Pomuni
fresh & frozen potatoes



SUSTAINABILITY REPORT 2025

For the love of potatoes

Contents

Foreword 3

About Pomuni 4

- Pomuni in figures 4
- How it all began 6
- What we do 7
- Our value chain 8
- Our Pomunique partners 9
- Our vision and values 10
- Our board 11

Our sustainability strategy 12

- Setting our priorities 12
- Our approach 13



Considered cultivation
Ground for growth 15

- Mindful soil use and considered cultivation practices 16
- Strong supplier relationships 21



Environmentally conscious processes
From tuber to kilowatt 24

- Climate- and energy-conscious processes 25
- Water-conscious processes 29



Responsible stewardship
Respect for the product 31

- Maximum circularity 32
- Product quality and safety 34



Pomunique colleagues
From Charlotte to Nicola 37

- An inclusive family business 38
- Health and safety at work 40
- Training and growth opportunities 43

Appendix 45

- About this report 46
- VSME table 47
- Overview of ESG targets 48

Pomuni.
For the love of potatoes.

Dear reader,

As a family business, we naturally think in generations. The choices we make today help shape the future our children will inherit. I feel that responsibility every day – as CEO, but also as a member of a family that has tied its future to the potato for four generations now.

For almost 100 years, Pomuni has worked towards the same goal: producing quality potato products that customers, growers and consumers can rely on. We do this guided by values that have shaped our direction for decades: honesty, determination, continuity and craftsmanship.

Those values are more relevant today than ever. Climate change is making cultivation less predictable, raw materials scarcer and quality harder to guarantee – while customers, consumers and governments expect ever greater transparency and sustainability.

Our mission is not to cling to what worked yesterday, but to make the choices today that will continue to create value tomorrow – for growers, customers, employees, and the generations after us.

Sustainability: a condition for the future

For us, sustainability isn't a project or a trend. It has been part of our DNA for generations. As we sometimes say, "We don't do greenwashing, we just wash potatoes."

Our ambition is clear:

- Keep quality potato products available for future generations
- Secure a sustainable future for our growers
- Produce food with respect for people and the environment
- Make the most of every single potato
- Keep investing in a strong, competitive Belgian potato chain

From ambition to action

Our future begins right beneath our feet – that's where our 'ground for growth' lies. The soil is the foundation of our cultivation, our quality and our continued existence.

That's why we invest in soil health, precision farming, growing techniques and robust varieties – reducing our reliance on crop protection products and making our supply chain more resilient. That takes courage: innovation sometimes means experimenting and exploring new paths. At Pomuni, we believe progress starts with trying, learning and improving.

Every potato counts

At Pomuni, we also believe in a simple principle: "We don't grow potatoes to throw them away." Thanks to the combination of fresh potatoes and frozen products, almost every potato finds a purpose: what can't go to the fresh market becomes a frozen product, while residual streams become animal feed, green energy or agricultural raw materials.

We're building a sustainable future together with our employees, growers, customers and partners. This report shows where we stand today, and the steps we're taking for tomorrow.

With confidence in the future,

Ben Muyshondt
CEO



› Pomuni in figures

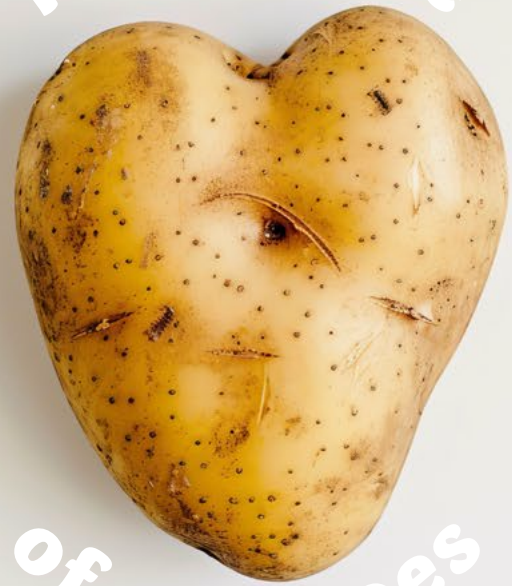
4th-generation family business since
1928

Operations in Belgium, with a diverse team of colleagues from
10 countries

93% MALE **7%** FEMALE

Potato products for:

- **Fresh use**
- **Oven and air fryer**
- **Microwave**
- **Deep fryer**



Freshpack

+60,000 tonnes
of packaged potatoes

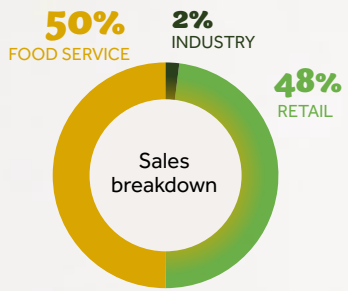
80%
Belgian origin

Frozen

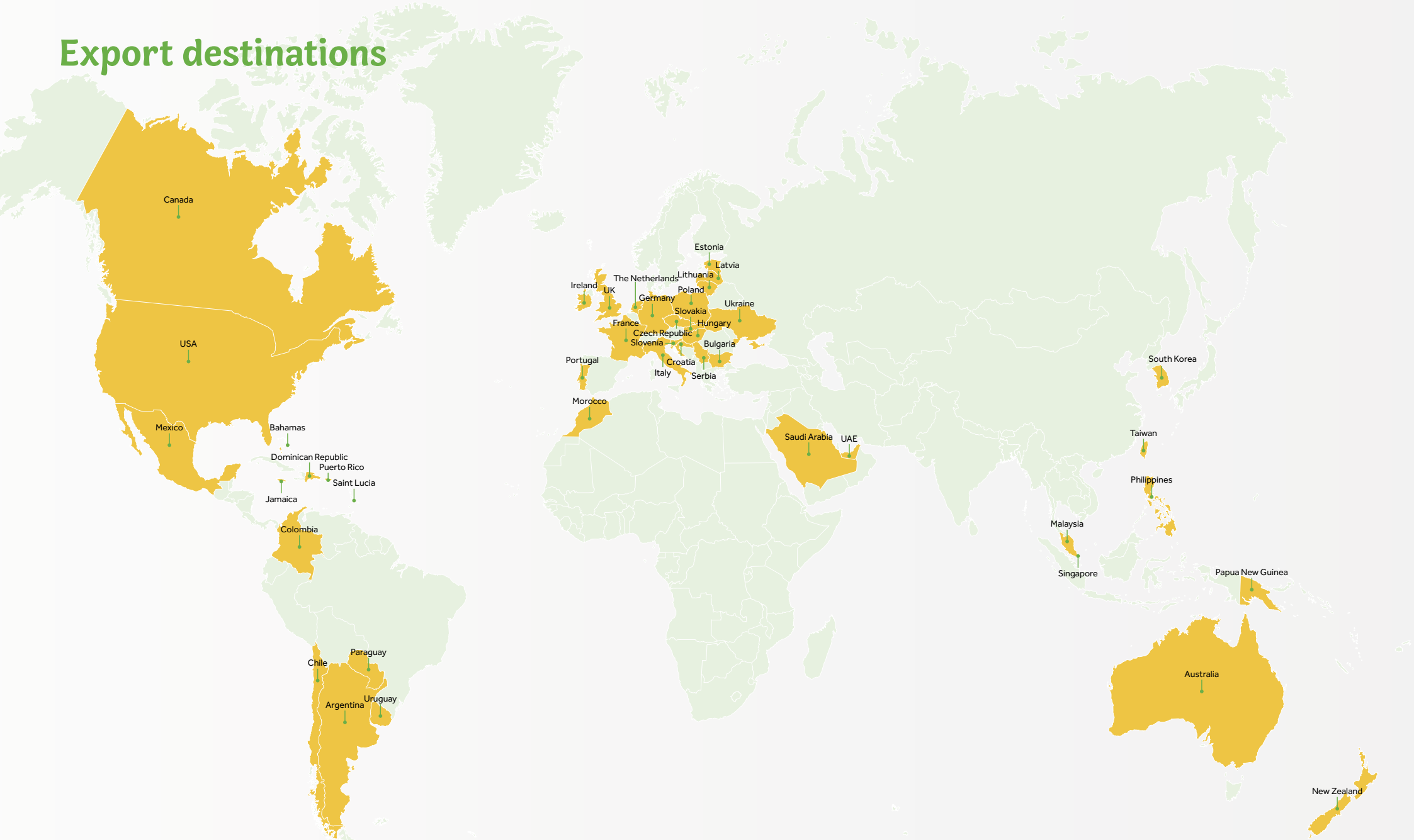
+50,000 tonnes
of frozen products

Factory of the Future

Belgian cultivation
1,500 ha



Export destinations



› How it all began

Pomuni is the story of almost **a hundred years of entrepreneurship**, carried forward by **four generations**. It began in 1928 at the Antwerp wholesale market, where J. Muyshondt & Sons sold fruit and vegetables. After the Second World War, they also began exporting to neighbouring countries.

