



Burg
GROUP

*Your specialist in natural
vinegar and syrups*

CSR Report 2023



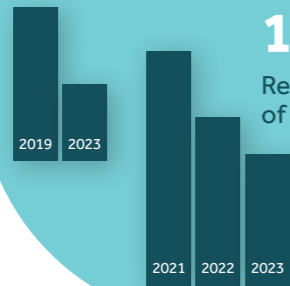
May 2024

1 / Highlights of 2023

Circular

-42%

Waste reduction (kg per liter of product since 2019)



14%

Residual waste of total waste

2021 2022 2023

People



300
employees
in 6 factories

Employee
satisfaction
score of

7,8

Products



Reviewed all suppliers on
environmental and social risk
(due diligence)

-60%

Carbon
footprint
(scope 1 & 2)



100%
of our electricity from
renewable sources



-15%

Natural gas
compared
to 2016

-15%

Electricity
compared
to 2016

CO₂ emissions

Commercial



>350 mio

liters vinegar + syrup sold

> € 140 mio

Turnover in 2023



87%

of our bottles are
recyclable

67%

of our own brand
PET packaging
is rPET

Packaging

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In this sustainability report, Burg Group shares its goals and results on sustainability and gives a glance at upcoming activities. As we need to comply with the European Corporate Sustainability Reporting Directive per Annual Report 2025, we are already complying to a part of the requirements in this report. We kindly invite you to read this report and get in touch if you have any questions, thoughts, or ideas. Please do not hesitate to send an email to: info@burggroup.eu.

2 / Welcome to our year: a brief reflection

Our organization is on a journey in which we are increasingly aware of our purpose, the positive impact we can make on the world and what this means for our way of working and our position in society. In the past years, we were able to increase the volumes of vinegar and syrups produced in our factories and we have an exciting new chapter to add to our family: we opened a new vinegar plant in the US in March 2024.



Patricia Surendonk
CEO Burg Group

The growth of our company also comes with greater responsibility. We are investing in our colleagues to enable them to become knowledgeable partners for our customers and suppliers. With our history in vinegar and syrup production, we know all about the perfect taste and qualities. Vinegar has been known for hundreds of years for a broad range of uses, from cleaning to cooking. We are working with the Dutch Kidney Foundation because vinegar as a taste enhancer is an alternative to salt, thereby resulting in a healthier diet. We also work together with partners in the Netherlands who use our wastewater (containing vinegar) to purify sewage water.

We see that more and more legislation is being developed regarding sustainability measures and reporting, both at European level and in the countries where we operate. We applaud this, because it creates a level playing field, gives us guidance and leads to better supply chain collaboration. As part of our journey towards compliance with the Corporate Sustainability Reporting Directive (CSRD) we conducted a double materiality analysis in 2023. The results of this analysis can be read in this report. We also explain our way of working as required by the disclosure requirements of ESRS 2, as preparation for full compliance with the CSRD in reporting year 2025.

These developments sharpen our thoughts and inspire us to stay ahead of our peers. This year, we started a project to define the purpose of our company. We have discussed in various leadership meetings what this should look like, how we are making a positive impact, and how to accelerate that. We also acknowledge that in several aspects our negative impact is still bigger than our positive. We will share more on our journey towards net positivity in next year's report. For now, I hope this document will inspire you to make a positive change. Feel free to contact me or one of my colleagues for more information about our projects and results in 2023.

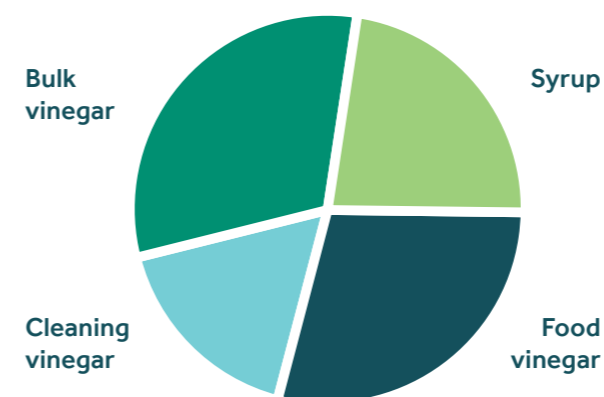
3 / About Burg Group

In 1947, a new kid on the block arrived in the vinegar industry. That year, Cees Bakker acquired the vinegar plant Groenland en Zn and changed the name to De Burg. In the following decades, the company experienced rapid growth, resulting in the current production locations:

- Burg Azijn (NL)
- Burg Siroop (NL)
- Burg Vinegar Belgium (BE)
- Burg Vinaigres France (FR)
- Burg Ocet (CZ)
- Burg Essig (DE)

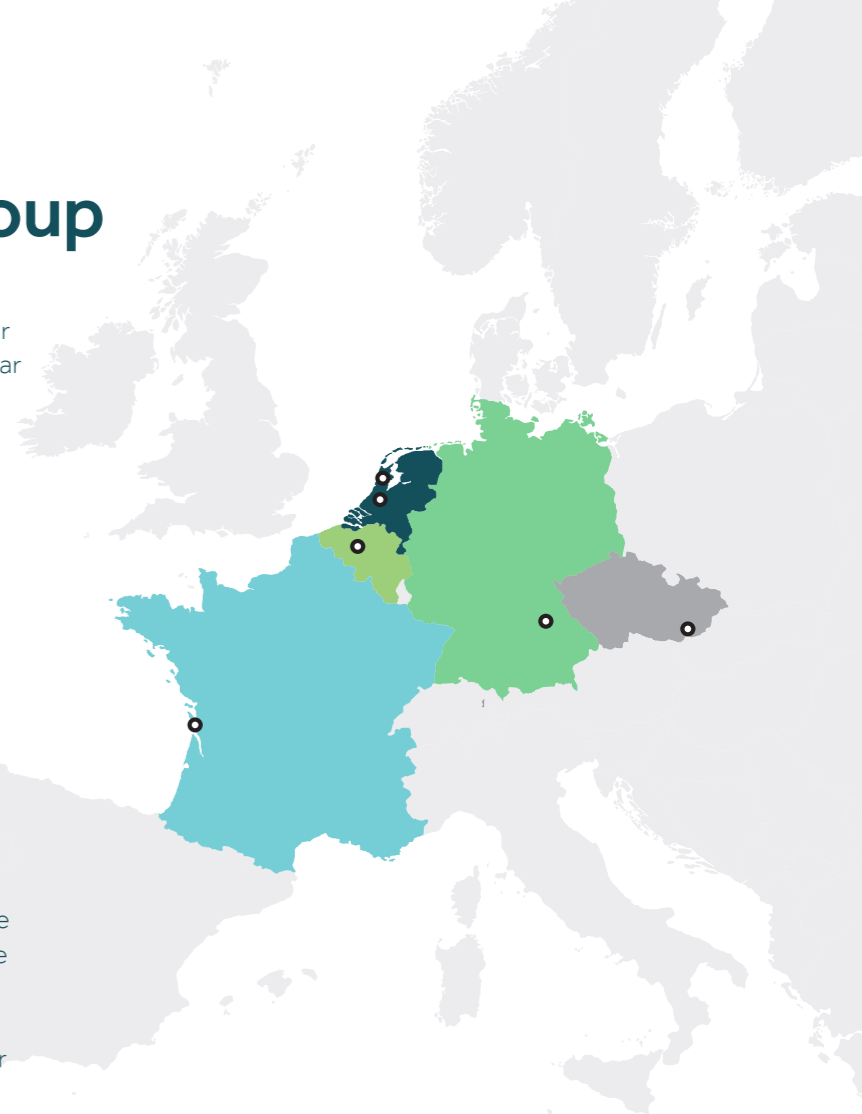
At these six locations, Burg Group produces vinegar for food, cleaning vinegar and fruit syrups. In 2023, construction started of a new plant in the United States of America, which is operational since March 2024. This factory is not yet within the scope of this sustainability report.

In 2023, over 350 million liters of syrups and vinegar for food, cleaning and in bulk were sold.



With our consumer products we mainly serve the private label market (approximately 80% of our volume), but we also produce products under our own (brand) name. We produce private label food and cleaning vinegar for many of the larger European retailers, and private label syrups for the Dutch and Scandinavian retail market.

Our products are sold in over 30 countries worldwide, with a focus on Europe.



