliance, we are exploring possibilities to monitor and manage a deforestation free supply chain through satellite imagery and the purchasing of certified products, as is part of our responsible sourcing policy.

Targets

Menken Orlando has defined specific progress targets for each of the sustainability pillars. These are displayed in the corresponding pillar chapters. Unless stated otherwise, the baseline year (comparison year) applied to these targets is 2021.

2. Consumer



2.1 Consumers and end-users (ESRS S4)

With food safety, consumer health, and clean labelling resulting as material topics from our double materiality analysis, this sub-chapter will provide insight into our related policies, actions, metrics and targets.

Policies (S4-1)

Menken Orlando's Quality Assurance team has developed several policies regarding food quality management, which focus among others on:

- Food quality and food safety standards which are presented in our Quality Policy, setting the Menken Orlando standards on quality and food safety, including topics like quality of sourced materials and integrity and good manufacturing practices in our own operations;
- Correctly informing consumers which is reflected in our Specification Management Procedure, elaborating on all relevant processes regarding product specifications and product labelling;
- Food fraud prevention which reflected in our Food Fraud Prevention - Way of Working document, explaining our methods in preventing food fraud through the supply chain.
- Clean label standards which are presented in our Clean Label Policy, describing which ingredients are not accepted

All of our quality related policies, as well as procedures, standards of operation and registration forms are structured in our quality management system. This management system is embodied in an online environment (My Quality Management System), providing a solid framework for document management which is available for all relevant personnel at our sites.

Furthermore, we are currently working on developing a Direct Sourcing Policy. The aim of this policy will be to increase the share of products that we buy directly from suppliers. This will give us, among others, more insight in how our products are being produced, e.g. pesticide use at suppliers' farms and in the nearby area, which will allow us to take more preventative food safety measures if needed.

Channels to raise concerns (S4-3)

As upholding high quality and safety standards is of utmost importance to us, Menken Orlando has both a complaint procedure for the quality of its products and a recall procedure in place. Both the clients of Menken Orlando and the final consumers of its products can make use of these procedures. Channels to raise concerns for supply chain partners will be discussed in chapter '4. Social'.

Saturated fats

Menken Orlando has started to replace palm oil with sunflower oil and rapeseed oil since a few years, due to the negative environmental and health effects of palm oil. This replacement has multiple health benefits, such as the reduction of saturated fats. Our aim is to have a completely palm oil free product range by 2025. In 2023, 99.7% of our sold product volume was palm oil free. The palm oil that is still being used is RSPO certified.



Clean label – a reduced use of artificial components

Natural flavours are used in the majority of Menken Orlando's flavoured products. In each product specification it is mentioned which kind of flavour a recipe contains, according to the legal definitions of the EU flavour regulation. It is our goal to gradually reduce the use of non-natural flavours in our products. In the case of some flavour profiles, the use of non-natural flavours cannot yet be reduced as these are needed to achieve the required flavour, which poses a challenge to our ambition. In 2023, 88% of products sold (in kg's) were free from non-natural flavouring components.

Another ambition of our clean label strategy is to eliminate the use of artificial flavour enhancers. In the past years, our use of flavour enhancers has already reduced significantly. Our policies for newly sourced products state that flavour enhancers are undesirable and that new products containing one or more flavour enhancers cannot be approved. We aim to have the use of flavour enhancers reduced to 0 by 2025. In 2023, 99% of products sold (in kg's) were free from flavour enhancers.

Lastly, our ambitions on clean label also entail the elimination of use of artificial sweeteners and artificial colouring. We are happy to report that our products are already 100% free from artificial sweeteners. Regarding artificial colouring, there is still progress to be made, with a current status of 94%. Our ambition is to have no artificial colouring in our products by the end of 2025.

Better For You

We have developed Better For You (BFY) snacks as a key pillar of our signature snacks category. Specifically focusing on healthy products, BFY is a growing product segment that we actively promote during our client meetings. Focusing on BFY and its related innovations and product developments will increase the amount of healthy snack options available to consumers. The BitesWeLove brand sets a great example of our developments in the BFY segment, focussing on healthier snacks and continuously improving their own sustainability efforts via their B-corp certification.



Nutri-score

Menken Orlando also explores the opportunities of the newly developed Nutri-Score in the Netherlands. Nutri-Score is a voluntary food choice label that can be placed on food products to inform consumers on nutritional values. Even though Nutri-Score could already be found on various products before, it was officially launched in the Netherlands in January 2024. As requested by various clients, we have been calculating Nutri-Scores and placing them on our products.

Within the product development department, Nutri-Score plays an important role. It is a main consideration in the development of new products, by adjusting recipes to improve nutritional profiles. Nutri-Score can play an important role in the communication of nutritional values and can thereby provide valuable insights to consumers. We have the ambition to integrate Nutri-Score into our specification management system. This will make it easy to calculate Nutri-Score both at sourced product level and end product level, enabling us to monitor and report the scores of Menken Orlando products.

Targets (S4-5)

Food safety is the main priority of Menken Orlando. In both 2023 and 2024, our production site in Hazerswoude-Dorp is A+ BRC Food certified and higher level IFS Food certified (a score of $\geq 95\%$). We aim to maintain our BRC A+ status and IFS higher level status in the coming years. BRC and IFS both are standards recognized by GFSI. Furthermore, 100% of our primary packaging material suppliers are BRC Packaging Materials certified and 100% of our food material suppliers are GFSI-recognised certified. It is our goal to maintain these 100% food safety certification levels.

For an overview of our targets related to consumers and end-users, please see table 2.

Target	Year	2023
Maintain 100% of own plant and (food & primary packaging) suppliers' production sites GFSI recognised food safety certification	Continuous	100%
100% of product volume sold is free of artificial flavours	2025	88.2%
100% of product volume sold is free of artificial flavour enhancers	2025	99.0%
100% of product volume sold is free of artificial colours	2025	94.4%
100% of product volume sold is free of artificial sweeteners	2025	100%
100% of product volume sold is aspired to use oil low in saturated fats (instead of palm oil)	2025	99.7%
30% reduction in quality complaints	2026	<i>baseline</i>

Table 2. Targets related to consumers and end-users.

3. Environment



3.1 Climate change (ESRS E1)

The following material topics resulting from the double materiality analysis are linked to climate change: climate change; energy use; transport. This sub-chapter will provide insight into our related policies, actions, metrics and targets.

Policies (E1-2)

We have the following policies in place related to climate change:

- An Environmental Policy, in which we elaborate on our commitment to minimise the impact of Menken Orlando’s activities on the environment.
- A Supplier Code of Conduct, which all parties are obliged to sign before becoming a Menken Orlando supplier. It includes an environmental section, in which i) is stated that we expect our suppliers to operate in an environmentally responsible and efficient manner and ii) our suppliers and partners are being encouraged to explore joint sustainability initiatives in collaboration with Menken Orlando.
- A Responsible Sourcing Policy for suppliers, which we introduced this year, that needs to be signed by our suppliers. This policy complements our Supplier Code of Conduct and other agreements and standards, which combined set the baseline for social, ethical and environmental compliance. It defines minimum requirements, including environmental ones, for sustainable sourcing and applies to all our business partners.

The aforementioned Direct Sourcing Policy, that we are currently developing, will also play a role in our climate change policies. The aim of the Direct Sourcing Policy namely is to increase the share of products that we buy directly from suppliers, which will increase our influence on suppliers’ cultivation techniques and product specifications. In 2023-2024 several pilot projects have taken place to accelerate this approach. One project focused on the cultivation of edamame beans in China, where we were able to process the first harvest of beans in 2023 from fields and farmers that we visited earlier that year to align on cultivation and processing techniques. This approach will be extended to other raw materials in the coming years.