In the early 1970s, the family committed fully to potatoes. When the third generation took the helm in 1977, they laid the foundations for the **integrated supply chain** that remains the heart of Pomuni today.

The 1990s brought another important step, with the acquisition of a producer of **frozen mashed potato products**. Initially, this was a smart way to make full use of potatoes that didn't meet the fresh market's shape requirements. That activity soon grew into a fully fledged second pillar of the business.

Since 2012, everything has come together under **one name: Pomuni**. Today, the fourth generation is at the helm, and we export our products to 54 countries – from Australia to Chile.





› What we do

At Pomuni, we know potatoes inside out. We grow, select and pack them, and process them into quality products that find their way to shop shelves and kitchens at home and abroad. From field to fork, you might say – although our work usually stops a bit earlier than that.

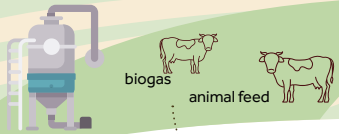
Pomuni is an integrated group of three companies across four sites in Belgium. Under private label, we supply fresh potatoes and frozen potato specialities to **retailers**, **wholesalers** and **food service partners** – flexibly, quickly and tailored to their needs.

Behind the humble potato lies a **highly advanced production process**. Smart machinery, data and automation help us make the most of every single potato. We build all of this on a solid foundation of **quality**, **traceability** and **trust**. Both announced and unannounced audits keep us sharp, and certifications such as BRC, IFS, EcoVadis and Factory of the Future confirm this independently (see page 36).

› Our value chain

Every potato has its own story, and that story starts in the field. We grow potatoes ourselves – trialling new varieties, techniques and methods – and work alongside more than **30 long-standing contract growers**. Our cultivation advisors are out in the field with them every day, offering advice, expertise and a listening ear.

It starts in the soil





From field to factory



Our 3 divisions

Sourcing & cultivation
Where it all starts. **Healthy soil** produces strong potatoes. And **strong potatoes** are the foundation of everything we do.

Freshpack
Our best potatoes are washed, sorted and packed for the fresh market. Every year, we process more than **60,000 tonnes of potatoes** for Belgian retail and export to neighbouring countries.

Frozen
Not every potato makes it onto the shop shelf; that's no reflection on its quality. We process these into frozen specialities such as croquettes and hash browns. The peels go towards **animal feed or biogas.**

From factory to plate



From our sites, fresh and frozen potato products are shipped to **retailers, wholesalers and food service partners**, who bring them to consumers. This is how we make the most of every potato. Not every potato ends up in the same place, but every potato gets a purpose. **That's what circularity looks like in practice**.

› Our Pomunique partners

Sustainability isn't a solo effort. At Pomuni, we're in constant dialogue with our stakeholders – the people and organisations with whom we build a strong, sustainable supply chain together.

- **Growers (in-house cultivation and contract growers)**
  Our cultivation advisors are in daily contact with growers, offering advice and support. We also share knowledge and innovations, including at our annual Pomuni Expo.
- **Employees**
  Thanks to our flat organisational structure, communication lines are short and there's plenty of room for open dialogue. Initiatives such as PomUnity, our Family Day and staff party strengthen that sense of connection.
- **Customers**
  We work closely with our customers, flexibly finding tailored solutions that match their needs and expectations.
- **Suppliers**
  We build long-term partnerships centred on quality, reliability and sustainable collaboration.
- **Waste processors**
  Together, we look for smart ways to make the most value from residual streams.
- **Financial partners**
  Banks support our growth and investments, and act as an important sounding board for our long-term vision.
- **Sector partners**
  Through our involvement in Belgapom and working groups on environment and quality, we help shape the development of the potato sector.
- **Local community**
  We want to be a good neighbour. That's why we work with local authorities to fit our activities well into the surrounding area and communicate openly with local residents. We also support the local community by sponsoring a range of local projects.



› Our vision and values

Our vision

Quality begins in the field, long before the potato reaches our factory. By carefully growing, storing and processing the right potatoes, we create products that customers and consumers can rely on every day.

Our core values

We have a real passion for our craft, and we share our love of quality potatoes with our growers and customers. Four values underpin everything we do.

› We are honest

We communicate openly and deliver on our promises.

› We think long-term

We build continuity – for our people, our growers, our customers and the generations to come.

› We persevere

We tackle challenges with determination and always look for solutions.

› We know our craft

With passion, experience and expertise, we get the best out of every potato.



› Our board

As a family business, Pomuni has a flat organisational structure. Lines of communication are short, decisions are made quickly, and management stays close to the day-to-day running of the business.

Our Management Team is made up of the three shareholders – Ben Muyshondt (CEO), Hans Muyshondt (COO) and Nele Muyshondt (CHRO) – joined by Geert Costers (CFO), Tim Van Meer (Technical Director), John Wiskerke (Sourcing Director) and Tom Moreels (Commercial Director). Together, they set Pomuni's strategic direction and oversee the company's growth.



Hans, Ben and Nele Muyshondt

SUSTAINABILITY: A SHARED RESPONSIBILITY

Since 2024, our Sustainability and Environment Coordinator, Tine Van Proeyen, has been setting Pomuni's sustainability course. She translates the sustainable instinct that has run through Pomuni for generations into a clear strategy with concrete objectives and measurable results – taking a strategic view across departments and connecting people, projects and ideas. Together with colleagues from cultivation, production, quality, HR and management, she's constantly looking for ways to create more value across the entire potato chain.

What happens in the field that later affects quality, energy use or food loss in the factory? How can sustainability, efficiency and quality reinforce one another?

For each sustainability goal, she works together with colleagues from the relevant departments. At Pomuni, sustainability is very much a shared philosophy – one that Tine champions with, and among, colleagues right across the organisation. As a coach, challenger and sounding board, she helps drive projects forward, develops and safeguards the long-term vision, and periodically reports to management on progress against our sustainability ambitions.



Tine Van Proeyen
Sustainability and Environment Coordinator

Did you know...

… that Tine makes a point of regularly visiting the cultivation fields, potato storage and production sites? This lets her get to know the entire potato chain up close and means she can always connect sustainability initiatives to the day-to-day reality on the ground. That fits perfectly with the Pomuni philosophy: sustainability isn't created behind a desk – it happens in the field, in the factory, and thanks to the people who work there every day.

Our sustainability strategy
› Setting our priorities

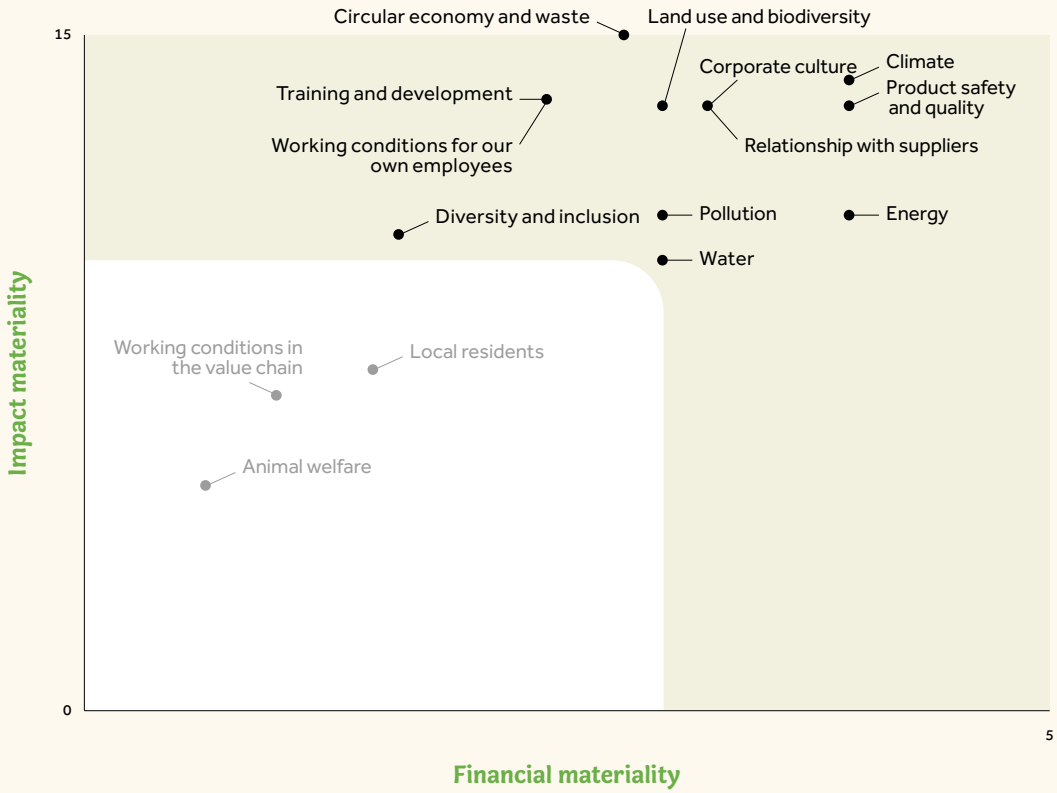
Sustainable business starts with knowing where you can make a difference. For Pomuni, that means looking ahead – to the changing economic climate, evolving legislation, and the expectations of customers, employees and society.