We see that many of our customers share our sustainability vision, especially with regard to climate and packaging. This is resulting in more and more supply chain collaboration around scope 3 emission reduction and packaging optimization.

4 / Our products and applications

Burg Group produces fruit syrups, food vinegar and cleaning vinegar. In both the syrup and vinegar supply chains, we do our utmost best to produce responsibly. All our suppliers acknowledge our 'Supplier Code of Conduct' and we work towards a reduction in scope 3 emissions by 2035. Furthermore, our goal is to become CO₂-neutral in our own (scope 1 and 2) emissions. One step towards this is that all the electricity we use for all our factories is already coming from renewable sources.

Syrup

We are proud of our delicious syrups, with many surprising flavors for children and adults to enjoy every day. Burg Group distinguishes itself with a broad range of organic syrups, syrups with fewer calories and optimal flavor.



For our **syrups** we use > 200 ingredients.

Our ingredients come from suppliers throughout EU and beyond.

In our factory in Ter Aar, ingredients are mixed according to specific recipes.

Our syrups are packed in different types of bottles, including metal cans, glass and PET. Our goal is to increase the % of recycled material used.

We minimize the waste in our factories. In 2025 we aim for **0%** residual waste.

Our syrups are sold largely under private label.

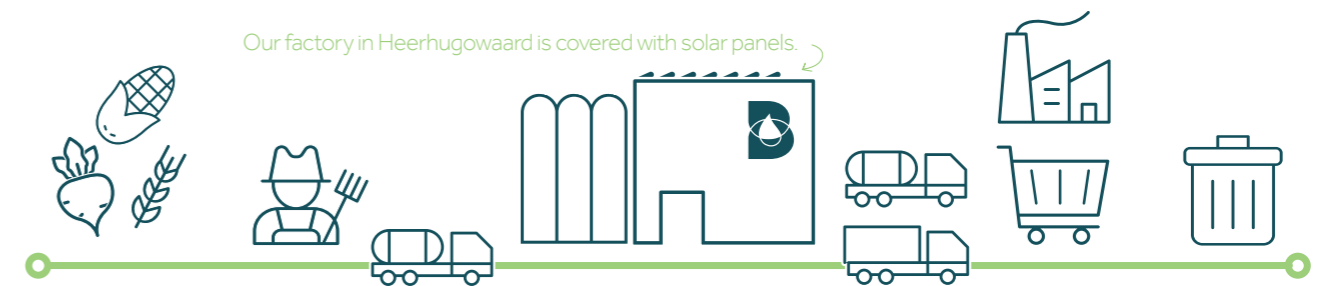
35% of our syrups show a disposal logo.

92% of our packaging is recyclable.



Vinegar

At Burg Group, we believe in the strength of natural vinegar. We manufacture our natural vinegar to an exceptionally high degree of acidity of up to 24% and can dilute it to the correct concentration for consumer use. This high acidity level facilitates more efficient processing and transportation. We sell our vinegar to food manufacturers in bulk, and to retailers as bottled food vinegar. Our cleaning vinegar and biocide against green algae can be found in retail and do-it-yourself stores.



The main ingredient in natural (spirit) **vinegar** is ethanol from sugar, grain or maize.

We conducted a Life Cycle Analysis of our vinegar to identify where the main environmental impact occurs.

In our brewery, acidity bacteria are added to the ethanol. Together with water and air, they ferment it to vinegar.

Approximately **96%** of produced vinegar across all our vinegar factories is natural spirit vinegar, 4% is synthetic vinegar.

We sell food vinegar, cleaning vinegar and vinegar in bulk.

86% of our vinegar packaging is recyclable.



5 / Strategy

Our **vision, mission** and **BHAG**¹ form the basis of our thoughts and actions within Burg Group. The vision of Burg Group is to have a healthier, tastier, or cleaner world. We want to make this happen by playing a leading role in a sustainable and fair way with our natural vinegar and syrups.

We measure our results according to the six strategic pillars of our balanced score card. Together they form the strategy house, which includes sustainability.



As part of our sustainability pillar, we work on four sub-pillars: circular, CO₂ -neutral, responsible products, and responsible packaging.

This sustainability policy was established in 2016. In 2023, we conducted a double materiality analysis to identify whether our current sustainability strategy still has the right focus. The results of this analysis can be found at chapter 14 of this report. Until the planned strategy update is finalized in 2024, we report against the 2016 strategy goals.



¹Big Hairy Audacious Goal; the star we navigate towards.

6 / 100% circular

We want to be part of a circular economy by using 100% renewable raw materials for our products and packaging, and by not wasting anything in our factories.

Burg Group's goals are:

- 0% residual waste in 2025
- 30% waste reduction in 2035 (compared to baseline year 2019)

Our activities and challenges in 2023:

- At several factories, we analyzed our residual waste container to identify opportunities for improvement. This resulted in the placement of more waste bins to facilitate easier waste separation.
- In Germany, we started a partnership with a biogas plant that uses our waste vinegar to produce energy.
- We are constantly looking for ways to reduce production losses. In our factory in Czech Republic we have replaced an air scrubber by a new, more efficient one, thereby reducing waste. In Ter Aar we did a project to reduce losses of syrups during product changes. This led to a reduced loss of over 100.000 liters of syrups.
- To reduce waste from coffee cups, we introduced non-disposable coffee mugs at several sites.
- In several of our factories we installed hand dryers to reduce the number of paper towels after hand washing.
- To reduce paper, we are moving more and more towards digital traceability and archiving in our factories, both at our offices and at the production level.

Our waste

	Goal	2021	2022	2023
% of residual waste compared to total waste ²	0% in 2025	25%	18%	14%
Total waste reduction compared to baseline year 2019 (measured in waste per liter of produced product)	-30% in 2035	-36%	-44%	-42%

Progress on targets

- We are very happy with the declining trend that we see in our residual waste over the past years, due to ongoing projects at all our factories. In our strategy review in 2024 we will assess if we need to adjust our target, as we recognize that some waste products are currently impossible to recycle. We are working with our suppliers as well as waste companies to continuously look for opportunities to better recycle our waste streams. Sometimes our waste streams are too small and sometimes the waste cannot be processed.
- Our waste reduction target for 2035 was already met in 2021, but we continue to focus on further waste reduction.
- As our sales of bottled product is growing relatively faster than of bulk products, we unfortunately see that our waste per liter of product is increasing compared to last year. Our bulk product (going to other companies as an ingredient) is causing less waste as there are no boxes with caps or labels needed, no preforms or bottles that are rejected, etc.

² We define waste as everything that leaves our factory except our produced products and liquid waste (vinegar and syrups that cannot be sold). This includes foil, PET, other plastics, wood, cardboard/paper, glass, metal, hazardous waste, electronic waste, packaging and equipment sold to others, compost and residual waste.

7 / 100% CO₂-neutral

We want to reduce our direct and indirect CO₂ footprint (for scope 1 and 2) to zero and substantially reduce our indirect emissions (scope 3³).

Burg Group's goals are:

- 100% renewable electricity in 2022;
- 0% natural gas used for heating our buildings in 2025;
- 30% energy reduction in 2035 (compared to baseline year 2016);
- CO₂eq neutral scope 1 and 2 emissions³ in 2035;
- Substantial reduction of scope 3 emissions³ in 2035.

Our activities and challenges in 2023:

- Early 2023, we submitted our climate targets to the Science-Based Targets Initiative (SBTi) and had them validated and published. For SBTi, Burg Group fits in the SME category (less than 500 employees), which excludes us from the obligation to publish scope 3 targets.
- We installed more energy-efficient equipment in our factories in Germany, Czech Republic and France. We expect that this will significantly reduce electricity usage at these locations.
- In our factory in Ter Aar, we stopped using one of our cooling cells to reduce energy (approx. 1% of the yearly energy consumption of this factory).
- We installed more charging poles for electric cars. Visitors and employees can now charge their electric cars at all our factories, and we increased the number of charging poles in Heerhugowaard and Ter Aar. This increases our electricity usage but reduces CO₂-emissions from our colleagues' commute and business travels.
- In Belgium, we replaced the lamps in the production hall, brewery, and compressor area with more energy-efficient LED-lights to reduce the consumption of electricity.
- In our factory in France, we did a staff training on energy awareness, including an interactive factory tour to spot opportunities to reduce energy.
- In several factories, we invested in improved insulation, both of our buildings (e.g. roof) as well as production pipes to reduce energy losses.
- Our main transport partner has achieved a Lean & Green certification, which results in less emissions from truck transport.