Actions (E1-3)

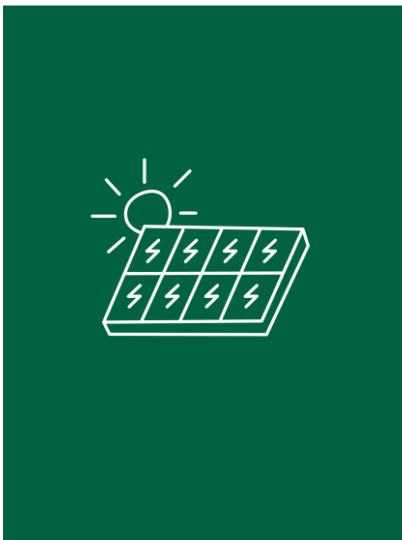
We have implemented several actions that positively affect our carbon footprint throughout the different scopes. In this section a few of these actions are highlighted.

New production site

Our new production site in Hazerswoude-Dorp (see figure 7.) is built with sustainability as key priority and became operational by the end of 2022. The building and facility have received a high energy performance rating and use heat pumps for heating and water. Furthermore, all new installations are energy efficient, thereby contributing to a significant reduction in energy use. In 2023, the first full year in which the new site was operational, the emission reduction in CO2 eq. per kg of sales volume was approximately 20% for scope 1 and 2 combined, compared to 2021. Our ambition for the coming year is to introduce monitoring systems per production line to be able to monitor and optimise energy use.



Figure 7. The production site of Menken Orlando in Hazerswoude-Dorp

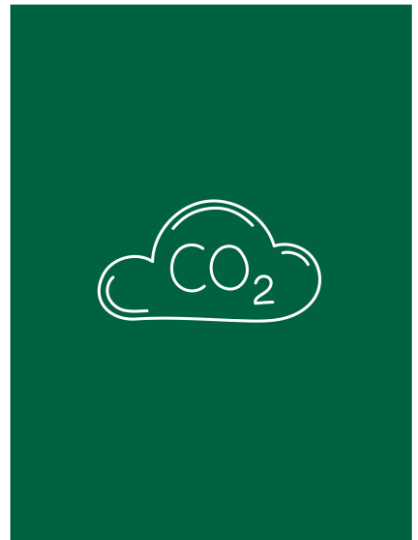


Solar panels

To further reduce our scope 2 emissions, 1934 solar panels were placed on our new production site in Hazerswoude-Dorp. The solar panels have been operational since the end of 2023. These solar panels enable us to meet a significant part of our electricity demand with the use of renewable energy. The solar energy production in 2023 reached a total of 170.000 kWh. The total yearly solar energy production from 2024 onwards is expected to be around 500.000 kWh, which represents approximately 20% of our total electricity demand. This could result in a reduction of 220 ton of CO2 eq. in avoided emissions each year.

Road transport

Road transport is one of the main contributors of our scope 3 emissions. As we combined our three separate initial locations into one production site in 2022, inter-company transport and transport to and from our logistics partner have been drastically reduced. The new production site is also located next to our logistics partner Windhorst. With the implementation of a connecting bridge between both facilities, truck movements have been even further reduced. The new production site has been fully in use by the end of 2022, which has led to a yearly reduction of approximately 145 tons of CO₂ eq. emissions in reduced transport. Corrected for the growth in sales volume, this translates into saving approximately 180 tons of CO₂ eq. emissions in 2023. In ongoing consultation with Windhorst, Menken Orlando continues to improve efficiency in transport and logistics by developing improved planning systems, using advanced data-analytics and decreasing our packaging volume to increase maximum loads.



Shipping

In intercontinental supply chains, Menken Orlando works with large freight shipping corporations where influence is limited. Nonetheless Menken Orlando strives to discuss sustainability efforts with these partners in collaboration with Intersnack Group. As a first step, we gained more insight into the emissions per container as we received a container specific emissions report from our shipping partner. This report provides valuable information that helps refining our scope 3 emissions calculations. Further-

more, we are exploring the possibilities of contributing to the increased use of more sustainable fuels in freight shipping. Aim is to provide more detailed information on this in future sustainability updates. Next to emission reductions from our shipping partner we are continuously looking for possibilities to increase the maximum load of a container with smart packaging solutions.

Regarding inland shipping, Menken Orlando previously contracted the first electric barge in the Netherlands to supply the production site in Hazerswoude-Dorp through the port of Alphen aan den Rijn. It is our aim to renew this contract and to have at least 50% of the inland shipping on electric barges by 2025.

Emission plans of supply chain partners

At the end of 2023, we visited our main suppliers in Asia to present our sustainability strategy and to engage in a discussion on combining our sustainability efforts. Following up on these conversations, we have asked sustainability and climate action plans of these suppliers to start a dialogue and to determine and achieve mutual goals such as emission reductions. The first sustainability action plans were received in 2024 and are discussed as a part of the regular meetings with our suppliers.



Local Energy Community & Green environment

Menken Orlando has a strong focus on intensive cooperation with value chain partners, as encapsulated by our vision of ‘a Future Together’. We also apply this philosophy to our direct neighbourhood. With the position of Robert Menken (general director Menken Orlando) as chair of the business association’s board, Menken Orlando has an active role in the development of the

Hazerswoude-Dorp industrial business area and the transition towards a more sustainable business park. Current projects focus on energy management and greening the environment.

Together with the municipality, a solar panel provider and the grid provider, a plan has been drawn up for a local solar farm of 8 hectares to be used by the different enterprises in the business park. This project is expected to take shape in the coming years. Next to solar, local development of wind power is also being explored. This locally produced renewable energy is expected to be able to cover our yearly electricity demand, together with our own solar panels.

Smart energy use is also one of our focus points. Similarly to many other areas in the Netherlands, the business park in Hazerswoude-Dorp has had challenges with grid congestion. In collaboration with the involved businesses, an agreement regarding time-based grid capacity usage was established by the grid operator in 2023, freeing up a lot of capacity during certain hours. This step forward shows that cooperation and dialogue between stakeholders are key in achieving progress, and that simple solutions may be suitable for solving seemingly complex problems.

Physical grid solutions, such as local energy storage and a separate local grid with the business park, have also been investigated. These projects are currently on hold, however, due to challenging complications regarding legal and grid operator frameworks.

Alongside efforts in collective energy solutions, the business association is also driven to transform the business area into a green, attractive and resilient environment. The aim is to foster a vibrant, appealing landscape that supports nature, reduces heat stress, and promotes a healthier (work) environment. The transformation plan includes planting diverse greenery, creating attractive pathways, and optimising drainage systems to manage heavy rainfall effectively. With budgets approved and plans in place, the first steps are already being taken, including the construction of pathways and the introduction of new trees, plants and insect hotels. Menken Orlando is equally committed to improve its own production site area in cooperation with its neighbouring logistics partner. With these combined efforts, it is our ambition to become one of the two ‘ambassador business parks’ in the province.

Bike plan

As of 2024 Menken Orlando offers its employees the option of leasing a bike, to stimulate them to commute to work in a sustainable way and to reduce emissions. Currently, 10% of our employees make use of this option.