Through a **double materiality assessment** (DMA), we mapped out our most important sustainability challenges and opportunities. 'Double' because we looked in two directions: what impact does Pomuni have on people and the environment? And, conversely, which developments represent a risk – or an opportunity – for Pomuni? We spoke with internal and external stakeholders and examined our entire value chain, from grower to end consumer.

We assessed a broad range of sustainability topics according to the ESRS guidelines – the European standards for sustainability reporting – looking at impact, likelihood and financial effect. This means we not only know that sustainability matters, but also exactly where our priorities lie.

Our material topics, defined according to the ESRS guidelines

Climate ESRS E1 Climate change	**Energy** ESRS E1 Climate change	**Pollution** ESRS E2 Pollution	**Water** ESRS E3 Water
Land use and biodiversity ESRS E4 Biodiversity and ecosystems	**Circular economy and waste** ESRS E5 Resource use and circular economy	**Working conditions for our own employees** ESRS S1 Own workforce	**Diversity and inclusion** ESRS S1 Own workforce
Training and development ESRS S1 Own workforce	**Relationship with suppliers** ESRS S2 Workers in the value chain	**Product safety and quality** ESRS S4 Consumers and end users	**Corporate culture** ESRS G1 Business conduct



› Our approach

The DMA exercise gave us a clear compass. Not a hefty strategy document destined for a drawer, but a story that shapes our choices every single day. We call it: **POMUNIQUE SUSTAINABILITY**.

Our sustainability approach rests on four pillars. Together, they tell Pomuni's story: from healthy soil and considered cultivation, through smart and environmentally conscious production processes, to respect for every potato – and for the people who put their shoulders behind it every day. For us, sustainability isn't confined to one project or one department: it's the common thread running through our entire organisation.

- **Considered cultivation –** Ground for growth
- **Environmentally conscious processes –** From tuber to kilowatt
- **Responsible stewardship –** Respect for the product
- **Pomunique colleagues –** From Charlotte to Nicola

Pomunique sustainability

1

Considered cultivation
Ground for growth

- Mindful soil use and considered cultivation practices
- Strong supplier relationships

2

Environmentally conscious processes
From tuber to kilowatt

- Climate- and energy-conscious processes
- Water-conscious processes

3

Responsible stewardship
Respect for the product

- Maximum circularity
- Product quality and safety

4

Pomunique colleagues
From Charlotte to Nicola

- An inclusive family business
- Health and safety at work
- Training and growth opportunities

Pomuni
fresh & frozen potatoes

01

Considered cultivation
Ground for growth

A healthy potato starts with healthy soil. Together with our growers, we're committed to soil health and considered cultivation practices. To support the plants as effectively as possible, and to use inputs such as fertiliser and crop protection as efficiently as possible, we choose precision farming. We fine-tune our fertilisation and irrigation strategies to the specific needs of each field and potato variety – growing potatoes that respect the soil and the environment, without compromising on quality. That approach calls for strong partnerships. We've worked with long-standing growers for years, based on trust and transparency. Clear agreements, with attention to quality and fair pay, run through that relationship as a common thread. As part of Europe's 'potato belt', Pomuni works with partners at home and abroad to build a sustainable potato-cultivation sector across North-West Europe.

- **Mindful soil use and considered cultivation practices**
- **Strong supplier relationships**



› Mindful soil use and considered cultivation practices

A potato grows in the soil, and that soil isn't an inexhaustible resource. Farming places heavy demands on the land, through fertilisation, crop protection and intensive cultivation, among other things. A considered approach is therefore essential: regenerative agriculture strengthens the soil, increases biodiversity and reduces dependence on external inputs. It also makes cultivation less vulnerable to extreme weather.



Crop rotation is a major challenge in potato cultivation. Potatoes need to move to a different field at least once every four years to keep the soil healthy. Without enough room for that rotation, the risks of soil depletion, lower yields and higher disease pressure all increase.

Good soil management remains important after the harvest, too. Residues from crop protection products and fertilisers can find their way into the soil and groundwater. At the same time, stricter regulation is driving the search for new solutions. By investing in disease-resistant and climate-resilient varieties, we can combine strong yields with less crop protection.

The Pomuni approach

Our vision is simple, but non-negotiable: soil health isn't a side issue for us – it's a basic requirement for every grower. We apply that vision equally to our own fields and to contract cultivation. On our own fields, we experiment extensively: trialling new varieties and techniques and building up our knowledge. Whatever proves successful there, we then promote among our contract growers – helping a sustainable approach spread further.

A CLEAR DIRECTION: REGENERATIVE AGRICULTURE

Wherever possible, Pomuni chooses regenerative agriculture. In concrete terms, that comes down to two principles:

1. We choose **robust varieties**, which have built-in resistance to disease and therefore need less crop protection.
2. We use **innovative growing techniques**, including soil scans and early-warning systems, to apply fertiliser and crop protection more precisely.

Within our own cultivation department, we actively share knowledge on innovative growing techniques. We focus on robust varieties, organic fertilisation, richer soil life, precision farming, and more. For every field, we record which techniques we apply and monitor their impact on soil quality and yield.

In 2025, we began baseline measurements of growing practices with our long-standing partner growers. This gives us a starting point from which to track progress. We agree on standards for quality and sustainable cultivation, define best practices and build these into our collaboration.

Our targets and 2025 status

30% organic fertiliser

Meeting the total N-P-K* requirement of all our potatoes with organic fertilisers
by 2030

In 2025:
– Contract cultivation: **data collection under way**
– Pomuni's own cultivation: **70%**

100% of growers

Every grower in the Pomuni chain is actively working towards healthier soil
by 2030

In 2025: **baseline measurements started with long-standing growers**

Flagship Farm

Growing table potatoes regeneratively, improving soil health, and leading by example

In 2025: **successful trials** with robust varieties (carbon-negative)



* N-P-K requirement: nitrogen, phosphorus and potassium

How we achieve this

FROM SOIL TO HARVEST: OUR INNOVATION CYCLE

Sustainable potato cultivation starts with healthy soil. That calls for considered choices at every stage of the growing process. Throughout the season, we apply targeted innovations and precision techniques.

- **Preparation:** We start with a soil analysis (nutrient levels and soil composition) and tailor the base organic fertilisation to the soil and the chosen variety. To strengthen the symbiosis between soil life and plant, we add fungi and bacteria at planting time that make soil nutrients more readily available to the plant.
- **Planting:** We choose the potato variety that best suits the soil, with an eye to resistance against blight (phytophthora) and drought, and a lower nitrogen requirement. Precision planters ensure optimal plant spacing and control the number of tubers.
- **Growing season:** Using soil and crop sensors, combined with weather forecasts, we manage irrigation precisely. Digital cultivation records and a second soil analysis enable precision fertilisation. We also focus on targeted crop protection and innovations, such as drift-reducing spray nozzles, which mean less crop protection product ends up outside the field, limiting the impact on people and the environment. We're also experimenting with drones to detect and treat disease in the field more precisely.
- **Harvest:** After the harvest, we plant a high-quality cover crop to build up organic matter and restore the soil. Intensive soil sampling supports harvest planning, with one clear ambition: no potato goes to waste.

ROBUST VARIETIES: LESS IS MORE

We're investing heavily in robust potato varieties – varieties that are more resistant to disease and therefore need less crop protection. Between 2020 and 2025, the area on which we grow robust varieties more than tripled. As a result, these varieties now make up a growing share of our acreage for fresh packing. We'll continue this development in 2026, aiming for further growth.

That investment is paying off. On average, robust varieties require half as many crop protection treatments per hectare as most conventional varieties. Fertilisation is a different story; there, the difference between robust and conventional varieties isn't significant.

Did you know...

… that phytophthora, or potato blight, has threatened potato cultivation for centuries? In the 19th century, this fungus even caused famine in Ireland. That's why we choose varieties with natural resistance to this disease.



FERTILISATION: FROM SYNTHETIC TO REGENERATIVE

In 2025, we made a major shift towards compost for our base fertilisation. As a result, 70% of our total N-P-K requirement was met with organic fertiliser, compared with just 6.02% in 2021.