Our electricity usage

	Goal	2021	2022	2023
% renewable electricity compared to total electricity usage	100% in 2022	72%	98%	100%
Electricity reduction compared to baseline year 2016 (per produced liter of product)	-30% in 2035	-10%	-9%	-15%

Progress on targets:

- In April 2022, we switched to 100% electricity from renewable resources and we have added this as a requirement for all future electricity contracts.
- We are constantly looking for ways to reduce our electricity usage, resulting in a 15% reduction per produced liter of product since we started measuring in 2016. We are a growing company and in 2023 we grew more in bottle production compared to bulk. As bottle production is more energy intense, we are proud that we were nonetheless able to achieve a decline in energy need. However, we also see that for the future, we need to gain even better insights into opportunities for reduction to meet our goals.

Our natural gas usage

	Goal	2021	2022	2023
% of sites that use natural gas for heating	0% in 2025	83%	83%	83%
Natural gas reduction compared to baseline year 2016 (per produced liter of product)	-30% in 2035	-8%	-13%	-15%

Progress on targets:

- We asked all our factories to switch from gas heating to other ways of heating and all but one have drafted plans to do so in 2024. These plans took longer than we expected as we also investigated how to use residual heat from our production process for heating our buildings.
- We expect most factories to stop using gas for heating in 2024. Our factory in Heerhugowaard cannot use more electricity due to restrictions on the electricity grid. We need to use 2024 to identify alternatives.

Our CO₂ emissions

	Goal	2021	2022	2023
CO ₂ -emissions scope 1 and 2 (tonne)	CO ₂ neutral in 2035	2691	1594	1068
CO ₂ -emissions scope 3* (tonne)	Substantial reduction in 2035	1851	1972	1379

* Includes (outsourced) transport between our factories, commuting, business travels, paper.

Progress on targets:

- We are continuously lowering our carbon emissions. The switch to electricity from renewable sources resulted in lower emissions. We also reduced the transport between our factories, partially because we no longer make our own preforms in Heerhugowaard. Our reduction in natural gas for production in Ter Aar also caused a reduction in emissions.
- In 2024, we are planning to gain a better understanding of scope 3 emissions from purchased goods and services, which will enable us to set a SMART target for reducing these emissions.

³ We use the Greenhouse Gas Protocol to measure our CO₂ -footprint. This protocol takes into account 3 scopes. Scope 1 are the direct emissions from the organization, scope 2 emissions are indirect emissions from the generation of purchased energy. Scope 3 emissions are all indirect emissions that occur in the value chain of the company, such as suppliers and customers.

8 / 100% responsible products

Our aim is that our products can be used safely and have no negative impact on the environment. We cooperate with suppliers to ensure that our ingredients are produced in a responsible way.

Burg Groups goals are:

- 100% of our suppliers acknowledge our Supplier Code of Conduct in 2022;
- 100% of our suppliers are included in our risk-analysis tool in 2022;
- 100% of our products comply with our sustainable product criteria in 2035.

Our activities and challenges in 2023:

- We initiated an audit against the Sedex Members Ethical Trade Audit (SMETA) 4 pillar standard. This audit included requirements on social and environmental topics. The audit gave us insight into best practices related to human rights and environmental policies.
- Our product development team worked on our sustainable product criteria framework. The criteria focused on the type of raw materials, effectiveness of our end products, nutritional value, and shelf-life extension. These criteria are often difficult to measure, and improvements are often already integrated in our way of working.
- With the update of our corporate website, we included both our internal and the Supplier Code of Conduct on our website.
- Towards the end of 2023, we started a project to update our Supplier Code of Conduct. Our aim is to align it more closely to the OECD guidelines while keeping it focused and readable.

Our suppliers

	Goal	2021	2022	2023
Suppliers that acknowledge our Supplier Code of Conduct (as % of total number of suppliers)	100% in 2022	95%	94%	95%
Suppliers included in our risk-analysis tool (as % of the total number of suppliers, excluding Burg Siroop)	100% in 2022	100%	100%	100%

Progress on targets:

- Our Supplier Code of Conduct is now an integral part of our supplier contract and therefore signed by every new supplier.
- All suppliers for our vinegar factories are included in our due diligence risk-analysis, and mitigation measures are included in our purchasing plans. Suppliers for our syrups will be included as of 2025.

Our product formulations

	Goal	2021	2022	2023
% of products that comply with our sustainable product criteria	100% in 2035	Will be measured as of 2024		

9 / 100% responsible packaging

We aim for all our packaging to be 100% renewable and fully circular.

Burg Groups overall goals are:

- Improve recyclability of our packaging;
- Increase the volume of recycled material;
- Stimulate packaging with lowest (environmental) impact;
- Weight reduction of our primary packaging;
- Improve communication on our primary packaging.

These goals are detailed in SMART goals, as shown in the tables below.

Our activities and challenges in 2023:

- For more and more products, we are moving away from virgin packaging material. For example, for our Bzenecky Ocet small bottles, Rio 1-liter bottles and Rio 5-liter cans. Most of our bottles and cans are made from PET, some of our cans are HDPE, which we have switched to rHDPE.
- We won a new customer that wanted a 100% rPET bottle, which their supplier could not provide. With our experience on recycled PET, we were able to start our collaboration.
- We are switching from paper labels to PE/PP labels, which improves recyclability.
- With the new European legislation on tethered caps, we introduced tethered caps for our products. This resulted in a saving of over 14.000 kg virgin plastic material in 2023 as this cap is smaller by design.
- Our IBC's (1.000-liter containers) are cleaned and re-used by our supplier.
- Our purchasing team worked on a project on recycled cardboard and paper. They discussed our targets with our cardboard suppliers, developed an internal checklist, and presented their results to a wider group of colleagues. Sometimes it can be more sustainable to reduce overall weight, but use more virgin paper.
- We hired a packaging technologist, a new role within Burg Group. In 2023 this was an interim hire, who helped us improve our packaging reporting, as this is more and more important for our strategic planning (both for marketing and sustainability) and for our customers. Per April 2024, a permanent hire will start.

Our packaging – recyclability

	Goal	2021	2022	2023
Recyclable primary packaging (measured in produced products)	100% in 2024	83%	84%	87%
% Unbleached paper/cardboard	75% in 2024	100% of bleaching done in total chlorine-free process		

Progress on targets:

- We measure the recyclability of our packaging in three categories: not recyclable; not optimally recyclable; and recyclable. Some of our PET bottles have a transparent green color, which is not optimal for recycling as it can only be re-used for colored plastic. However, in our Eastern-European markets it is very common that cleaning vinegar comes in green bottles. Also, some of our fruit mixes come in green bottles which protects them from sunlight and extends shelf life. If we include these, we have produced 98% recyclable products in 2023.
- Some of our secondary cardboard boxes are bleached to support coloring (especially for shelf-ready packaging). We have discussed with our supplier to what extent the bleached cardboard can still be recycled. They bleach cardboard in a totally chlorine-free process, which does not negatively impact recycling.



Our packaging - recycled material

	Goal	2021	2022	2023
% recycled PET for our own brands primary packaging (measured in weight) ⁴	100% in 2023	29%	43%	67%
% recycled PET for private label primary packaging (measured in weight)	50% in 2023	15%	21%	27%
% recycled PE for primary packaging (measured in weight)	50% in 2023	0%	2%	7%
% recycled plastic for secondary and tertiary packaging (measured in weight)	75% in 2024	14%	21%	24%
% recycled glass for primary packaging	100% in 2024	63%	63%	68%
% recycled metal for primary packaging	100% in 2024	66%	55%	69%
% recycled paper/cardboard ⁵	75% in 2024	57%	62%	61%

Progress on targets:

- We made great steps in our usage of rPET and are moving much quicker for our own brands compared to the market. However, we did not meet our target for 2023. In some of our markets, high inflation resulted in price pressures, and we decided not to raise prices. For some of our brands, we postponed a rebranding that was linked to the new bottle made from rPET. All in all, we are satisfied with the steps taken and will continue to increase the amount of rPET we use.
- For private label rPET as well, we did not meet our goals. It proved more difficult to convince customers to switch from virgin PET to rPET. We continue to push this option to our clients. Furthermore, we seek customers that want to make the switch to recycled PET.