Metrics & targets (E1-4 & E1-6)

Menken Orlando is committed to lower its carbon footprint and thereby contributes to the Intersnack Group SBTi targets. We use the same methodology to calculate scope 1 and 2 emissions as is reported by Intersnack Group. The scope definitions follow the GHG protocol. For the baseline year of 2021, the total scope 1 and scope 2 emissions have been determined at 274 and 1265 tons CO₂ eq., respectively. As shown in figure 8., merging our production facilities into one new production site in 2022 combined with using our first solar panels has significantly decreased our emissions. In 2023 these emissions increased due to a material increase in our production volume. We are proud that we were still able to decrease our relative emissions (per ton saleable volume) in this year (see figure 8.). In the coming years, a continuous effort is being put on reducing scope 1 + 2 emissions to reach our 30% relative reduction goal by the end of 2025. Please see table 3. for our emission targets.



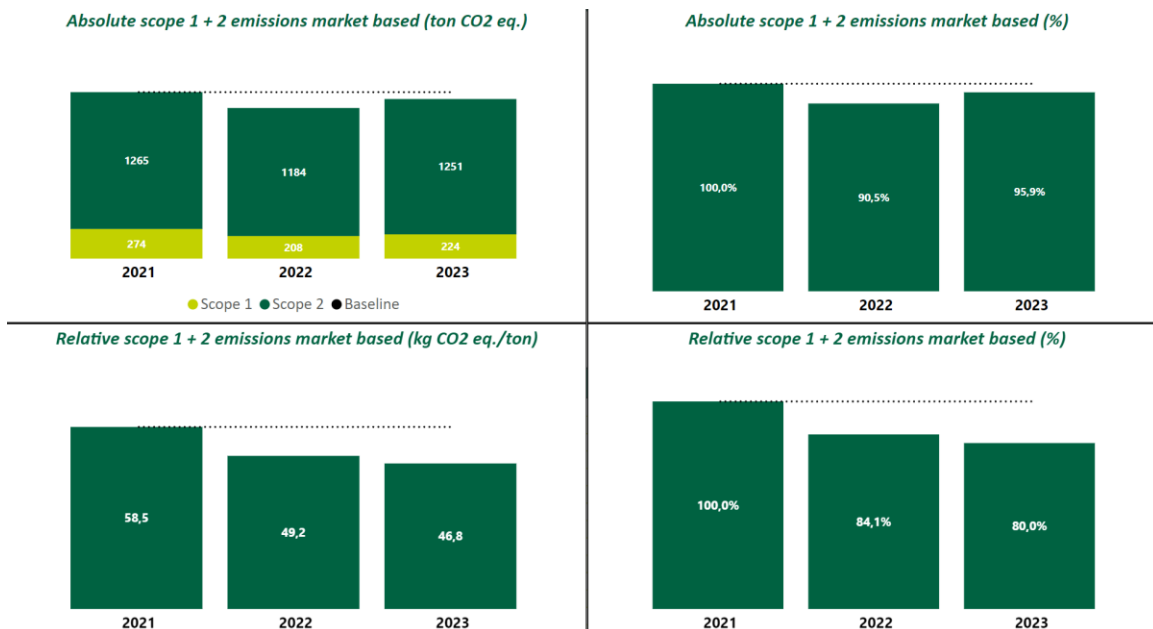


Figure 8. Scope 1 + 2 emissions market based (absolute & relative)

Regarding our scope 3 emissions, Menken Orlando works in close collaboration with Intersnack Group. Scope 3 emissions have been calculated at Intersnack Group level and targets on emission reduction have been validated by SBTi. The current determination of scope 3 emissions for Menken Orlando is an extrapolation from the Intersnack Group data on scope 3 emissions, resulting in a total of 90.000 ton CO2 eq. Our goal is to specify the scope 3 emissions over 2024 at a more detailed level for Menken Orlando specifically, as this will enable us to steer more directly towards less emissions in our supply chain. As mentioned before, Menken Orlando is already in close contact with its main suppliers and supply chain partners to reduce emissions and other negative sustainability impacts.

Target	Year	2023 status
Reduce Scope 1 & 2 emissions by 30% per ton of product (saleable volume) compared to 2021 (market based)	2025	-20%
Identify Scope 3 emissions for Menken Orlando specifically for 2024	2025	On track
Reduce absolute Scope 1 & 2 emissions by 50% compared to 2021 (SBTi)	2032	+4%*
Reduce absolute Scope 3 emissions by 30% compared to 2021 (SBTi)	2032	+9%*
100% of electricity consumption from renewable sources	2032	21%

Table 3. Emission reduction targets.

* The 2023 status reported on the absolute reduction targets is at Intersnack Group level, as the targets are monitored and tracked at Intersnack Group level. As reflected by the 20% decrease in relative emissions on scope 1 & 2, Menken Orlando specifically has reduced its absolute scope 1 & 2 emissions by 4% in 2023.

As shown in table 3., it is our ambition to shift our electricity consumption to 100% renewables by 2032. In 2023, the share of electricity from renewables for Menken Orlando was 21%. This encapsulates 7% being provided by our own solar panels, with the remainder being energy from renewable sources in the energy mix delivered by our energy provider.

Energy usage (E1-5)