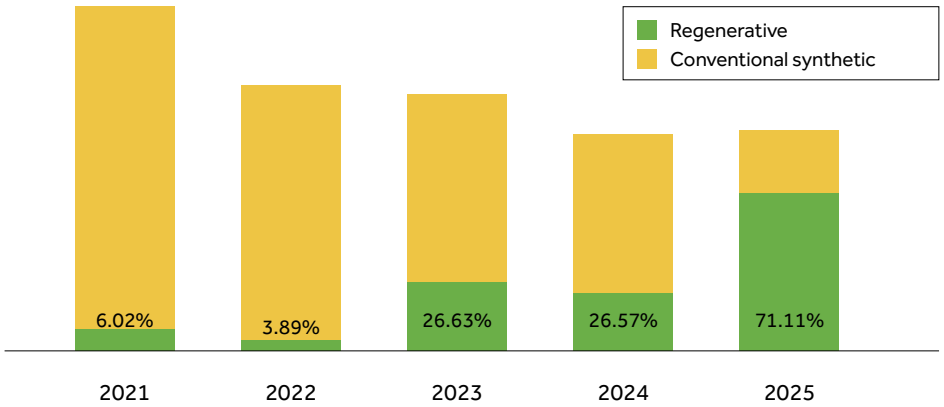
Synthetic fertilisers, along with crop protection products and fallow land, are among the biggest sources of CO_2 emissions in potato cultivation. Thanks to this shift towards more organic fertilisation, CO_2 emissions from fertilisation per hectare fell by 60% between 2021 and 2025.

WORKING TOWARDS EVEN LESS CROP PROTECTION

At Pomuni, we closely monitor a specific group of eleven active substances used in our crop protection. These are substances classified as, among other things, PFAS or triazoles, used mainly against fungi, fat hen and aphids.

These substances deserve extra attention because they can enter the groundwater via the soil. By growing robust potato varieties and developing genuine alternatives for controlling fat hen and aphids, we're continuing to reduce our use of PFAS-containing crop protection products. Our goal is to cut their use drastically and, in time, phase them out entirely.

Share of regenerative fertilisation rising sharply



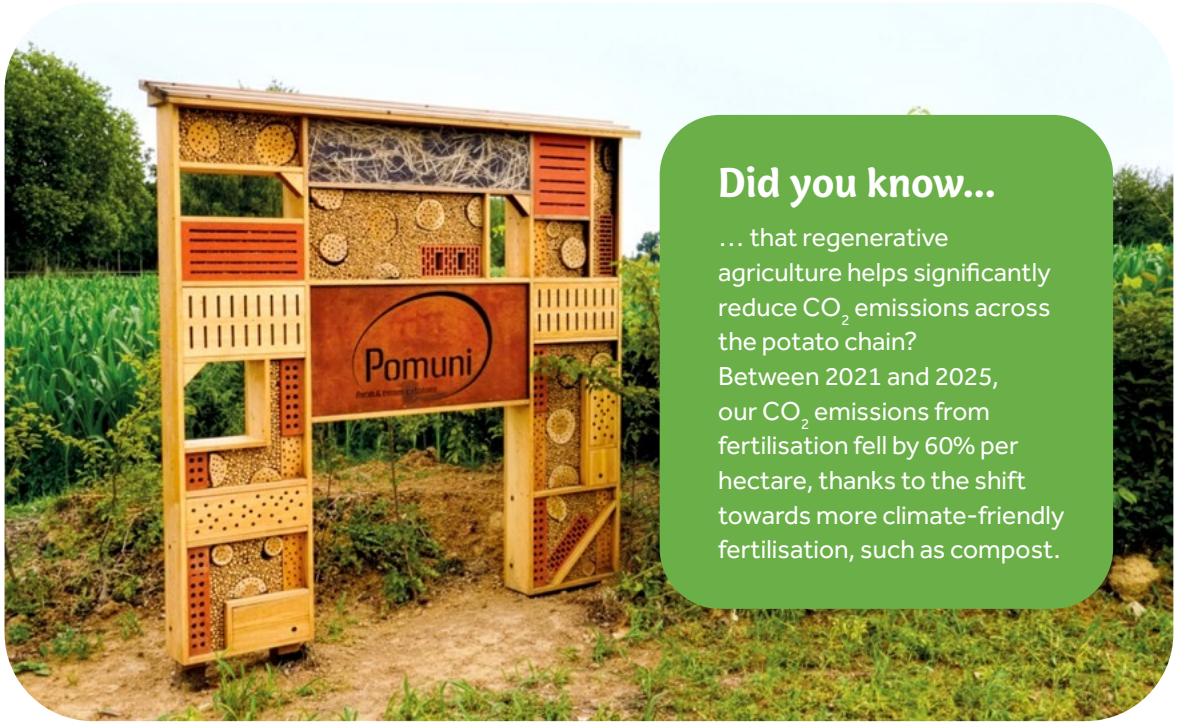
Our next steps

In the coming years, we'll keep building on sustainable potato cultivation, with soil health as an ongoing focus. We're accelerating the shift from synthetic to organic fertilisation and strengthening soil life. We're also avoiding fallow land wherever possible: after harvest, we prefer to sow multi-species cover crops, which help with carbon storage, richer soil life and a better nitrogen balance.

We also want to further embed the use of robust potato varieties across the whole chain. Together with our partners – from growers to retailers – we're gradually reducing the share of traditional, older varieties such as Bintje, and working on agreements to secure the availability of suitable seed potatoes. In doing so, we're looking beyond organic farming alone.

In 2026, we're launching a Flagship Farm together with a partner specialised in regenerative agriculture. There, we'll put regenerative growing techniques into practice and track the results, in order to demonstrate the added value that regeneratively grown potatoes offer for soil, climate and the chain – and to roll out that approach more widely.





Did you know...

… that regenerative agriculture helps significantly reduce CO_2 emissions across the potato chain? Between 2021 and 2025, our CO_2 emissions from fertilisation fell by 60% per hectare, thanks to the shift towards more climate-friendly fertilisation, such as compost.

Our insect hotel provides a home for ladybirds – the natural enemies of aphids, which are a common pest for potatoes.

VSME data points

BIODIVERSITY	Unit	2025	2024
Total land use	ha	10.97	10.97
Total nature-oriented area on own site	ha	1	1
Total nature-oriented area outside own site	ha	0	0
Number of sites near a biodiversity-sensitive area	ha	1	1
Total site area near a biodiversity-sensitive area	ha	6.23	6.23

› Strong supplier relationships

A quality potato starts with strong collaboration. That's why we've spent years building sustainable relationships with our growers, contractors and suppliers of inputs and seed potatoes. These long-term partnerships ensure a reliable, stable supply of raw materials, strengthen the continuity of our production, and make our supply chain more resilient to disruption.

Together with our growers, we take a long-term view. They receive fair, transparent payment, made up of a base price plus a quality bonus based on the potatoes supplied. We also apply clear payment terms and invest in long-term collaboration rather than short-term transactions.

Thanks to these long-standing relationships, we have an in-depth understanding of our value chain, particularly in upstream activities. This lets us respond quickly to change or disruption, and work with our partners to find solutions.

The Pomuni approach

As a hands-on and innovation-driven company, we trial new techniques and regenerative growing methods on our own fields first. This lets us build practical experience and make well-founded recommendations.

We translate the insights from our pilot projects into a focused set of concrete criteria, based on the principles of regenerative agriculture. These include the use of organic fertilisers, minimal soil disturbance, integrated

Our targets



› **We expect all our growers to contribute to healthy soil, and we support them by helping define best practices.**



"A good potato starts with the grower in the field. That's why we invest in our own growing operation, where we trial innovations and new ideas. We also work closely with our growers: what works, what doesn't, how can we take the next step together? That trust and craftsmanship aren't built in a single season – it grows year after year."

BART DHAEYERE, CULTIVATION MANAGER AT POMUNI

crop protection and enriching the soil with fungi and bacteria. By embedding this approach in our partnerships, we can track progress closely, measure impact objectively, and translate our sustainability ambitions into concrete results.

Our cultivation advisors stay in close contact with growers throughout the season, offering advice and guiding them as they make their growing practices more sustainable. At our annual Pomuni Expo, we bring growers together to exchange knowledge, share results and look ahead.



CASE

POMUNI EXPO: WHERE THE POTATO CHAIN COMES TOGETHER

For more than ten years, Pomuni's annual Pomuni Expo has brought growers, customers and employees together around one shared passion: the potato. What began as an initiative to compare potato samples after harvest has grown into a fixed tradition across the potato chain. Today, the Expo is also an important meeting point where we discuss the future of potato growing with our growers, and the path towards more regenerative farming practices.

At the Pomuni Expo, we display hundreds of potato samples from our own growing operation and from our contract growers. The different varieties show the results of the past season and form the basis for conversations about quality, growing techniques and future challenges. In 2025, we brought together around 100 participants – growers and their families, contractors and customers – and exhibited 285 potato samples to map out potato quality.

Through personal contact, targeted advice and ongoing follow-up, we're building a sustainable partnership together with our growers.



02

Environmentally conscious processes
From tuber to kilowatt

Climate change is increasingly being felt in our sector too. Drought and extreme rainfall are becoming more frequent, making potato cultivation ever more challenging. That's why Pomuni takes a two-pronged approach: we're building resilience against changing conditions, while also reducing our own climate impact. Within our production environment, we look beyond efficiency. Our modern factory combines advanced technology with a highly automated production process. By using energy and water – needed for washing, cooling and heating – as smartly as possible, we reduce our consumption and limit the climate impact of our products.