Our packaging - environmental impact and weight reduction

	Goal	2021	2022	2023
% FSC/PEFC certified paper/cardboard	100% in 2022	100%	100%	100%
Average weight PET bottle compared to baseline year 2019 (per produced liter of product)	To be determined	-5%	-7%	-6%
Total weight of glass packaging compared to baseline year 2020	Replaced with lower environmental footprint alternatives	-9%	-12%	-26%

⁴We made a correction regarding the percentage of recycled PET for our own brand products. In our database, one private label was incorrectly registered as own brand. We now excluded this product, which increases the percentage of rPET used (2021: from 18% to 29%).

⁵We made a correction regarding the percentage of recycled paper/cardboard in 2022 (from 60% to 62%).

Progress on targets:

- In 2023, we sold our preform molding equipment (Husky). It only produced two types of preforms, which were not always the most sustainable options. Now that we purchase our preforms instead of producing them, we can specify the weight according to specific bottle requirements.
- Glass bottles are mainly used for organic syrups and baby fruit juices. As the environmental impact of glass bottles is high, we are discussing with our customers to move to other packaging materials where possible.

Our packaging - communication

	Goal	2021	2022	2023
% Packaging that contain disposal guidance	100% in 2022	33%	38%	47%

Progress on targets:

- To facilitate better waste sorting by consumers, we aim to include a disposal logo on all our packaging. However, progress is slower than expected as we only change labels when we are out of stock, to prevent waste. In Czech Republic there is no national agreement on which disposal logo to use and local legislators informed us not to develop a company-specific guidance.
- When excluding Czech Republic and private label products, 84% of our packaging contains a disposal logo.



10 / Our people

Around 300 employees create a professional organization with a friendly atmosphere. Although we operate internationally, Burg Group has short lines and communicates in an open way. We are social and innovative.

Burg Groups goals are:

- Further develop a people strategy for the coming years, based on our ingredients. Central in our people strategy is our desire to continuously improve and develop ourselves.
- Team development: team performance at desired/ stated level.
- Development: a Personal Development Plan (PDP) is set per employee and will be part of performance management.
- Culture and leadership: the culture supports the company goals. To achieve behavioral and cultural change, we will develop a leadership framework. Managers play a crucial role regarding employee engagement and are key players in changing behavior.
- Employee Journey: Burg Group is known as an attractive employer.

Our people

	Burg Groep (NL)	Burg Azijn (NL)	Burg Siroop (NL)	Burg Vinegar Belgium (BE)	Burg Vinaigres France (FR)	Burg Ocet (CZ)	Burg Essig (DE)
Number of FTE (average) ⁶	52	55	45	21	64	52	11

Diversity and inclusion

	2021	2022	2023
Composition of management team, by gender	25% female, 75% male	25% female, 75% male	25% female, 75% male
Composition of Supervisory Board, by gender	0% female, 100% male	0% female, 100% male	0% female, 100% male
Composition of general management ⁷ , by gender	17% female, 83% male	14% female, 86% male	19% female, 81% male
Composition of general management, by age	5%: 20-35 51%: 36-50 44%: >50	5%: 20-35 57%: 36-50 38%: >50	0%: 20-35 52%: 36-50 48%: >50
Number of reports related to discrimination / unwanted behavior	1	0	1

⁶ Calculation based on all our permanent and temporary employees, calculated to full-time employment (40 hrs a week).

The number is based on the average FTE throughout the year.

⁷ We define General Management as all direct reports of our Management Board.

Employee satisfaction

	2021	2022	2023
% participation	81.0%	76.5%	78%
Average employee satisfaction score on a scale of 1-10	7,6	7,7	7,8
Net promotor score	+38,2%	+39,5%	+47,8%

Our employee satisfaction survey is conducted annually by an independent market research firm. The results are discussed with the management team and then shared with the rest of the organization. Agreements are made locally with regard to picking up relevant points for improvement. In 2023, there was a particular focus on communication and collaboration.

Our safety situation

Burg Groups goals are:

- More safety awareness;
- Better safety index score.

Our activities and challenges in 2023:

- In 2023, we continued to work on capacity building of our colleagues in the Quality, Health, Safety and Environment (QHSE) teams. They, in turn, train our other colleagues to increase safety awareness. We can see that training given in 2022 is paying off, showing increased awareness and less accidents.
- Since a couple of years, we are working on the project 'BASIS' to ensure better management of our safety situation. To track progress against the four defined stages, we are evaluating all our factories each year. In 2023, we can see that nice progress was made on the implementation of the BASIS project, with all sites close to the third stage (out of four).
- In Q2 a company-wide QHSE meeting was held at our factory in France, with a mixed agenda and valuable input from all sites.
- In 2023, there were 2 accidents with lost time. All injured staff are in good state of recovery, no permanent damage is to be expected. Corrective actions were taken after a root cause analysis. There was no need to inform authorities in these cases.

	2021	2022	2023
Safety awareness: number of registered unsafe situations (in the areas of safety and environment)	734	983	973
Safety index (number of accidents per 200.000 worked hours)	1,7	1,6	0,8

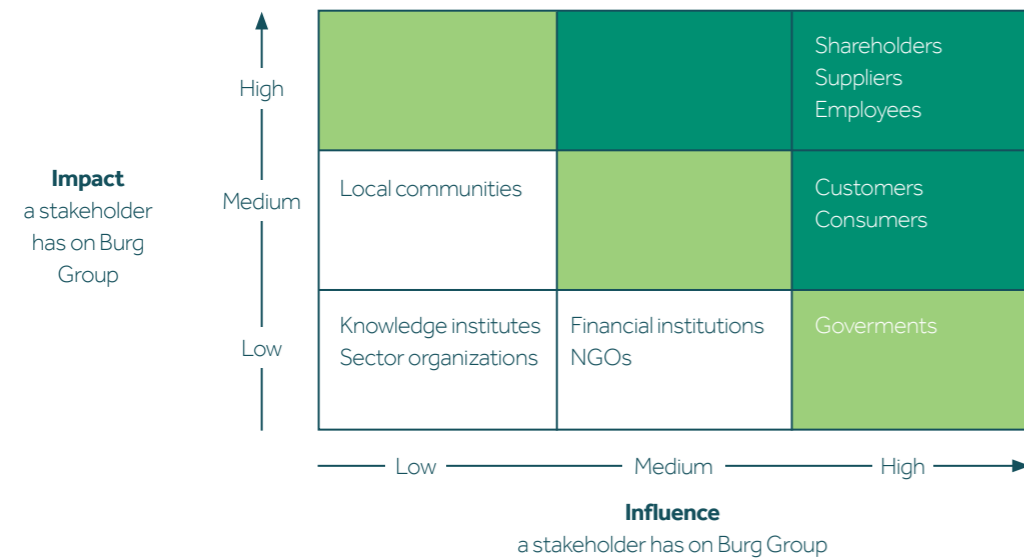
Progress on targets:

- Our targets regarding reporting of accidents on health, safety and environment have been met. In total 973 (almost the same as in 2022) incidents/near misses were reported, including environmental reports. The number of reports shows positive signs of increasing awareness among colleagues. For the first year, the ratio between accidents and reports is over 300, which means that theoretically, sufficient unsafe situations are reported, and effort can be redirected to the quality level of the reports.
- Safety performance improved by 2 lost-time accidents (in 2022: 4). Underlying metrics keeps improving, with 4 sites at the perfect 0 accidents.
- Combining the 5 vinegar sites, the safety index is 0.5: close to benchmark, and well below industry average.

11 / Stakeholders and partners

We care about our employees and other stakeholders. We strive to be a committed enterprise and a pleasant neighbor that contributes to our industry, the environment and generally to the Sustainable Development Goals set by the United Nations. Our actions towards this must fit with our mission statement: 'The world becomes healthier, tastier, and cleaner with our natural vinegar and syrup. We strive for a clean heritage.'

We identified several stakeholder groups and their importance to our business, shown in the graph below.



We engage in different ways with different stakeholders.