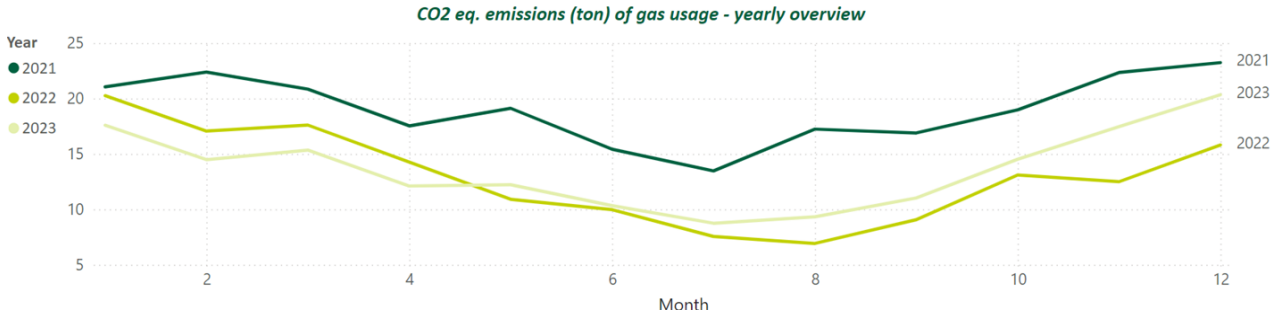


Figure 9. Gas related CO2 eq. emissions per year

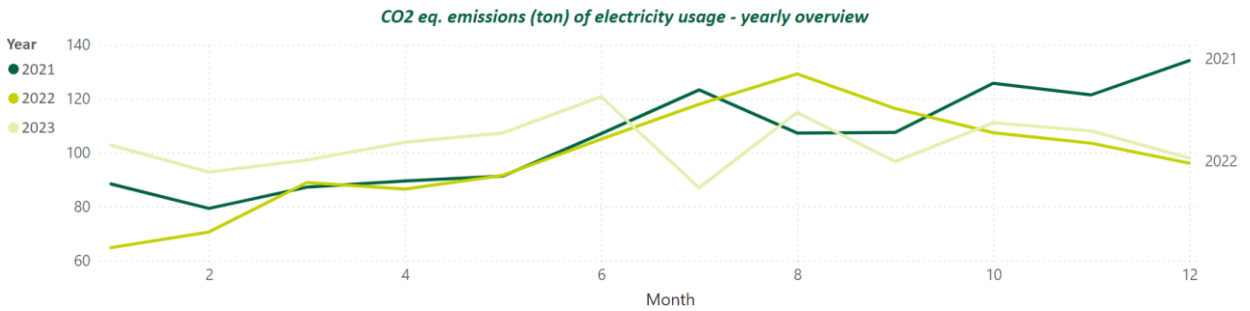


Figure 10. Electricity related CO2 eq. emissions per year

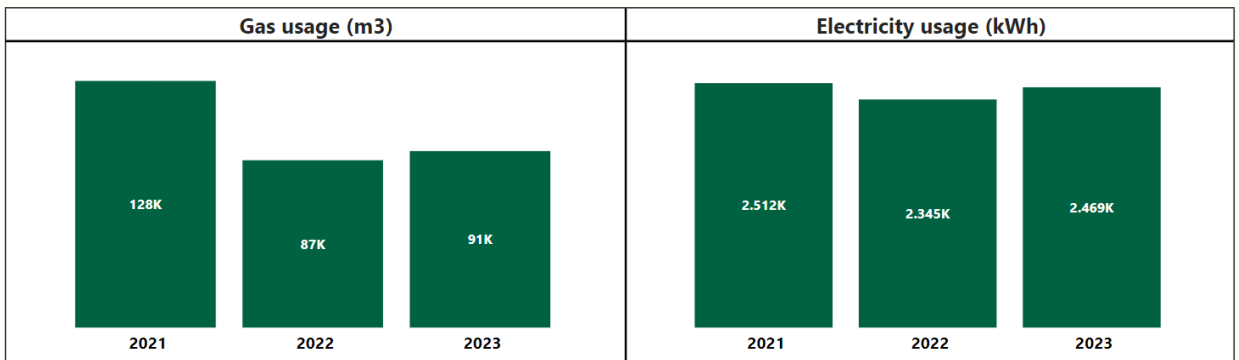


Figure 11. Gas usage (m3) & electricity usage (kWh)

3.2 Resource use & circular economy (ESRS E5)

With food and packaging waste resulting as material topics from our double materiality analysis, this sub-chapter will provide insight into our related policies, actions, metrics and targets.

Policies (E5-1)

For our policies related to resource use and circular economy, please see sub-chapter '3.1 Climate change'. The environmental policies mentioned there also cover topics such as minimising waste generation and optimising usage of resources. Furthermore, minimising waste and optimising production are main topics in our IWS (Integrated Work System) approach. IWS contains clear policies with underlying procedures to maintain a "zero-loss mindset".

Actions (E5-2)

Food waste

Despite our efforts to optimise stock management, it does occur that remaining stock cannot be sold. Instead of disposing this remaining stock, it is donated to the Dutch Food Bank (Voedselbanken Nederland) if possible. In 2023, almost 12.000 kg of product was donated to the Dutch Food Bank.

In August 2023, a new collaboration was established with a waste processor to improve the use of food waste resulting from Menken Orlando's operation. Between August 2023 and December 2023, over 70.000 kg of edible waste was converted into animal feed. This represented 50% of the total edible waste in this timeframe. The remaining 50% was converted into energy through anaerobic digestion.



Sunflower oil use

Currently, we are experiencing some challenges with our oil use. As off 2022, a new frying installation has been put in place, which would enable us to decrease the amount of oil used per ton of fried products, by making clever use of filters and temperature management. However, due to a variety of complications (related both to the installation and the raw materials), our oil use has increased dramatically. We are dedicated to resolve these complications and to decrease our oil use by the end of 2025 (compared to 2023).

IWS (Integrated Work System)

With the implementation of IWS, a "zero-loss mindset" has been introduced. Currently (Q3 2024), this methodology is applied to one of our production departments with the goals being a 15% increase in productivity and a 30% decrease in edible waste by the end of 2026 (baseline 2023). IWS is targeted to be implemented in the entire Menken Orlando production site in Hazerswoude-Dorp by the end of 2024. Furthermore, the two newly acquired production sites from Choco Support will be introduced to IWS in 2025. Part of this programme is the zero-loss journey map that is currently being developed, which will contain targets in relation to food waste and losses in production. With a wide variety of standards and tools to be implemented over the coming years, IWS provides a long-term way of working that will drive a strong organisational culture focusing on working towards zero losses. The IWS structure contains a pillar structure, as illustrated in figure 12., including knowledge pillars such as Health, Safety & Environment (HSE) and Education & Training (ET). See figure 13. for the Compelling Business Needs (CBN) that has been developed, which shows a compelling image for the operation personnel with the IWS targets displayed.

As mentioned, one of the goals of IWS is to reduce edible waste with 30% by the end of 2026. In 2023, invoices from the waste processor were collected to determine how much waste was produced each month, quarter and year. This provided us with high-level information of the total waste streams per type of waste. For stock that turns into waste due to e.g. expiration, more detailed information is available. For the other (organic) waste streams, more detailed data is needed before targeted actions can be set out.

To this end, we are working on the development of waste weighing stations that will provide us with insights at production order level. This includes insights in the origin and amount of waste, and the products and/or production lines that produce the most waste. Such information will enable us to develop targeted actions to reduce the amount of waste. It is our aim to have this pilot up and running by the end of 2024. In relation to the IWS program, this is a typical example of a project to gain more insights and develop concrete actions on reducing waste, that will be expanded in the coming years.



Figure 12. IWS logo

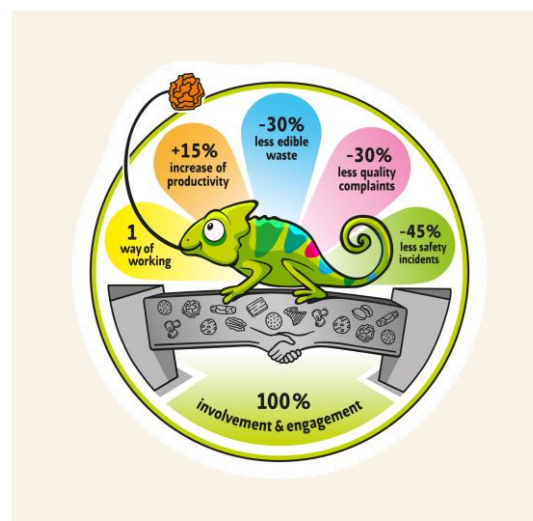


Figure 13. Menken Orlando CBN – Compelling Business Needs



Optimising towards more sustainable packaging solutions

Menken Orlando has a dedicated packaging team in place. This team analyses and improves packaging solutions with the aim of reducing environmental impact while maintaining high food quality standards. It is our primary focus to offer all our packaging concepts custom made with a correct choice of materials and dimensions, while the protection of goods and shelf life, the possibility of column module transportation, the protection of goods against shocks and impacts during transport and the required ECT value (compressive strength through edge crush test) are being ensured. Each packaging concept is custom made but may need updates due to changes in raw materials or harvesting.

We are working on several reduction projects which will improve efficiency and reduce environmental impact. Some examples are:

- Using thinner seal bars, which enables us to produce more efficiently and use less flexible packaging. This ensures a reduction in flexible packaging use of approximately 1.5 cm per consumer unit (CU).
- Reducing the headspace per CU. This is the inside (volume) of packaging that is not occupied by the product itself. A reduction in headspace thus decreases the amount of packaging material needed per kg of product sold.
- In cases where the two improvements as mentioned above have been achieved, the number of CUs per box can be increased, which decreases the amount of carton needed per kg of product sold.