- **Climate- and energy-conscious processes**
- **Water-conscious processes**



› Climate- and energy-conscious processes

Like any manufacturing company, Pomuni has a climate footprint. This arises directly from our own processes and transport (Scope 1), indirectly through the electricity we purchase (Scope 2), and further along the chain – for example through our raw materials, packaging and transport (Scope 3).

Our climate impact starts in the field. The choices made during growing help determine the CO_2 emissions of our potatoes. That's why we invest in regenerative agriculture, which strengthens the soil while also reducing our climate impact. Within our own operations, we're also focusing on renewable energy, energy efficiency and further optimising our production.

At the same time, our operations are affected by external developments. The most significant is climate change, which is placing growing pressure on potato cultivation. Extreme weather events such as drought, heavy rainfall and storms can lead to lower yields, raw material scarcity, price increases, and more disease and pests.

Other external factors also play a role. Stricter rules around crop protection, fertilisation and water management are increasing costs for farmers. Finally, fluctuations in the energy market create uncertainty around energy prices, while making our production more sustainable requires further investment.

The Pomuni approach

To reduce our climate impact in a targeted way, we mapped our **CO_2 emissions** through a baseline measurement using 2020 as the reference year. This analysis was carried out for the entire Pomuni group, and separately for Pomuni Frozen. This gave us insight into our main sources of emissions and allowed us to set priorities.

Across the Pomuni group, **natural gas consumption** is the largest source of emissions, mainly due to the heating processes within Pomuni Frozen. Many electric alternatives aren't mature enough yet – grid capacity remains limited, and technologies such as e-boilers still need further development. That's why we're focusing on improving energy efficiency and making the most of waste heat, for example to preheat blanchers. We're also exploring new solutions to make our heat supply more sustainable, such as developing a local heat network in partnership with neighbouring businesses and the municipality.

Our **own potato cultivation** is the second-largest emissions category within our climate footprint. That's why we invest in regenerative agriculture: it lowers emissions during growing while also increasing the soil's potential for carbon storage.

We're also taking steps to make our **electricity supply** more sustainable. Solar panels at our Ranst site and on



our new storage sheds generate green power. Since 2025, we've been sharing that energy intelligently between our Ranst and Gingelom locations. In summer, our solar panels generate a lot of electricity, while consumption in Gingelom is lower due to the growing season – whereas cooling in Ranst demands more energy at that time. By aligning production and consumption, we make the most of our green power. We're also switching step by step to a fully green electricity contract: a partial switch in 2024 and 2025, further expansion in 2026, and 100% green electricity from 2027 onwards.



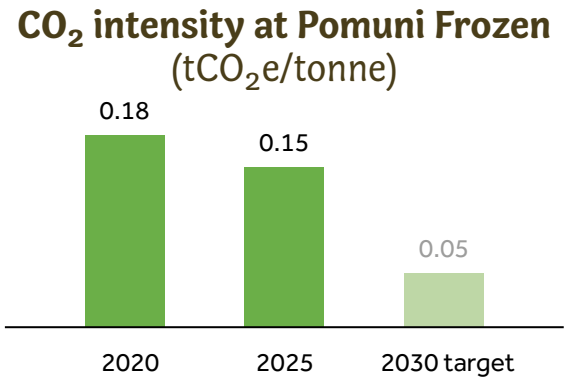
Our targets and 2025 status

-30% CO_2 intensity
(Scope 1 & 2) at Pomuni Frozen, versus 2020,
by 2030
In 2025: -18.51%

100% green electricity
across Freshpack and Frozen operations
by 2030
In 2025: 49.4% (Frozen) / 55.1% (Freshpack)

-10% energy intensity
(kWh/tonne product) at Pomuni Frozen, versus 2020,
by 2030
In 2025: -4.69%

CO_2 intensity fell at Pomuni Frozen thanks to energy-efficient machinery, heat recovery, higher productivity, less waste and the gradual switch to green electricity. At Freshpack, CO_2 intensity rose briefly, mainly within Scope 1 (growing) and Scope 2 (electricity), as a result of lower production volumes and investments in areas such as additional storage capacity and automation. That intensity is now trending downward again, driven by the shift to regenerative agriculture and green electricity.



How we achieve this

GAS CONSUMPTION AND HEAT

Within Pomuni Frozen, natural gas currently accounts for 76% of Scope 1 and 2 emissions. We're working to reduce energy use through heat-recovery projects and more efficient steam use. These actions stem from our heat map, which shows us where we can save energy. In the longer term, we're also exploring alternative energy sources for our heat supply.

ELECTRICITY

We'll continue our green electricity contracts for our sites in Ranst and Thorembais beyond 2027.

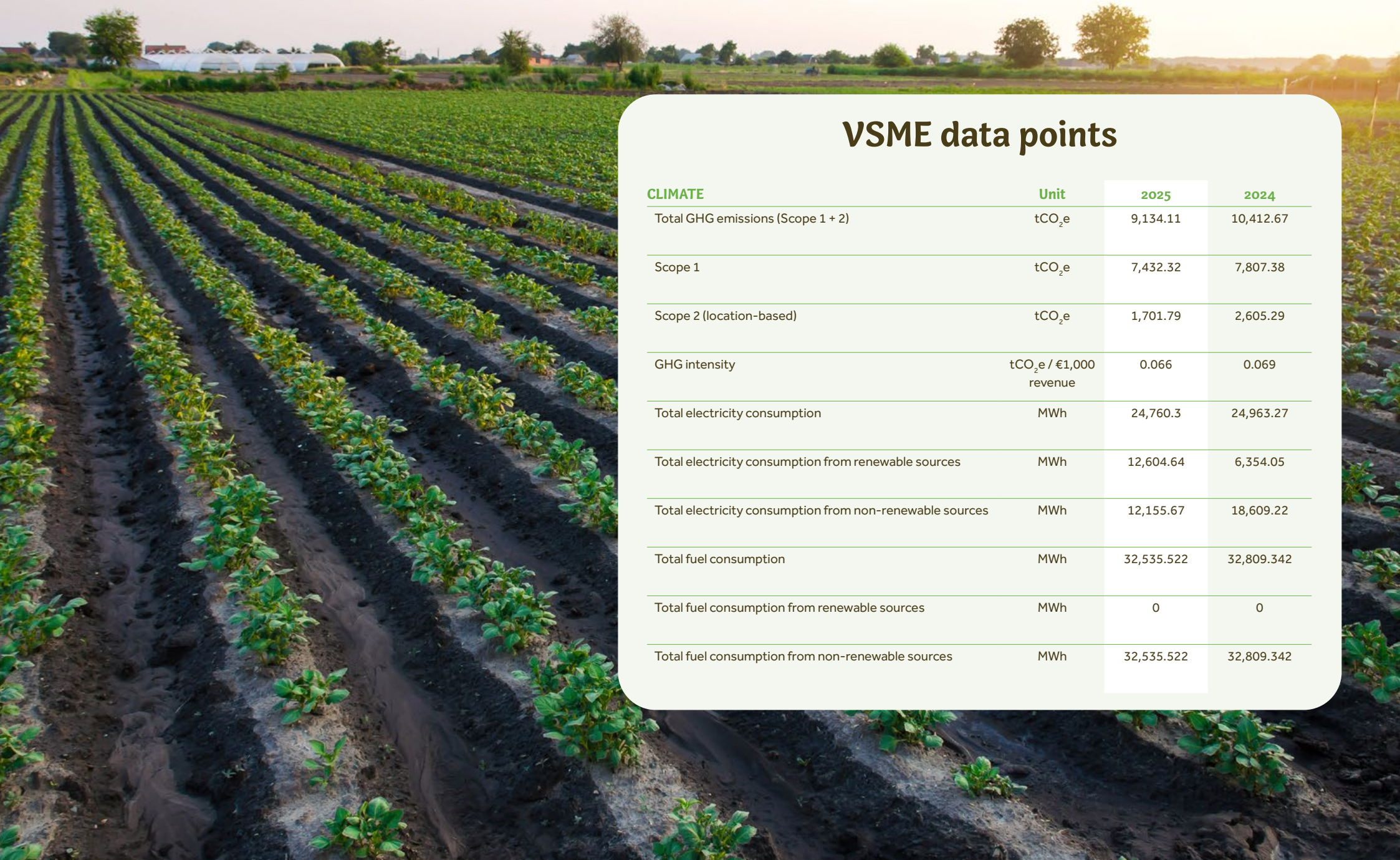
EFFICIENCY ON THE SHOP FLOOR

Saving energy starts with insight and engagement. With a clear CO_2 dashboard, we bring energy-use data closer to our colleagues in production and engineering. This lets us respond to anomalies more quickly and avoid waste. For new projects, we factor in energy efficiency from the design stage onwards.