Stakeholder group	Engagement
Shareholders	Burg Group is a family-owned company, and our shareholders are therefore part of the Bakker family. Some of them have voting rights and some are certificate holders that are informed of the strategic direction of the company. We include the views of the shareholders who have voting rights in our strategy updates and other key strategic decisions.
Suppliers	We are regularly in touch with our key suppliers through meetings and email. With them, we discuss prices and agreements, but also projects and innovation. With our main suppliers we agree on sustainability projects that we collaborate on. Our suppliers expect good business practices from us and would like us to support their strategy. We respond to this by offering attractive prices, maintaining long-term relationships and spending time on personal contact moments. We expanded our purchasing team in 2023 to improve our capabilities for tailor-made agreements with our suppliers where needed.
Employees	Our colleagues are the foundation of our success. We need our employees to meet our goals. With the current tight labor market, it is important to retain our talents. We maintain close relations with all colleagues and are responsive to employee concerns and suggestions for improvement. This is done through town hall meetings, intranet, leadership meetings and team meetings. We also conduct a yearly employee satisfaction survey. All feedback helps us to improve our strategy and processes, including internal communication, HR-practices, and recruitment.

Stakeholder group	Engagement
Customers	Our customers are important to us. We produce many private label products, resulting in a situation where we don't have final (legal) responsibility over these products. However, we do want all our products to become more and more sustainable and work together with our customers to achieve this. We see that our customers focus more and more on sustainability in their own operations and supply chains. This results in more frequent interaction regarding sustainability topics. We use customer feedback in our commercial offer as well as in our overall proposition and strategic direction of the company.
Consumers	We are in touch with consumers through research, attending fairs and through our sales channels. This helps us develop new products and packaging, and set the right marketing strategy. Especially for our syrups, we continuously develop new flavors to meet consumer demand.
Governments	Compliance with local, national, and European legislation is key to our operations. As we operate in 5 different countries and sell our products in many more, we follow the development of new legislation closely. In some of the countries where we operate, we are the only vinegar producing company, which makes it harder to ensure sufficient knowledge is present with policy makers. We therefore try to share information about vinegar production and its many uses. We engage with governments through meetings and compliance processes and adjust our way of working when required by law.
Local communities	We provide financial support to the sports clubs where our staff members are active. We also support several charity organizations, either financially or with our time and knowledge, such as Praethuys Alkmaar, Stichting Familiehuis Noordwest and Rescue Dogs - Service Dogs. We also donate vinegar and syrups to local food banks where possible.
Knowledge institutes	We have various relationships with knowledge institutes, for example because we employ students or collaborate in research programs. This helps gain insight into the latest scientific developments.
Sector organizations	Together with our industry peers, we are committed to high-quality and sustainable innovations. We are members of The Vinegar Institute, Culinaria NL, Kulinaria DE, France (Fedalim) and Culinaria Europe, Federatie Nederlandse Levensmiddelen Industrie (FNLI), Nederlandse Vereniging voor Frisdranken, Waters en Sappen (FWS), NVZ-Schoon-Hygiënisch-Duurzaam, the Belgian association of food producers Fevia, Tuinbranche Nederland and Artemis Natuurlijk. In addition, our CEO chairs the business group Bedrijfskring Heerhugowaard.
Financial institutions	We have regular meetings with our bank to discuss our financial performance and strategic direction.
NGOs	We collaborate with NGOs such as the Nierstichting in the Netherlands, to promote a healthy diet with less salt. We are also partners of the Female Cancer Foundation and are Business Friend of the Máxima Center for pediatric oncology in the Netherlands. We are in contact with environmental NGOs in the Netherlands regarding the environmental impact of vinegar on soils and (ground)water.

Our management team is often present in meetings with key stakeholders, or they are informed about the results through email or in update meetings. As we are a relatively small organization, we only have a few colleagues who engage with external stakeholders, and we inform each other often in an informal way.

12 / Governance

The Management Board (MB) is charged with managing the company under the supervision of the Supervisory Board (SB).

The business governance cycle provides the framework within which management and supervision takes place. This is summarized as follows:

Topic	Description	Approval	
Long-Term Plan	3-5 year business planning, scenario & risk-assessment based	annually	SB
Annual Budget	Detailed (monthly) business & financial planning, incl. investments and departmental budgets	annually	SB
Group Balanced Scorecard (BSC)	Objective setting & monitoring on key business dimensions: People, Safety, Quality, Efficiency, Sustainability, Growth	annually	SB
Latest estimate	YTD actual results + YTG projections, adjustment of plans where appropriate	quarterly	MB
Actual reporting	Reporting of monthly and YTD results (financial + BSC) vs. Budget & LY.	monthly	MB
Management Report	Annual accounts as approved by external auditor	annually	SB

Within Burg Group, we want all departments to work on the relevant sustainability topics and achieve the goals of our overall sustainability policy. In 2023, we slightly changed the sustainability governance structure. We have reached a point where sustainability is well embedded in the organization and more departments are committed to the company's sustainability goals.



Since 2016, the Taskforce Sustainability acted as a group of enthusiastic colleagues promoting sustainability throughout the Burg organization and initiated sustainability projects. In 2023, we realized that not all of our key business owners, responsible for embedding our sustainability goals in all our actions and projects, were represented in the Taskforce Sustainability. This makes it more difficult to align priorities and opportunities. We therefore decided to end the Taskforce Sustainability. To ensure progress on goals, the relevant business owners are now more empowered to take action and accountability.

Management Board

The Management Board develops our overall strategy and ensures its effective implementation.

The Management Board

	Patricia Surendonk	Gerrit Keen	Sebastiaan Besems	Dick Kuiper
Role	CEO	CFO	CCO (leaving Burg Group per 1 May 2024)	COO
Experience	Patricia is educated in law and worked in the financial sector prior to joining Burg. Over the last 20+ years, she fulfilled several roles within Burg Group, of which the last 8 years as CEO. Besides this, she serves in several supervisory roles and chairs the business group <i>Bedrijfskring Heerhugowaard</i> .	Before his appointment as CFO in 2023, Gerrit held various senior finance positions at Heineken, including in the Netherlands, Ethiopia, Austria, and Russia. He started his career as financial auditor at KPMG. Gerrit has a master degree business economics from the RUG and is a Dutch qualified chartered accountant. At Burg he is responsible for our financial performance, with a focus on growth and profitability, ESG performance management and reporting. Gerrit also has global IT responsibility.	Sebastiaan has over 20 years of experience in fast-moving consumer goods. First over a decade with Unilever, then almost a decade at Carlsberg Group, both in a professional multinational setting. He has an education in business and finance. Sebastiaan was appointed CCO at Burg group in 2020 focused on our commercial offer and attractive pricing.	Before joining Burg as COO in 2018, Dick worked for various international food companies, including Verkade (Pladis), Unilever and Friesland Campina. His responsibilities at Burg Group focus on operational excellence and continuous improvement. As COO Dick is responsible for our strategic pillars on growth, quality, safety and efficiency.

Strategy and business objectives cascade through the company in a variety of ways, including senior leadership summits twice a year.

Supervisory Board

The Supervisory Board supervises the strategic direction of the Management Board and the general course of affairs in the company and its affiliated enterprise. It provides advice to the Management Board. In fulfilling its duties, the Supervisory Board focuses on the interests of the company and the business associated with it.

In 2023, the Supervisory Board met with the Management Board six times. Besides the formal business governance topics, key topics in these meetings are: the elements of the business governance cycle, sustainability, business controls and risks management.

There are no specific committees as part of the Supervisory Board.

Since our first CSR report over 2021, the Supervisory Board has given approval of the annual CSR report before publication. This enabled them to be informed about Burg Group's targets and progress on sustainability topics. In 2023 for the first time, our Sustainability Manager gave an in-depth presentation of progress on our targets to our Supervisory Board, as well as key developments we see that could impact us in the future. This led to a discussion on risks and opportunities and the required actions to be implemented, including climate footprinting and more collaboration with supply chain partners.