To make the right sustainable packaging choices, Menken Orlando aims to use the lowest possible weight of packaging with the highest level of recyclability possible, without compromising functionality. Significant improvements have been made, particularly in relation to plastic packaging materials, including flexible and rigid packaging.

- *FSC certified*

All paper and carton used by Menken Orlando for packaging is FSC certified.

- *Reduction*

The following actions result in a reduction in (virgin) material use: thickness reduction; lid reduction; thinner seal bars; reducing head space in primary packaging; adding more bags in secondary packaging; removing re-closable plastic stickers; and replacing plastic with cardboard or other sustainable options.

- *Improving recyclability*

To make multilayer flexible packaging more circular, we are exploring the possibility of using recyclable mono-materials. To this end we are following the well-informed recommendations as provided by the Dutch Institute for Sustainable Packaging (KIDV). Our packaging team is conducting an inventory to identify flexible multilayer packaging that can be replaced by mono-materials, while maintaining product protection and shelf life. With this transition, Menken Orlando will focus on converting plastic (flexible) multilayer materials into mono-materials in accordance with the latest guidelines from KIDV. As a tool to determine whether packaging is easily recyclable within the current collection and sorting system, KIDV has developed the Flexible Plastic Packaging Recycle Check. The Recycle Check contains a decision tree with questions and background information. Menken Orlando actively uses this tool to assess the factual recyclability of used packaging.

- *Packaging used in our upstream supply chain*

Next to the packaging material that is being used at our own production site, we also look into potential improvements in the packaging material that is being used in our upstream supply chain. Many products are delivered to our production site in aluminum bags, as this material meets the required characteristics to maintain high product quality and food safety. In cooperation with our partners, we are exploring the development of a PE (recyclable plastic) bag that meets the required qualities and could be used as a replacement.

Targets (E5-3)

Please see table 4. for an overview of our targets related to resource use and circular economy.

Target	Year	2023 status
Reduce non-edible waste by 10% per ton of sales, compared to 2021	2025	+20%
Reduce edible waste by 30% per ton of sales	2026	<i>baseline</i>
Reduce plastic packaging material use by 20% per kg saleable product, compared to 2020	2025	-19%
Reach 100% recyclability for plastic consumer packaging	2025	TBD

Table 4. Targets related to resource use and circular economy.

Metrics: outflows (E5-5)

Several waste streams are being monitored each year with the goal of reducing waste per ton of product. The different waste streams and the amount of waste each year (tons) are shown in table 4. Non-edible waste per ton of product has increased in 2023, which is expected to be an incidental result from the disposal of relatively high amounts of remaining stock of unusable packaging material. The increase in oil waste, as described in de sub-section “Actions”, also significantly contributes to the increased amount of non-edible waste.

Edible waste is split into anaerobic digestion and animal feed. It is our aim to create as much value as possible from our edible waste.

This means that edible products are being sent to the food bank if possible. If this is not an option, edible waste is being used as animal feed. If that is also not an option, edible waste is converted into energy using anaerobic digestion. The total amount of edible waste per ton of sales has remained stable, but the valorisation of the waste has increased in the form of use as animal feed since 2023.

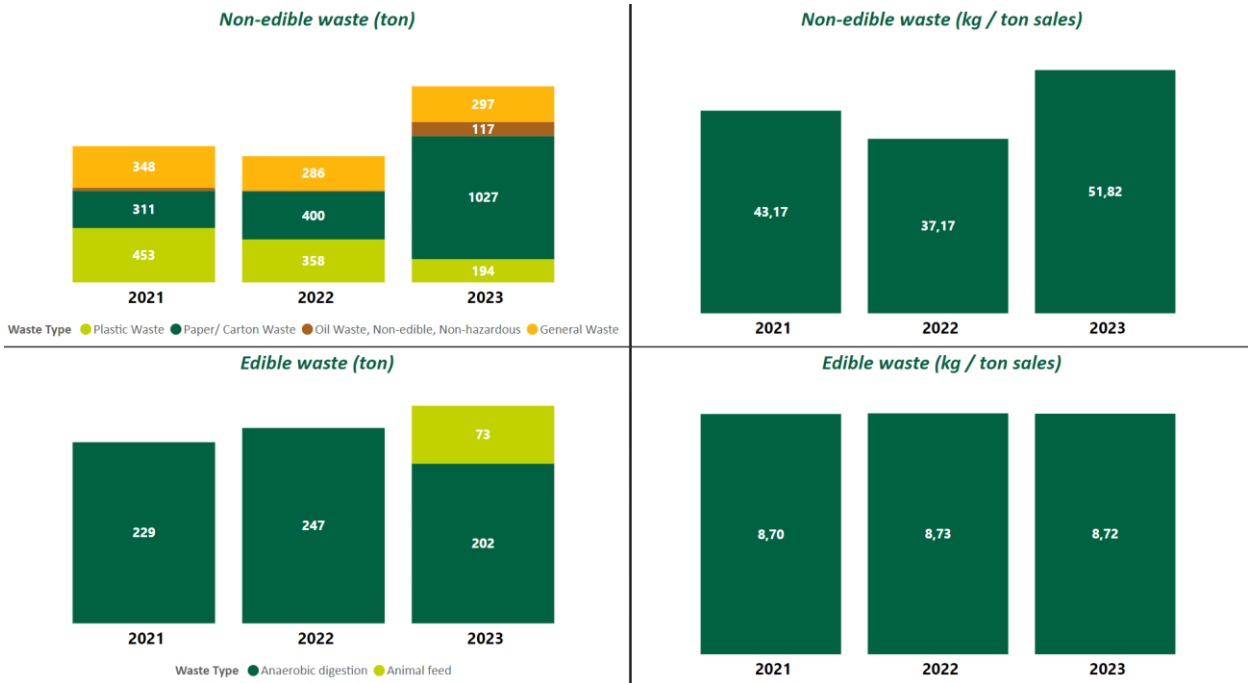


Figure 14. Tons of waste per waste stream per year (absolute & relative)

Packaging material use is monitored by the amount of packaging used per kg saleable product. This is calculated for the two most relevant packaging materials used in our products, which are plastics and paper/cardboard. As depicted in figure 15. below, plastics show a steady decline which is a result of the efforts as mentioned in the sub-section “Actions”.

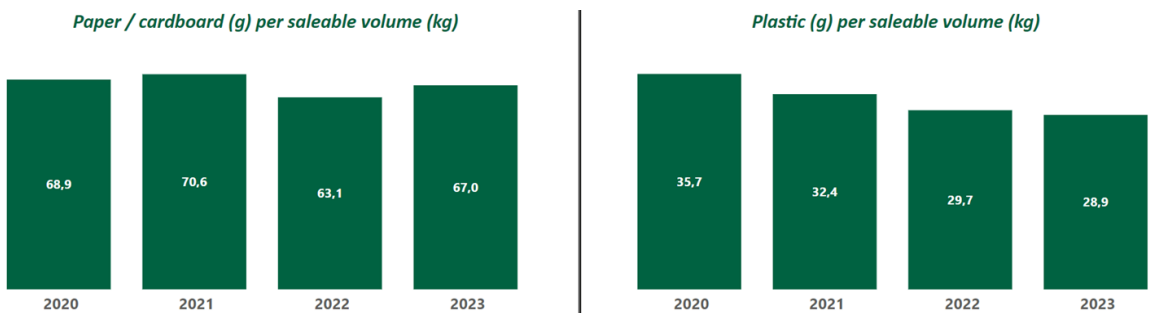


Figure 15. Paper/cardboard & plastics packaging in grams used per saleable product in kilograms



4.1 Workers in the value chain (ESRS S2)

With human & labour rights and the health & safety of value chain workers resulting as material topics from our double materiality analysis, this sub-chapter will provide insight into our related policies, actions, metrics and targets.