THE LINK WITH REGENERATIVE AGRICULTURE

We're also taking steps in the field towards a lower climate impact. Farming traditionally relies heavily on synthetic fertilisers. In 2025, Pomuni largely switched to compost for base fertilisation, as part of our broader approach to more sustainable, regenerative agriculture. This was an important step, since fertilisation is one of the biggest sources of CO_2 emissions in potato cultivation. Thanks to this switch, CO_2 emissions from fertilisation per hectare fell by 60% between 2021 and 2025.

Today, 70% of our fertilisation needs are met with compost. We want to increase that share further in the years ahead.
(See 'Considered cultivation' on page 15.)



VSME data points

CLIMATE	Unit	2025	2024
Total GHG emissions (Scope 1 + 2)	tCO_2e	9,134.11	10,412.67
Scope 1	tCO_2e	7,432.32	7,807.38
Scope 2 (location-based)	tCO_2e	1,701.79	2,605.29
GHG intensity	tCO_2e / €1,000 revenue	0.066	0.069
Total electricity consumption	MWh	24,760.3	24,963.27
Total electricity consumption from renewable sources	MWh	12,604.64	6,354.05
Total electricity consumption from non-renewable sources	MWh	12,155.67	18,609.22
Total fuel consumption	MWh	32,535.522	32,809.342
Total fuel consumption from renewable sources	MWh	0	0
Total fuel consumption from non-renewable sources	MWh	32,535.522	32,809.342

CASE

POMUNI STOCKAGE BIETS: A STORAGE FACILITY BUILT WITH GROWERS – AND THE CLIMATE – IN MIND

In 2021, grower Trudo Biets built a brand-new storage facility in Gingelom, in partnership with Pomuni. Pomuni Stockage Biets (PSB) now comprises two buildings: the 2021 hall, with a storage capacity of 6,100 tonnes, and a second hall from 2025 with a capacity of 3,500 tonnes. This second hall also houses a lab for quality testing on seed potatoes and table potatoes.

QUALITY-FOCUSED AND ENVIRONMENTALLY FRIENDLY

"We deliberately chose crate storage over bulk storage: it avoids pressure marks on the potatoes and protects quality," says Biets. "Every crate is labelled with the correct variety, size, field and grower, guaranteeing full traceability.

The cooling system itself runs on natural refrigerants such as glycol and propane, rather than polluting freon gases." The whole system is managed by smart software that takes energy prices and weather conditions into account.

Beyond storage, Pomuni and PSB also collaborate on water and energy. Biets: "Solar panels have been on the roof since 2023. In summer, when PSB's cold stores are largely empty, Pomuni uses that green power for its own cooling installations." A 700 m³ infiltration basin (a 'wadi') collects rainwater from the roofs and lets it soak away into the ground. PSB is a great example of smart, sustainable collaboration between grower and processor.



› Water-conscious processes

Water is essential to potato production – both in the field and in our factories. At Pomuni, we use significant volumes of water in our production processes: to wash, cool and heat potatoes, and to clean our sites. That places pressure on local water resources.

The same applies to cultivation itself: irrigating potato fields requires a lot of water, which can overburden local water resources, particularly in areas where water availability is limited. As a result, drought can not only reduce the harvest but also affect the quality of our fresh potatoes.

The Pomuni approach

When it comes to water, we focus mainly on precision farming – an approach that works for every field, regardless of variety. Sensors track irrigation and soil moisture, and we use that data to manage irrigation precisely. Our cultivation managers can see in real time how much water the crops need and how much remains in the soil, so we only irrigate where and when it's needed.

We're also taking concrete steps in our production processes. We have our own water treatment plant, which gives water a final, thorough filtering stage so we can reuse as much of it as possible.

Our targets and 2025 status

-25% water intensity

at Pomuni Frozen (expressed in m³ per tonne product) versus 2020. We are also aiming for more reuse.

by 2030

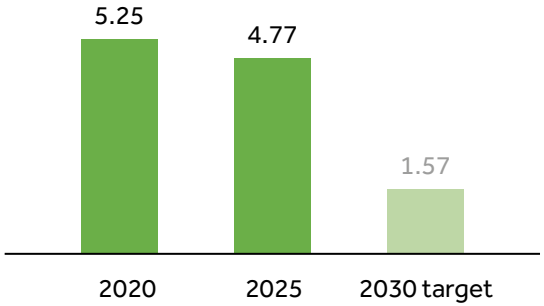
In 2025: -8.78%

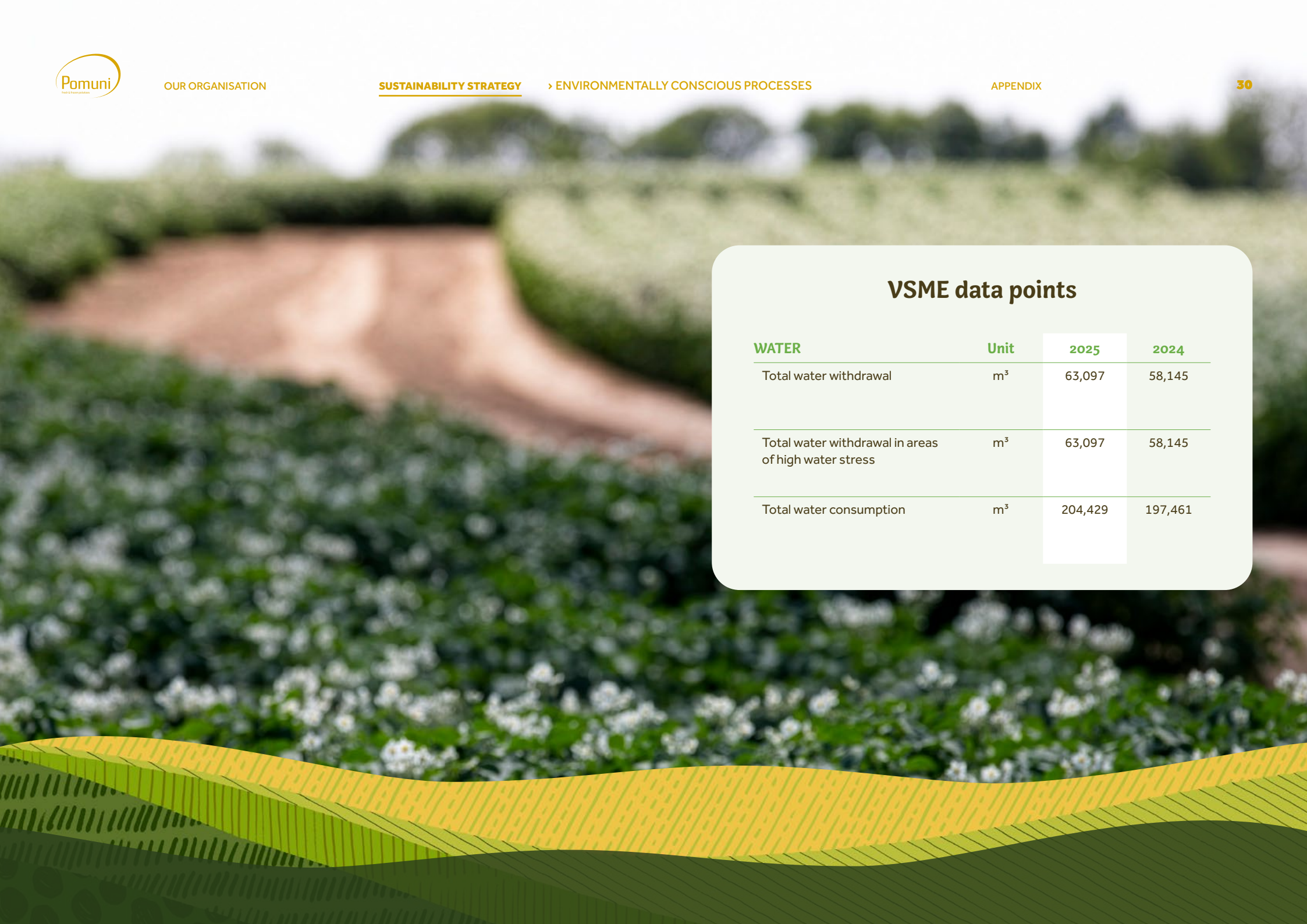


How we achieve this

In 2025, water intensity at Pomuni Frozen was already 8.78% lower than in 2020. We're taking a range of measures to improve efficiency, such as reusing heat, which means less steam is needed – for example, to heat rinse water – and therefore less water is used overall. The performance and efficiency of our water treatment, an area we focus on heavily from an operational standpoint, have also improved. Potato quality also plays a role: higher-quality potatoes require less intensive peeling, which in turn reduces steam consumption. The difficult 2024 growing season, with its wet conditions, led to poorer storage quality – meaning potatoes needed more intensive peeling that year.