The Supervisory Board

	Marcel Kannekens	Baptiest Coopmans	Anton de Bock
Role	Independent board member (chair)	Independent board member	Independent board member
Experience	Marcel Kannekens chairs our supervisory board. He brings in over 25 years of experience in executive management and consulting. Kannekens is partner at Park Corporate Finance and currently serves on the non-executive boards of a number of companies in the Netherlands. Prior to that, he worked for over 15 years in Unilever, as CFO of the frozen food & ice cream business in the Benelux, as managing director of Unilever's meat business and in a variety of supply chain and finance roles in Europe and South America.	Baptiest Coopmans is senior vice president of Liberty Global. Prior to that, he was, among others, CEO of Ziggo in the Netherlands during the merger with UPC, member of the board of directors of KPN, and he held various management positions at Unilever at home and abroad for 17 years. In addition, Coopmans is experienced in supervisory roles. Among others, he was chairman of the Supervisory Board of Eindhoven University of Technology and is a member of the Supervisory Board of TNO and Royal Friesland Campina.	Anton de Bock has over 40 years of experience in the food sector as general manager and business owner. He has mainly been active in the mid-market, where he focused on growth strategies, margin increase and healthy sales. In recent years he has acted as strategic and financial advisor for a range of companies, including SIM BV, which focuses on supply chain mapping, due diligence and risk control.

Sustainability Manager

Our sustainability manager Andrea Bolhuis is responsible for developing the sustainability strategy and facilitating its implementation process within Burg Group. The sustainability manager monitors progress against the defined targets and identifies opportunities for acceleration. She also works on internal and external engagement and communication. The sustainability manager reports directly to the CEO.

Our sustainability manager has over 10 years of experience in sustainability in the food and retail sector. She has expertise in target setting and monitoring progress; sustainability governance structures and incentives to drive change in for-profit organizations. She has expertise in the details of climate strategies and carbon calculations; environmental management; circularity; responsible sourcing and supplier due diligence and sustainable packaging solutions.

The sustainability manager chairs the sustainability steering committee and has regular update meetings

with all management board members to discuss current issues. She is also involved in the yearly review of our business risk and opportunity analysis and in preparing for environmental external audits, such as ISO 14001.

Sustainability Steering Committee

The Management Board members are also members of our Sustainability Steering Committee. The steering committee meets quarterly to evaluate the progress on our sustainability targets and adjust course when needed. This includes a review of the effectiveness of policies, actions, metrics and targets related to sustainability. In addition, the committee guides the strategic direction and takes final decisions related to sustainability. They validate the results of our materiality analysis, and are informed of relevant sustainability legislation, risks and opportunities. Some of the topics discussed in 2023 are: results of the Life Cycle Analysis (LCA) of vinegar and magnitude of scope 3 emissions, ESG reporting, natural gas usage for heating our buildings, recycled content in our PET and HDPE packaging, residual waste and double materiality assessment.

Business owners

For each sustainability target we have assigned a business owner. This includes, for example, our plant managers for waste and electricity reduction, and our marketing manager for packaging. These business owners are responsible for these topics and need to include our sustainability aims as part of their daily business. They monitor progress and allocate resources on projects where needed. Our business owners are regularly in contact with our sustainability manager, either directly or through our sustainability linking pins.

Sustainability linking pins

For each of our two business units (operations team and commercial team) there is a sustainability linking pin, who gives sustainability updates in team meetings, collects written information on projects on a quarterly basis and is the first contact person for the team in case of questions. The linking pins have at minimum monthly update meetings with the sustainability manager to exchange information on internal projects and strategies, and external developments related to sustainability.

Sustainability Ambassadors

Each Burg site has a Sustainability Ambassador who emphasizes the sustainability strategy on the local site and provides input to the group sustainability manager about important local sustainability issues. The ambassadors also help organize local events and communicate about our sustainability results.

Ownership

Currently, the second and third generation of the Bakker family co-owns the company.

Integration of sustainability targets in remuneration policies and incentive schemes

The general management's annual incentive scheme is based on performance on the annual targets of the Balanced Score Card (BSC). The BSC includes targets on all our six strategic pillars, of which sustainability is one. The six strategic pillars have equal weight. The Supervisory Board approves both the annual BSC targets as well as the actual scoring performance on those targets. At the end of the year the annual incentive is determined, based on a) financial performance of the company (profit), b) the BSC results and c) individual performance.

In 2023, the following sustainability targets were included in the BSC:

Indicator	BSC target	Department BSC	Actual result
Gas (per liter produced)	-17% since 2016	Burg Group	Not met (-15%)
Use of recycled PET for Burg packaging	75%	Burg Group	Not met (66%)
Use of recycled PET for private label packaging	37%	Burg Group	Not met (27%)
Electricity (per liter produced)	-18% since 2016	Burg Group and Burg Operations team	Not met (-15%)
Waste (per liter produced)	1,15 gram/liter	Burg Operations team	Not met (1,18 gram/liter)
% Residual waste	16%	Burg Operations team	Met (14%)
% recycled HDPE for our own brands primary packaging	25%	Burg Commercial team	Not met (7%)

The BSC targets are reviewed and updated each year to ensure progress. The targets on sustainability are set by the relevant business owner with input from the sustainability manager, and approved by the Management Board and Supervisory Board.

13 / Impact, risk and opportunity management

Risk management is integrated in our business processes and embedded throughout the organization. The continuous risk management processes consist of identifying, measuring, reporting and evaluating various risks.

An important element is our risk management framework, including organizational set-up, risk limits, roles & responsibilities, as well as policies & procedures (such as controls).

Our group-wide Business Risk & Opportunity analysis is evaluated and updated on ongoing basis, with formal annual review and approval by the Management Board. This process is led by the Group QHSE manager and supported by the CFO. The Business Risk & Opportunity analysis provides a quantitative business risk assessment of all key business risks, together with mitigating actions/controls and prioritizations for follow-up. This feeds back into strategy setting and annual business planning. Sustainability & environmental risks are integral parts of our overall business risk framework. These risks are business owned with strong sponsorship from the sustainability manager.

Internal policies are in place to mitigate operational risks and thus safeguard the integrity of our employees, external stakeholders, and business processes. Key examples are:

- We request our suppliers to sign our Supplier Code of Conduct.
- We have a whistleblower & complaint policy in place allowing employees and other stakeholders to safely voice any concerns.
- Cybersecurity is a continuous area of attention that is addressed with a combination of technical measures and employee training.
- Quality and Safety are key elements for the safety of our employees as well as the quality and reputation of our products. Every production site has a QHSE Manager who is responsible for designing and embedding of appropriate Quality, Health, Safety, Environmental management systems.
- In the field of working conditions, safety and process safety, all plants have up-to-date risk management via Risk Inventory & Evaluation (RI&E), which is actively managed.
- Various external audits (insurance, food & production standards compliance (e.g. IFS), financial) are executed every year to audit our compliance to both internal and external standards. Audit findings are centrally recorded and follow-up actions are monitored as part of overall Business Risk management cycle.

Our IFS-certified HACCP-based food safety systems are mature, and food safety is at a high level. In 2022, we achieved A.I.S.E. certification for sustainable cleaning products. We are working with all our factories towards ISO 14001 (environmental management), that requires us to conduct an environmental risk analysis.



14 / Double materiality assessment

In 2023, Burg Group performed the first (double) materiality assessment. This project was initiated to comply with relevant legislation and to get validation on the sustainability strategy. An external consultant was hired to support the process and internal and external stakeholders were included to ensure a solid result.

Process

The process followed 3 main steps, visualized below.



Step 1. Baseline and longlist

The baseline measurement of step 1 was performed to determine which ESG topics are to be assessed in further steps. The step was split into two main activities to collect the insights needed: an internal analysis and an external analysis.

- The internal analysis was executed to get an understanding of our current (sustainability) strategy and efforts related to sustainability.
- The external analysis was performed to get an understanding of the external environment in the form of key peers, suppliers, and customers as well as main legal developments.

The internal analysis was performed by analysing strategic documents and linking the contents with the ten ESG topics and various underlying sub-topics described in the European Sustainability Reporting Standards (ESRS) which form the backbone of the CSRD.

The external analysis was performed by reviewing a selection of external actors in the categories: suppliers, peers, and customers. Companies in scope represented the markets in which Burg Group is active, considering the size of the companies, geographic spread, market presence, commercial relevance both upstream and downstream and maturity of sustainability.

After executing the internal and external analysis, the respective input was used to conduct the longlist of ESG topics.

Step 2. Stakeholder consultation

Stakeholder engagement is an important element of the CSRD expectations to retrieve potential material (financial) impacts. This resulted in a separate step

in the process. Stakeholders were engaged through interviews, that were conducted with a supplier, customer and a peer. Employees were included in the other steps of the process and through internal documentation.