Policies (S2-1)

The board of Menken Orlando has signed an ethical trade policy covering the Ethical Trading Initiative (ETI) Base Code and the adherence with national and international regulations. Furthermore, we have the following policies in place related to the workers in our value chain:

- A Supplier Code of Conduct, which all parties are obliged to sign before becoming a Menken Orlando supplier. Next to environmental topics, this Supplier Code of Conduct also focuses on specific social topics including the ETI Base Code, which is founded on the conventions of the International Labour Organisation (ILO), and is aligned with the 10 principles of the UN Global Compact.
- A Responsible Sourcing Policy for suppliers, which we introduced this year, that needs to be signed by our suppliers. This policy complements our Supplier Code of Conduct and other agreements and standards, which combined set the baseline for social, ethical and environmental compliance. It defines minimum requirements for sustainable sourcing and applies to all our upstream business partners.

We are currently also working on developing a Direct Sourcing Policy. The aim of this policy will be to increase the share of our products that we directly buy from suppliers, to be able to know exactly where our products are coming from and to increase our leverage in the value chain.

For more information on the policies and practices related to due diligence in our supply chain, please see sub-chapter ‘1.2 Governance’.

Channels to raise concerns (S2-3)

In case of concerns, suppliers can reach out to their Menken Orlando contact person or our reporting channel: integrity@menkenorlando.nl. Reports through any channel will be treated as confidential to the greatest possible extent and whistleblowers will not be subject to retaliation or punishment.

As established in our Supplier Code of Conduct, we expect our suppliers to have grievance mechanisms and processes in place to provide stakeholders with the ability to address concerns within our supply chain and encourage them to report these. Furthermore, we expect our suppliers to make our reporting channel known and available to their employees and subcontractors.



Sedex Smeta audit

As mentioned before in the sub-chapter on supply chain due diligence, for all our priority (high risk) food material suppliers a regular SMETA audit (or similar) at the processing site is obligatory. 100% of these suppliers have indeed been audited (SMETA or similar). Furthermore, the Menken Orlando production site also undergoes a regular SMETA audit. The next SMETA audit in Hazerswoude-Dorp is scheduled for 2025.

Capacity building

Next to the obligation for Menken Orlando's food suppliers to be certified (GFSI recognised), the Quality Assurance (QA) Team of Menken Orlando also provides trainings and workshops for the QA Teams of Asian partners. Moreover, Menken Orlando QA performs audits at Asian partners' production sites, during which is being focused on capacity building and continuous improvement of practices.



Company visits

Menken Orlando works in close collaboration with its supply chain partners. This includes regular visits to the locations and factories of our suppliers. In 2023, 7 suppliers and/or supplier offices located in Japan, Taiwan, China and Thailand were visited. Furthermore, a trip to Asia took place to visit all our pine nut suppliers. In 2024, 5 suppliers located in China and Thailand were visited several times. During these visits, sustainability topics were discussed to gain further insight into the production and labour & human rights status. While we are aware that business travel has a negative impact on our emissions, we are confident that engaging with our suppliers in this stage will result in a broader positive impact.

Targets (S2-5)

In 2023, 95% of our raw material suppliers have signed our Supplier Code of Conduct. The remaining 5% has an own Code of Conduct that is, at a minimum, aligned with the Menken Orlando Supplier Code of Conduct. In 2024 the Menken Orlando Supplier Code of Conduct was updated and aligned with Intersnack Group policy. The new Supplier Code of Conduct is being sent to all suppliers this year; most of them have signed the updated Code of Conduct or have a similar Code of Conduct in place (currently representing 85,7% of our purchased volume). Our aim is to work towards 100% by year end. Regarding our priority suppliers, please see table 5. for an overview of our targets related to the workers in our value chain. These targets include ETI/SMETA assessments and alignment with our Responsible Sourcing Policy. Priority suppliers are determined based on purchased volume, country of origin and product category, by making use of BSCI risk classifications.

Target	Year	H1'24 status
Ethical assessment (ETI/SMETA) is completed for our own production site every 3 years	2025	Planned Q3'25
100% of priority suppliers are ETI/SMETA assessed on a regular basis (annually or bi-annually, dependent on results of previous audit)	2025	100%
100% of priority suppliers signed our Responsible Sourcing Policy	2025	89,6%*

Table 5. Targets related to the workers in our value chain.

**This percentage includes intercompany purchases from Intersnack as the Responsible Sourcing Policy is aligned with Intersnack Group standards.*

5. Employee



5.1 Own workforce (ESRS S1)

The following material topics resulting from the double materiality analysis are linked to our own workforce: health & safety; satisfaction; training & skills development. This sub-chapter will provide insight into our related policies, actions, metrics and targets.

Policies (S1-1)

We have the following policies in place related to our own workforce:

- A Workplace Code of Conduct, which has been updated this year. It describes our core values and principles which we expect all our employees to adhere to.
- A Health, Safety & Environment Guidebook, which is part of the IWS programme (as introduced in sub-chapter ‘3.2 Resource use & circular economy’). The guidebook describes a variety of work processes and tools that contribute to the aim of the health, safety & environment pillar of the IWS programme: working together to achieve zero health, safety and environmental losses and to create a culture where all employees care for each other. Menken Orlando is currently working on implementing these work processes and tools.
- A Labour & Human Rights Policy, which we introduced this year. This policy has the objective of providing guidance to create a safe and supportive environment for our employees and workers. The policy outlines Menken Orlando’s human rights commitments, by describing the principles and ways of working that we envision in our operations.

Engagement processes (S1-2)

We have the following processes in place to engage with our employees:

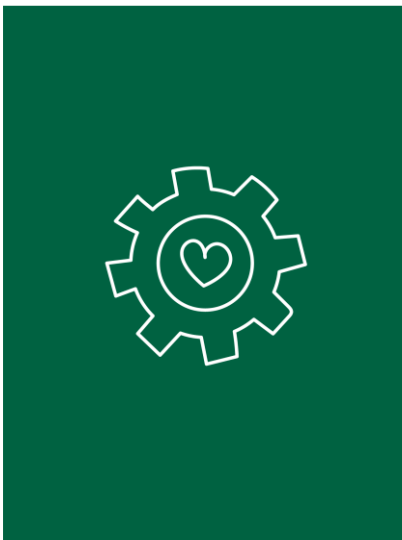
- It is important to receive input and feedback from employees. Employee insights provide the basis of improvements in many facets of Menken Orlando, which is why this year, we formalised this approach into an annual engagement survey to monitor employee wellbeing in a more structured and consistent way.
- At the beginning of each year our employees have a feedback and evaluation meeting with their manager. During this meeting, past targets are being discussed and new ones are being set. It is also a moment to discuss training and development needs and wishes.

Channels to raise concerns (S1-3)

Creating a safe workplace, where everyone is treated with respect, is of utmost importance to us. Inappropriate behaviour, intimidation and discrimination are not being tolerated. We encourage employees who experience or notice any of this behaviour to immediately report this to their manager, HR, or our confidant. Concerns can also be raised anonymously by using a physical mailbox on site.