Water intensity Pomuni Frozen
(m³/tonne)





VSME data points

WATER	Unit	2025	2024
Total water withdrawal	m³	63,097	58,145
Total water withdrawal in areas of high water stress	m³	63,097	58,145
Total water consumption	m³	204,429	197,461

03

Responsible stewardship
Respect for the product

Respect for the potato is at the heart of everything we do. That's why we monitor every step of the chain, from growing to end product.
Guaranteeing consistent product quality is a daily challenge. Our raw materials are natural products and residual streams, which makes variation in quality inevitable. Thanks to full traceability, automated checks and the expertise of our people, we monitor our processes carefully and guarantee a safe, reliable end product.
As specialists in potato products, we think alongside our customers and respond flexibly to their wide-ranging needs. That same approach ensures we make the most of every single potato. Thanks to our Pomunique combination of fresh and frozen products, almost nothing goes to waste.

- **Maximum circularity**
- **Product quality and safety**



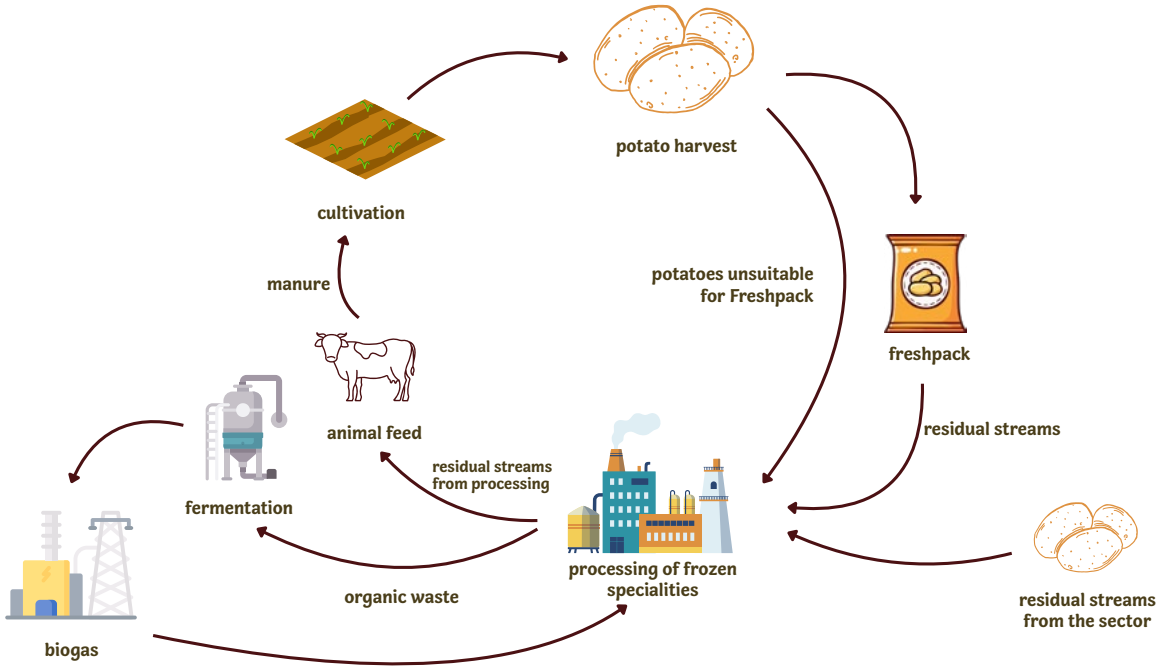
› Maximum circularity

At Pomuni, every potato has a purpose. We process the harvest into a wide range of fresh and frozen products, while giving residual streams a new lease of life wherever possible. As a result, what little waste we do produce barely amounts to a molehill.

Even so, food loss remains a key focus. Every potato that's lost also represents a loss of raw materials, water and energy. That's why we're constantly looking for ways to reduce waste even further.

The Pomuni approach

Because we make both fresh and frozen potato products, we can make the most of every single potato. Potatoes not suited to the fresh market are processed into mash for croquettes. The nutrient-rich peels get a second life as animal feed. That way, we get the maximum out of every potato and aim for *zero waste*.





Our targets and 2025 status

-35% residual stream intensity
(animal feed/peels) at Pomuni Frozen, versus 2020, by 2030

In 2025: **no progress** due to the lower quality of stored potatoes from the 2024 growing season (more peel and quality defects) there has been no progress on this target yet

How we achieve this

Our philosophy is simple: we don't grow potatoes to throw them away.

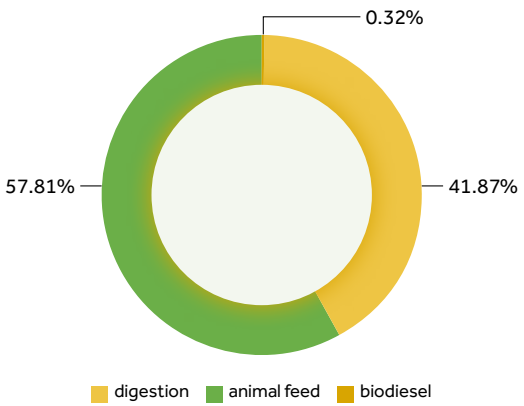
That's why residual streams from production are always given a new purpose. Potato peels and other organic residual streams go towards animal feed or are anaerobically digested to produce green electricity. Even the manure from the livestock goes back to the land, closing the loop once again.

VSME data points

CIRCULARITY	Unit	2025	2024
Total volume of waste (for digestion, animal feed and biodiesel)	Tonnes	16,971.65	15,125.77

By-product streams at Pomuni Frozen

(2025)





CASE

Smarter sorting with AI

To further reduce food waste, Pomuni Trade is investing in AI-driven optical sorting. Using cameras and artificial intelligence, every potato is automatically assessed for quality. This makes the sorting process more accurate, allows faults to be detected more quickly, and reduces product loss. Each potato ends up where it best fits its quality, allowing us to make the most of our raw materials.



› Product quality and safety

A potato is naturally a healthy product, rich in carbohydrates and vitamins. Even for processed potato specialities, such as croquettes, which contain more salt and fat, we pay close attention to a balanced composition. To guarantee quality and food safety, we carry out strict quality controls.

Expectations from retailers and consumers keep rising. Product specifications are becoming ever stricter, meaning more potatoes are processed into mash rather than sold as fresh product. At the same time, demand is growing for transparency about where potatoes come from. Thanks to our thorough traceability and our central role as 'value chain orchestrator', we can provide that information and strengthen our customers' trust.

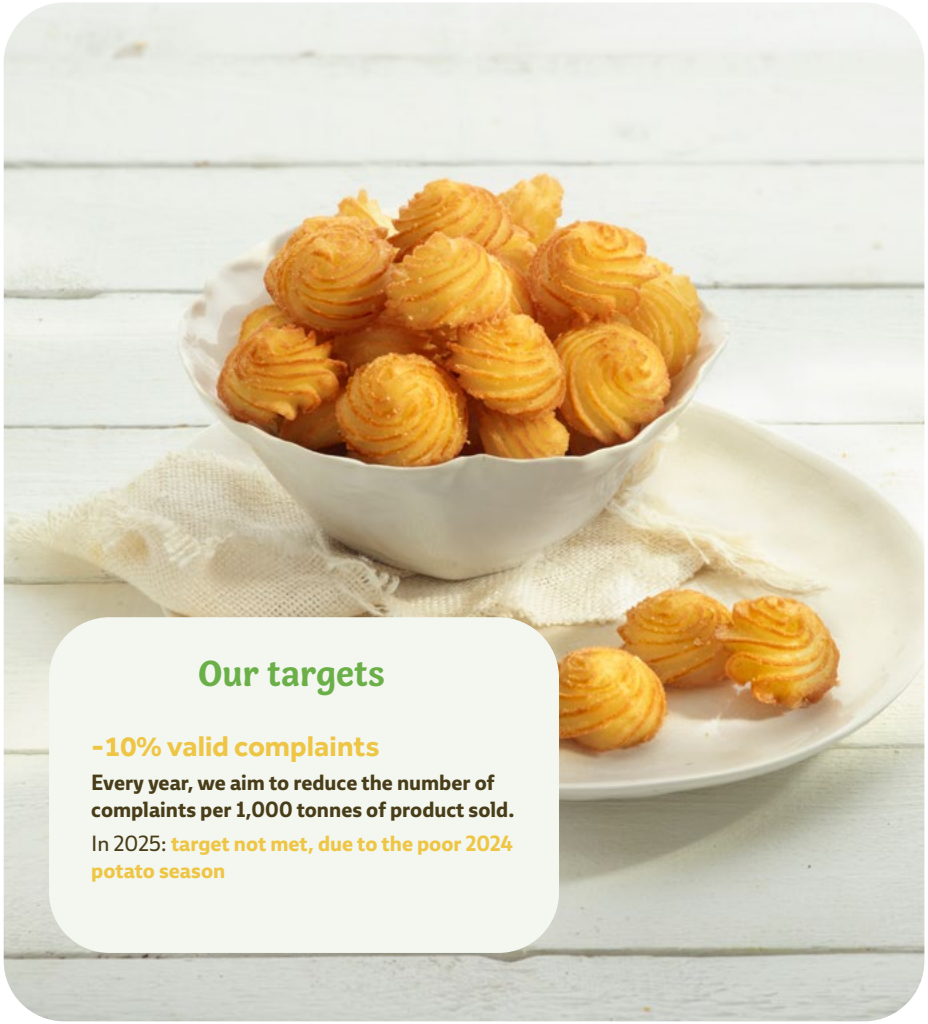
The Pomuni approach

The combination of high quality standards, flexibility and collaborative thinking is at the heart of our approach to product safety and quality. We combine automated checks with the expertise of our own people, so we can act quickly and precisely wherever needed.