Using the insight from the internal analysis, external analysis and the interviews, a shortlist of topics was drafted.





Step 3. Assessment






The purpose of the assessment was to determine:


- The main (potential) impacts of Burg Group on people, society and the environment and society ('Inside-out')
- The main (potential) financial impact of the outside world on the (financial) performance of Burg Group ('Outside-in')

Following the final shortlist of topics, the impacts were determined. The determination of impacts was based on the findings of step 1, interview input and expert knowledge. Workshops with internal experts were held to further identify the most important impacts related to each topic. In total, two materiality workshops were conducted, split out for environmental topics and for social and governance topics.

The obtained information from the workshops was processed and a first assessment of impacts, both from a financial and impact perspective, was made. To further refine the first draft assessment, internal experts provided their reflection on the impact score and the financial score. A final reflection meeting took place with the Sustainability Steering Committee. In brief, the process and methodology as well as the refined materiality matrix was discussed. No alterations to the materiality matrix followed from this meeting.

Material topic	Description	Boundary	Time-frame ⁸	Already in ESG strategy?
Climate change mitigation (risk) 	Burg Group focuses on the sourcing of materials, production, and distribution of vinegars and syrups, resulting in GHG emissions being emitted. Climate change, as a result of CO ₂ emissions, has serious consequences for the societies in which we operate and can have negative impacts on our financial performance due to regulation, higher procurement costs and investment in renewable energy technology.	Own operations, upstream value chain	Short-, medium-, and long-term	Yes, CO ₂ -neutral scope 1 and 2. Substantial reduction in scope 3 (see chapter 7: '100% CO ₂ -neutral' of this report)
Water consumption (risk) 	Water is a component of the end product and used for the cooling of Burg Group's production process. In some regions where Burg Group is active, water (scarcity) is becoming a more prominent issue. Additionally, water is used to produce agricultural raw materials. In certain areas from which Burg Group sources, water is scarce. Cane sugar production for ethanol uses high volumes of water for irrigation purposes.	Own operations, upstream value chain	Medium- and long-term	No
Climate change adaptation (risk) 	Burg Group has manufacturing sites in various countries, including the Netherlands, Belgium, France and Czech Republic. For certain locations, the risk of extreme weather events driven by climate change is higher due to geographic positioning and/or climate (flooding, drought, fire). This might result in production losses or damage to assets. Also, in our supply chain, this can result in lower production volumes and higher prices.	Own operations, upstream value chain	Medium- and long-term	No
Resource inflows for packaging (risk) 	As we produce both bulk vinegar and consumer products, packaging is a big component of our end product. Currently three focus areas exist: reduction of material use, use of recycled content and recyclability of materials. The availability of non-virgin packaging materials remains limited, especially against competitive prices.	Own operations, upstream value chain	Medium- and long-term	Yes, increase the volume of recycled material. Weight reduction of our primary packaging (see chapter 9 '100% responsible packaging' of this report).

Material topic	Description	Boundary	Time-frame ⁸	Already in ESG strategy?
Employee health and safety (risk) 	Burg Group has approximately 300 employees working across 6 factories in 5 different countries. Employee satisfaction is monitored on a yearly basis and the turnover of employees is low. Emerging themes related to this topic include employees' workload, work-life balance, and sustainable working conditions, especially for workers at manufacturing sites.	Own operations	Medium- and long-term	Yes, culture and leadership: the culture supports the company goals (see chapter 10 'Our People' of this report)
Training and skills development (risk and opportunity) 	Burg Group is committed to the continuous development of its employees. The company aims to build and develop both sustainable employment and knowledge & skills through different programs.	Own operations	Medium- and long-term	Yes, development: Personal Development Plan (PDP) is set per employee (see chapter 10 'Our People' of this report)
Business conduct (risk) 	Burg Group operates in different international contexts. The company aims to uphold responsible/ethical behavior and business practices through its Code of Conduct. Burg Group has business in high(er)-risk countries, such as countries in Eastern Europe, which may lead to more risk.	Own operations	Long-term	Yes, culture and leadership: the culture supports the company goals (see chapter 10 'Our People' of this report)
Safety (risk) 	Burg Group's operations encompass manufacturing sites and offices. Safety plays a vital role, particularly within the manufacturing sites that are subject to various physical safety risks, such as working with chemicals, site traffic, mechanical risks, and exposure to vinegar vapors.	Own operations	Short-, medium- and long-term	Yes, more safety awareness. Better safety index score (see chapter 10 'Our People' of this report)
Workers in the value chain (risk) 	Burg Group's engagement with suppliers involved in unethical practices, such as human rights violations or environmental degradation, can harm the company's reputation.	Upstream value chain	Long-term	Yes, 100% of suppliers are included in our risk-analysis tool in 2022 (see chapter 8 '100% Responsible products' of this report).

⁸ Short= <1 year, medium = 1-5 years; long = > 5 years.  = impact materiality  = financial materiality

Financial implications

We are already working to mitigate our material impacts for a number of years and balancing financial investments and returns. Sustainability-related investment needs are an integral part of our business governance cycle.

We see that investments in energy-efficient innovation at our factories have led to significant reduction in energy sourcing. At the same time, increasing demand for recycled plastic result in higher purchase prices that create short-term challenges for the incorporation in our products with which we compete in price-sensitive markets. In the medium and long term we see stronger relationships with our key customers that are on the same sustainability journey as we are, and we expect to win new customers that have similar ambitions as we.

We do not foresee any material sustainability-related adjustments within the next annual reporting period to the carrying values our assets and liabilities stated in our financial statements.

Topic	Financial effect	Short (1 year)	Medium (1 – 5 years)	Long (>5 years)
Environment	Investment in			
	- Energy reduction (fermenters, cooling, heating)	negative	positive	neutral
	- Carbon reduction scope 1 (electric transport)		negative	neutral
	- Packaging	neutral	neutral	neutral
	- Water recycling & reduction		negative	neutral
- Responsible sourcing		negative	negative	
Social	Investment in:			
	- Safety	neutral	neutral	neutral
	- Health & wellbeing	negative	positive	positive
	- Training & skills development	negative	positive	positive
Governance	Business conduct	negative	neutral	neutral

Strategic implications

Most of the material impacts are already included in our sustainability strategy, business model and decision-making. However, we plan to review our sustainability strategy in 2024 to ensure sufficient focus on mitigating material negative impacts. We plan, for example, to develop water reduction targets, strengthen our business conduct policies (internal and supplier Code of Conduct, whistleblowing policy etc.) and invest in renewable electricity generation at our factories.

Policies adopted to manage material sustainability matters

To mitigate material impacts, we have adopted several policies. Our policies are described in chapters 6 – 10 of this document. All our sustainability policies are approved by our Sustainability Steering Committee and they are the most senior level that is accountable for the implementation of the policies.

15 / Scope of reporting – basis for preparation

Burg Groep B.V. is a privately held family business, headquartered in Heerhugowaard. This report concerns the reporting period from 1 January 2023 to 1 January 2024. It is published annually. All sites of the Burg Group are in scope, namely Burg Groep B.V., Burg Azijn B.V. (NL), Burg Essig GmbH (DE), Burg Ocet s.r.o. (CZ), Burg Siroop B.V. (NL), Burg Vinaigres SAS (FR) and Burg Vinegar Belgium NV/SA (BE). Burg Reiniging B.V. (NL) is included but was divested in 2020. Burg Vinegar Jefferson (BVJ) is out of scope.

Reporting is done on a consolidated basis. It covers Burg Group's own operations, excluding its upstream and downstream value chain. Only scope 3 reporting includes information on upstream transport providers. This information was calculated based on primary data on load, extrapolated to tonnekilometers (assuming full trucks).

Details about energy-efficient innovations in our factory equipment are not specified in this report as this is proprietary information. Sensitive information on mergers and acquisitions are not included in this report.

This report was written by Burg Group's sustainability manager and reviewed by the Management Board, all plant managers, QHSE managers and other relevant internal stakeholders. It was approved by the Management Board and Supervisory Board.

Statement on due diligence

In 2023 Burg Group conducted a materiality assessment. More information on this process and its results can be found in chapter 14 of this report.