Menken Orlando has a whistleblower procedure in place, which secures in the case of a detected incident that measures will be taken to ensure i) remediation and ii) prevention of similar incidents occurring in the future. Furthermore, aftercare will be provided to the involved employees. The whistleblower procedure is being discussed during our onboarding process for new employees and is also communicated to our employees on a yearly basis.

Actions (S1-4)



Work environment

Menken Orlando strives for a working environment where people enjoy going to work, feel safe and work safely. Working together and inspiring each other are key pillars. In the transition to the new production site and offices in 2021-2022, colleagues were asked to share their thoughts on creating an inspiring workplace where everyone would feel at home. The interior has been developed by an internal working group of colleagues that addressed the needs that were shared by all colleagues. Furthermore, as also described above in the sub-section “Policies”, in 2024 we formalised our policy on HR-topics, to ensure clarity and transparency.

Bike plan

To stimulate easy, sustainable, and healthy commuting to work (and a relaxing activity outside of work), Menken Orlando offers their employees the option of leasing a bike. Both traditional and electrical bikes are available, ensuring that our employees can select a bike that matches their wishes and needs.



Activities



Next to several social events, such as a summer BBQ and Christmas party, we offer all our employees a yearly budget to organise a fun teambuilding activity with their team. Furthermore, employees can join a weekly bootcamp lesson at our Voorburg office location and occasional sports clinics to stimulate a healthy lifestyle. Moreover, work will commence on the development of a new internal sports space at our location in Voorburg in Q4 2024. The bootcamp and the internal sports space are facilitated by the property management of the office building, making them accessible to all businesses within the office complex.

Menken Orlando Academy

The Menken Orlando Academy has been established in 2023 to inspire, share knowledge and learn new things. 13 sessions have been organised so far, during which both internal and external speakers have shared their knowledge. These sessions have proven to be popular, with an average attendance of 30 to 40 office employees per session. The sessions take place on a monthly basis, with the exception of July and December (due to holidays). Thus, there is room for 10 sessions each year.

The topics within the Menken Orlando Academy are diverse and focus on both personal and professional growth. For example, there have been training sessions on Chat GPT and a broader understanding of AI, taste development, professional identity and sustainability, as well as presentations from various departments. During these internal departmental sessions, departments provide more insight into their daily work to increase mutual engagement and cooperation. This mix of topics and perspectives challenges employees both practically and strategically.

An interdisciplinary project team ensures that the wishes of the various disciplines within Menken Orlando are being taken into account during the sessions. This approach increases the relevance of the sessions and ensures that they meet the needs within the organisation.

In our plans for 2025 we aim to create an even broader learning environment: in addition to the regular Menken Orlando Academy sessions, employees will have the opportunity to take part in various trainings and courses, such as Excel, time management and persuasive presentation. This will provide employees with additional tools that support them in their daily work.



Currently, the Menken Orlando Academy sessions take place at our office in Voorburg, while multiple technical training sessions and courses take place at our production site in Hazerswoude-Dorp. The latter include an HACCP training, an operator training and an English language course. This keeps the organisation flexible and accessible, allowing employees to work on their development at both locations.



Figure 16. Menken Orlando Academy logo

With the current structure and development plans, the Menken Orlando Academy remains a dynamic part of the organisation, that aims to encourage growth, cooperation and personal development.

Targets (S1-5)

Target	Year	2023 status
Strive to zero safety incidents through creating a strong safety culture and implementation of a variety of safety tools and training	2026	baseline
Encourage 100% of office employees to partake in Menken Orlando Academy’s offerings for training or inspiration on at least an annual basis	2025	80%

Table 6. Targets related to our own workforce.

Metrics (S1-6, S1-9, S1-12, S1-13, S1-14, S1-16, S1-17)

Currently, Menken Orlando tracks the following indicators related to its own workforce. These correspond to reporting year 2022 and 2023.

Age Groups	# Employees 2022	# Employees 2023
< = 20	2	2
21 - 30	52	55
31 - 40	54	56
41 - 50	36	42
51 - 60	32	32
> 60	3	6

Table 7. Age groups.

	2022	2023
# Employees total	179	193
# Employees identifying as women	70 (39%)	75 (39%)
# Employees who are distanced from the labour market	3 (1,7%)	3 (1,6%)
# Employees with a non-Dutch nationality	42 (23%)	74 (38%)
# Employees with a non-Dutch nationality identifying as women	13	15
# Employees in senior management	15	18
# Employees in senior management identifying as women	2 (13%)	5 (28%)
# Members of the board	2	3
# Members of the board identifying as women	0	0
% Adjusted gender pay gap	0%	0%
# Incidents and complaints	2	3

Table 8. Workplace diversity.

	2022	2023
Number of accidents (#)	6	3
Paid hour absence due to accidents (%)	<0.01%	<0.01%
LTI (lost time injury) frequency rate <i>Number of lost time injury events per 1 million hours worked</i>	10.2	7.15
LTI (lost time injury) severity rate <i>Number of days lost due to injuries per 1000 hours worked</i>	0.09	0.09
Paid hour absence due to sickness (%)	5.1%	5.14%

Table 9. Accidents & sickness.

	2022	2023
Total amount of hours of training	613	970
Average hours of training per employee (including part time employees)	3.4	5.0

Table 10. Education & training.

6. Local engagement

Next to efforts related to the material themes in our own operations and our value chain, we also think it is important to support initiatives in regions where we are active. In this chapter we proudly present some of the initiatives of Menken Orlando in the region.

6.1 Social employment

Menken Orlando collaborates with social employment organisations such as ‘Den Haag Werkt’ and ‘Promen’ to contribute to the employment of people with a labour market disadvantage. These people can have different backgrounds, varying from physical or mental disabilities to a criminal history.

6.2 JINC

Every child is talented, including the 600.000 children in the Netherlands growing up in an environment with fewer role models to identify with. JINC strives for a society in which a child’s background does not determine their future; a society in which every child gets a fair chance. In order to reach that goal, Menken Orlando has become a business partner of JINC. Together with JINC we help young children between the ages of 8 and 16 (end of primary school and VMBO) to get to know various professions, find out what kind of work suits their talents, and learn how to apply for a job.

To achieve this, JINC developed various fun methods to interact with the children. These include activities such as a short internship, a company visit for a school class, job application training provided by individuals from companies, or career coaching.

At the beginning of 2023, we gathered volunteers from Menken Orlando who could spare some time to be a trainer or career coach. These activities take by place at the school assigned to us by JINC. In 2023, 7 colleagues took part in some form of coaching or training. Additionally, in June 2023, we provided a factory tour to 30 students from VMBO2. In May 2024 we again hosted 18 students for a tour in our factory, where they also got to meet some of our colleagues.

6.3 Sports sponsorship

Menken Orlando is a proud sponsor of the Hazerswoudse Boys, a soccer club in Hazerswoude-Dorp. We are happy to help stimulating a healthy lifestyle in this way, while simultaneously increasing our visibility in the region.



Figure 17. JINC logo – for more information, see www.JINC.nl



Figure 18. Menken Orlando banner alongside a soccer field of the Hazerswoudse Boys.

7. Looking forward

In 2023 and 2024, we as Menken Orlando accelerated on sustainability and formalised the position of sustainability in our overall strategy. We determined our material sustainability topics and tracked progress on current initiatives. Specific targets have been defined, in order to monitor the progress of our sustainability ambitions. Several policies were implemented to embed our way of working in a formal management system. Looking forward, we aim to further improve the alignment of internal and external processes with our sustainability strategy in all layers of the organisation and in our supply chain. Furthermore, we are working on our data infrastructure to improve the effectivity and efficiency of our monitoring and sustainability reporting.