Besides this, there is a due diligence process in place to review our suppliers yearly. Our goal (as part of our sustainability pillar Responsible Products) is to have all our suppliers included in our risk-analysis tool. In this tool we identify and assess actual or potential adverse impacts, based on internal expertise and external risk assessments. We work together with high-risk suppliers to cease, prevent or mitigate adverse impacts. Suppliers in high-risk countries or sectors have often mitigated potential risks by additional measures or certifications. Our risk-analysis is continuously updated whenever we receive new information or when we have onboarded a new supplier. We assess key risks on an annual basis to ensure monitoring of action plans. This assessment is done by a group of key internal stakeholders from different disciplines and includes representatives from each factory. The result of the assessment is communicated to the COO and all plant managers.

Definitions

'Produced liter of product' is defined as a combination of fermenter output of 10% acidic acid, synthetic acid 10% and liters produced syrups and non-vinegar based cleaning products (Burg Reiniging B.V.).



16 / ESRS Disclosure requirements

In this report, we included disclosures related to ESRS 2: General disclosures.

DR	Paragraph	Name	Reported
BP-1	3-5	Disclosure of general basis for preparation of sustainability statement	Chapter 15 – scope of reporting
BP-2	6	Disclosures in relation to specific circumstances	Chapter 15 – scope of reporting
BP-2	9	Medium- or long-term time horizons defined by ESRS 1 have been deviated from	n/a
BP-2	10	Metrics include value chain data estimated using indirect sources	Chapter 15 – scope of reporting
BP-2	11	Disclosure of quantitative metrics and monetary amounts disclosed that are subject to high level of measurement uncertainty	n/a
BP-2	12	Forward-looking information	Disclaimer
BP-2	13	Explanation of changes in preparation and presentation of sustainability information and reasons for them	n/a
BP-2	14 a, b, c	Disclosure of nature of prior period material errors	Chapter 9 – 100% responsible packaging
BP-2	15	Disclosure of other legislation or generally accepted sustainability reporting standards and frameworks based on which information has been included in sustainability statement	n/a
BP-2	16	List of DRs or DPs mandated by a Disclosure Requirement	n/a
BP-2	17 a, b, c, d, e	Topic has been assessed to be material	n/a
GOV-1	21	Information about composition and diversity of members of administrative, management and supervisory bodies	Chapter 12 - Governance
GOV-1	21 a	Number of executive members	4 (100%)
GOV-1	21 a	Number of non-executive members	0 (0%)
GOV-1	21 b	Information about representation of employees and other workers	Our CEO has update meetings with the Workers Representation Council (personeelsvertegenwoordiging)
GOV-1	21 c	Information about member's experience relevant to sectors, products and geographic locations of undertaking	Chapter 12 - Governance

DR	Paragraph	Name	Reported
GOV-1	21 d	Percentage of members of administrative, management and supervisory bodies	Chapter 10 - Our People
GOV-1	21 d	Board's gender diversity ratio	Chapter 10 - Our People
GOV-1	21 e	Percentage of independent board members	100%
GOV-1	22	Information about roles and responsibilities of administrative, management and supervisory bodies	Chapter 12 - Governance
GOV-1	22 a	Information about identity of administrative, management and supervisory bodies or individual(s) within body responsible for oversight of impacts, risks and opportunities	Chapter 13 - Impact, risk and opportunity management
GOV-1	22 b	Disclosure of how body's, or individuals within body, responsibilities for impacts, risks and opportunities are reflected in corporation's terms of reference, board mandates and other related policies	We have not yet reflected this in terms of reference, board mandates or other related policies but strive to do so in the medium timeframe.
GOV-1	22 c	Description of management's role in governance processes, controls and procedures used to monitor, manage and oversee impacts, risks and opportunities	Chapter 13 - Impact, risk and opportunity management
GOV-1	22 d	Disclosure of how administrative, management and supervisory bodies and senior executive management oversee setting of targets related to material impacts, risks and opportunities and how progress towards them is monitored	Chapter 12 - Governance
GOV-1	23	Disclosure of how administrative, management and supervisory bodies determine whether appropriate skills and expertise are available or will be developed to oversee sustainability matters	Based on conversations with internal and external stakeholders the Management Board has concluded appropriate skills and expertise are available within Burg Group.
GOV-1	23 a, b	Information about sustainability-related expertise that bodies either directly possess or can leverage	Chapter 12 - Governance
GOV-2	26 a	Disclosure of whether, by whom and how frequently administrative, management and supervisory bodies are informed about material impacts, risks and opportunities, implementation of due diligence, and results and effectiveness of policies, actions, metrics and targets adopted to address them	Chapter 12 - Governance Chapter 14 - Double materiality assessment
GOV-2	26 b	Disclosure of how administrative, management and supervisory bodies consider impacts, risks and opportunities when overseeing strategy, decisions on major transactions and risk management process	Chapter 12 - Governance Chapter 13 - Impact, risk and opportunity management

DR	Paragraph	Name	Reported
GOV-2	26 c	Disclosure of list of material impacts, risks and opportunities addressed by administrative, management and supervisory bodies or their relevant committees	Chapter 14 - Double materiality assessment
GOV-3	29	Incentive schemes and remuneration policies linked to sustainability matters for members of administrative, management and supervisory bodies exist	Chapter 12 - Governance
GOV-4	30; 32	Disclosure of mapping of information provided in sustainability statement about due diligence process	Chapter 15 – Scope of reporting
GOV-5	36 a, b, c, d, e	Description of scope, main features and components of risk management and internal control processes and systems in relation to sustainability reporting	Chapter 13 - Impact, risk and opportunity management
SBM-1	40	Disclosure of information about key elements of general strategy that relate to or affect sustainability matters	Chapter 5 - Strategy
SBM-1	40 a i, ii	Description of significant groups of products and (or) services offered	Highlights of 2023
SBM-1	40 a iii	Total number of employees	Chapter 10 - Our People
SBM-1	40 a iv	Description of products and services that are banned in certain markets	n/a
SBM-1	40 b	Total revenue	Chapter 3 - About Burg Group
SBM-1	40 b	Revenue by ESRS Sectors	Will be disclosed in next year's report
SBM-1	40 c, d	List of additional significant ESRS sectors in which significant activities are developed or in which undertaking is or may be connected to material impacts	n/a
SBM-1	40 e, f	Description of sustainability-related goals in terms of significant groups of products and services, customer categories, geographical areas and relationships with stakeholders	Chapter 4 - Our products and applications
SBM-1	40 g	Disclosure of elements of strategy that relate to or impact sustainability matters	Chapter 5 - Strategy
SBM-1	41	List of ESRS sectors that are significant for corporation	n/a
SBM-1	42	Description of business model and value chain	Chapter 4 - Our products and applications
SBM-1	42 a, b, c	Description of inputs and approach to gathering, developing and securing inputs	Chapter 4 - Our products and applications

DR	Paragraph	Name	Reported
SBM-2	45 a, b, c, d	Description of stakeholder engagement	Chapter 11 - Stakeholders and partners
SBM-3	48 a, b, c, d, e	Description of material impacts resulting from materiality assessment	Chapter 14 - Double materiality assessment
SBM-3	48 f	Information about resilience of strategy and business model regarding capacity to address material impacts and risks and to take advantage of material opportunities	We do not yet have a procedure for this but strive to develop this in the medium timeframe.
SBM-3	48 g, h	Disclosure of changes to material impacts, risks and opportunities compared to previous reporting period	Chapter 14 - Double materiality assessment
IRO-1	53 a, b, c, d, e, f, g, h	Description of methodologies and assumptions applied in process to identify impacts, risks and opportunities	Chapter 14 - Double materiality assessment
IRO-2	56	Disclosure of list of data points and information on their location in sustainability statement	Chapter 16 - ESRS Disclosure requirements
IRO-2	57	Explanation of negative materiality assessment for ESRS E1 Climate change	n/a
IRO-2	58	Explanation of negative materiality assessment for ESRS E2 Pollution, E4 Biodiversity and ecosystems, S3 Affected communities, S4 Consumers and end-users	From our double materiality assessment, these topics resulted as non-material for our company.
IRO-2	59	Explanation of how material information to be disclosed in relation to material impacts, risks and opportunities has been determined	Chapter 14 - Double materiality assessment

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Disclaimer

Full accuracy of all data cannot be guaranteed due to the manual data collection for some indicators. For the results on energy, water, and waste, we rely on data supplied by third parties. All forward-looking information presented in this report is subject to a level of uncertainty.



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