In the coming years, sustainability will be an even more integral part of Menken Orlando throughout all departments. We see strong opportunities to further improve our impact, together with our suppliers and clients. We look forward to the cooperation with our partners and key stakeholders to continuously have a growing positive impact.

A Future...



Together

This sustainability update has been written by the Sustainability Manager of Menken Orlando in collaboration with the Menken Orlando Sustainability core team, and has been approved by the Menken Orlando board in September 2024.

Appendices

Appendix 1. Longlist topics

- Klimaatverandering (climate change)
- Energieverbruik (energy use)
- Hernieuwbare energie (renewable energy)
- Grondstoffenbeheer en circulaire economie (materials & circular economy)
- Voedselverspilling (food waste)
- Afval & verpakkingen (waste & packaging)
- Waterverbruik (water usage)
- Waterveroontreiniging (water pollution)
- Bodemverontreiniging (soil pollution)
- Landdegradatie (land degradation)
- Luchtvervuiling (air pollution)
- Biodiversiteit (biodiversity)
- Dierenwelzijn (animal welfare)
- Transport (transport)
- Gevaarlijke stoffen (hazardous materials)
- Voedselveiligheid (food safety)
- Werknemers gezondheid, veiligheid en welbevinden (employees health, safety & well-being)
- Opleidingen en ontwikkeling (education & development)
- Inclusiviteit en Diversiteit (inclusivity & diversity)
- Mensenrechten (human rights)
- Ketenverantwoordelijkheid (supply chain responsibility)
- Maatschappelijke verantwoordelijkheid (societal responsibility)
- Klant veiligheid en gezondheid (client health & safety)
- Corruptie en omkoping (corruption & bribe)
- Onderzoek en innovatie (research & innovation)
- Klimaatwetgeving (climate regulation)

Appendix 2. Materiality analysis graphs

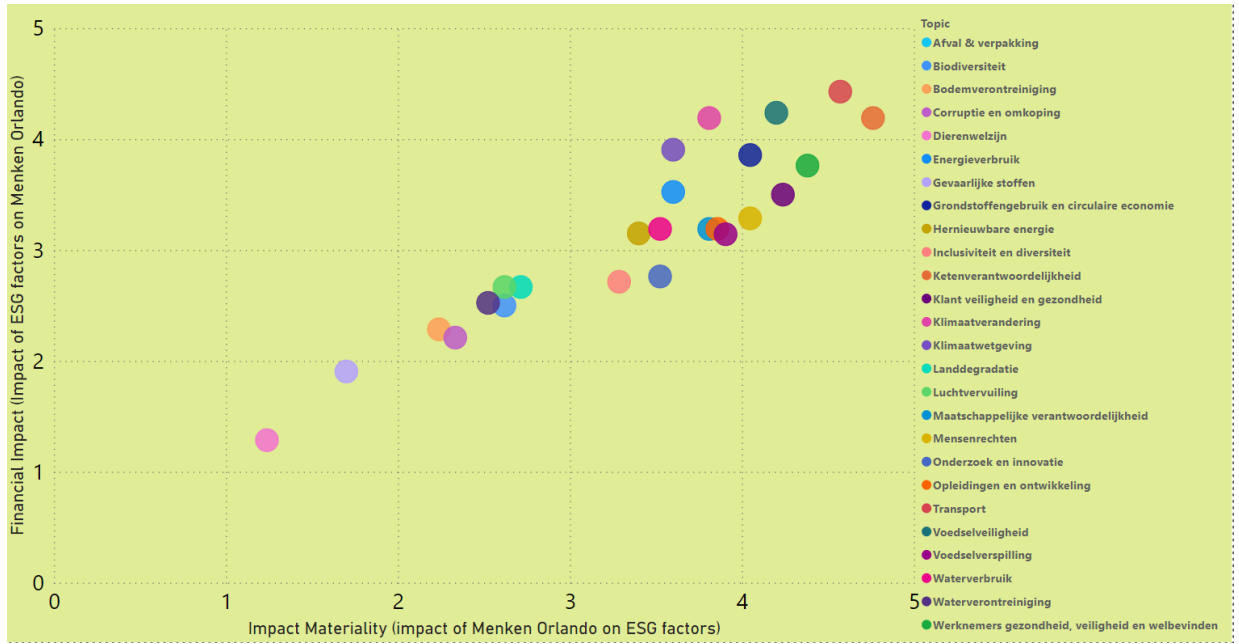


Figure 19. Longlist on topics related to both perspectives of double materiality on scale 1-5

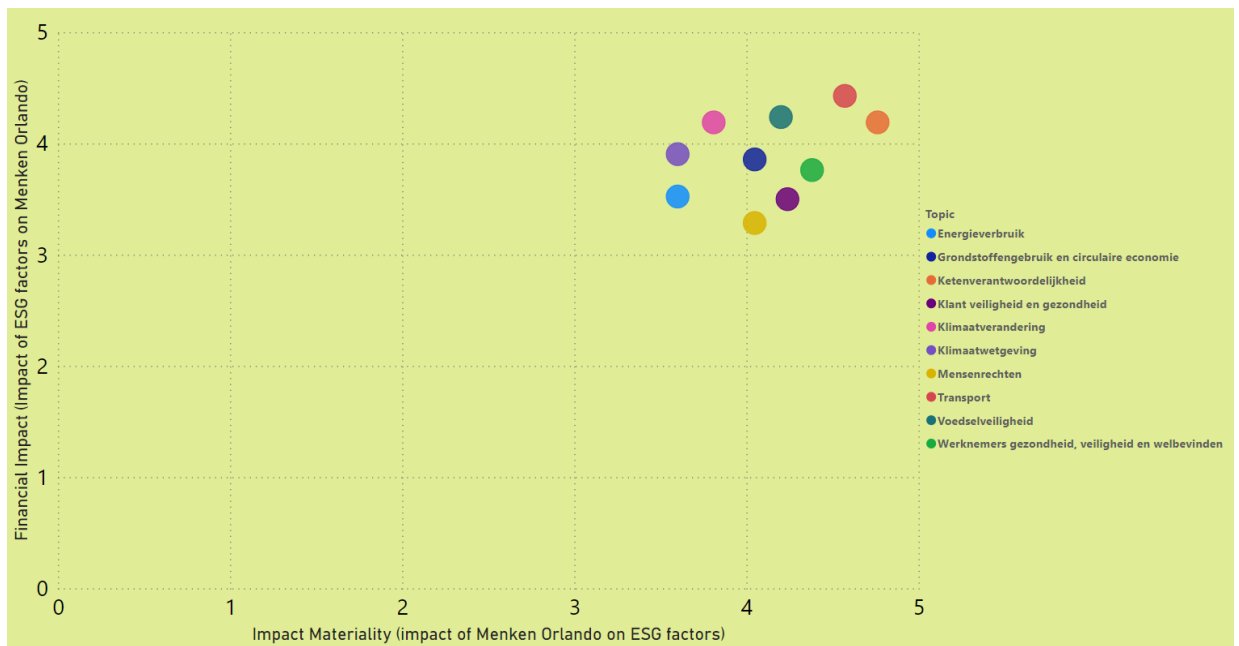


Figure 20. Shortlist on topics (topics score >3.2 on materiality scale from 1-5 on both perspectives)