For us, quality isn't the responsibility of one department – it's everyone's job. In our self-managing teams, the operators – who have an in-depth understanding of our processes – play a key role. They flag anomalies, contribute ideas, and actively help deliver a safe, high-quality end product.

Did you know...

… that potatoes are naturally rich in vitamin C? Many people associate vitamin C with oranges, but potatoes are also a surprisingly good source of this vitamin.



Our targets

-10% valid complaints

Every year, we aim to reduce the number of complaints per 1,000 tonnes of product sold.

In 2025: target not met, due to the poor 2024 potato season

How we achieve this

INNOVATIVE TECHNOLOGY

Smart technology helps us to monitor quality continuously. Our inline dry-matter sensor automatically adjusts the dosing of potato flakes based on live data (see case study, *From spot checks to real-time quality control*). Behind the ovens, an AI-powered camera system inspects every product and detects deviations that are barely visible to the naked eye. This helps us avoid unnecessary downtime and food waste.

HYGIENE AND SANITATION

Technology alone isn't enough: clear procedures and engaged employees also make the difference. Every week, a team checks hygiene and cleaning against a fixed checklist. Those results are followed up during the management review and form part of the assessment of the teams concerned. We're always striving for further improvement.

We also use dry-ice cleaning for our sanitation process. Small pellets of dry ice are sprayed onto surfaces at high pressure, resulting in a thorough clean without water or chemicals, and without damaging electrical or mechanical components.

TOGETHER WITH OUR CUSTOMERS

Product quality doesn't stop at the factory gate. Since 2022, we've held weekly discussions with our customers through cross-functional teams. This lets us respond to questions more quickly, share experiences, and prevent problems before they arise. We also closely follow developments in the sector, including through organisations such as the British Frozen Food Federation, and through evolving standards and certifications like BRC, IFS, HACCP and BIO (organic) certification.

Our hash browns are a good example. Volume has grown by 70% since 2022, but we also occasionally received feedback about their colour. We traced the entire process, from the complaint right back to the potato in the field. This revealed that the desired product specifications depend heavily on the final application – retail or food service, oven, air fryer or deep fryer. Today, we match the right potato variety even more precisely to the right type of hash brown.



In 2026, we received our first EcoVadis rating for Pomuni Frozen's sustainability efforts.

CASE

From spot checks to real-time quality control

For products such as croquettes and pommes duchesses, we process potatoes into mash, supplemented with potato flakes that provide the right texture and firmness. Exactly how many flakes are needed depends on the dry-matter content of the potatoes. This varies from batch to batch, since a potato is a natural product.

In the past, this level was measured manually just once an hour, meaning the flake dosing was always a step behind reality. Through the European HIGHFIVE project, part of the Smart Sensors 4 Agrifood partnership, we worked with Foss to develop an **inline dry-matter sensor**. It measures dry-matter content continuously and adjusts dosing instantly, based on live data. The result: a more stable production process, less production loss, higher and more consistent quality, and lower energy use per unit of product. The use of this innovative sensor contributed to Pomuni Frozen's recent recognition as a Factory of the Future.



CASE

POMUNI FROZEN RECOGNISED AS A FACTORY OF THE FUTURE ONCE AGAIN

The Factory of the Future title is awarded by technology federation Agoria and research centre Sirris to manufacturing companies that excel in future-focused business practices. Every three years, they assess companies on criteria including digitalisation, advanced production techniques, human-centred organisation, and sustainable value chains.

In 2025, Pomuni Frozen received this recognition for the second time. During the audit, the company achieved an overall score of around 90%, across seven domains: Advanced Manufacturing Technologies (93%), Digital Factory (89%), Eco Factory (86%), Integrated Engineering (87%), Human-Centred Organisation (87%), SMART Manufacturing (97%) and Networked Factory (92%).



04

Pomunique colleagues
From Charlotte to Nicola

From the seed that founder Jos Muyshondt planted in 1928 grew a diverse organisation where that family spirit can still be felt today. At Pomuni, people come first. Openness, engagement and collaboration aren't just words – they're part of who we are. Whether you're on the shop floor or in an office, just starting out or a seasoned colleague: everyone contributes to our 'Pomunique' character. We deliberately invest in a working environment where people feel valued and can grow. We do this through strong terms of employment, training, development opportunities and a focus on inclusion – building, together, an organisation that's ready for the future.

- **An inclusive family business**
- **Health and safety at work**
- **Training and growth opportunities**



› An inclusive family business



Pomuni is a family business, and you can feel that in how we operate day to day. We keep lines of communication short, value personal contact, and think not in quarters but in generations. Sustainability isn't confined to one department – it's part of how we work and how we choose to invest. We're constantly looking for ways to use energy and raw materials more efficiently.

Transparency and accountability are also central to how we work together. Customers, partners and employees increasingly expect more from businesses when it comes to sustainability. We see that as an opportunity to strengthen our relationships and further build our role as a trusted partner.

The Pomuni approach

Our culture rests on a few clear principles: a no-nonsense mentality, taking ownership, working across departments, and adapting flexibly to change. Anyone who shares our core values – honesty, continuity, determination and craftsmanship – will find an environment at Pomuni where they can grow.

To embed these values formally, we're currently developing the Pomuni Code of Conduct. This will bring together the requirements of certification schemes (BRC, IFS, SMETA), legislation, and our own internal guidelines. The code will set out clear ground rules covering areas such as conduct, responsibilities, incident management, and the careful handling of materials.

Our targets

› **Drawing up and implementing a Pomuni Code of Conduct** by 2027

How we achieve this

In the near future, we'll bring together the various expectations around conduct, quality and responsibility into a single, clear Pomuni Code of Conduct. The Code of Conduct will become a fixed part of how we operate, including through development conversations and regular progress reviews.

VSME data points

BUSINESS CONDUCT	Unit	2025	2024
Total amount of fines for breaches of anti-corruption and anti-bribery legislation	EUR	0	0

DIVERSITY AND INCLUSION	Unit	2025	2024
Gender diversity ratio of management	Ratio	1/7	1/6
Gender diversity ratio of the governing body	Ratio	1/3	1/3

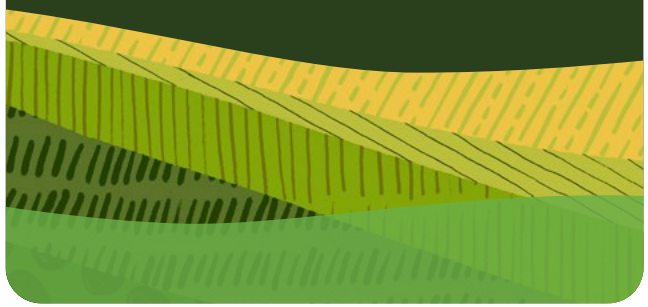
Our **work regulations** cover the following topics: violence, bullying and unwanted (sexual) behaviour. In addition, we are currently working with the ETI Base Code. A group-wide **Code of Conduct** is also being developed, which will go into more depth on areas such as workplace conduct (respect, discrimination, communication), integrity and honesty. The Code of Conduct will also include information on our existing reporting procedure and whistleblower policy.

CASE

Many flavours, one team

At Pomuni, we want to create an inclusive working environment where everyone feels respected, valued and safe. Discrimination and harassment have no place here. We believe that our employees' different backgrounds and experiences make us stronger as an organisation.

We also see that diversity reflected in our workforce. In 2025, the Pomuni team was 7% women and 93% men, aged between 20 and 65. Alongside Belgian employees, we counted colleagues from around ten different countries, including Morocco, Turkey, Afghanistan, Eritrea, Somalia, Tunisia, the Netherlands, Romania and Sri Lanka. We see our diverse team as a real strength, and we do everything we can to make the most of collaboration across nationalities.



CASE

Together towards a smoke-free life

At Pomuni, we believe that healthy employees are the foundation of a healthy organisation. That's why we launched a stop-smoking programme in 2025, in partnership with IDEWE and a certified tobacco cessation specialist. During eight group sessions, employees received professional guidance, practical tips, and support from colleagues facing the same challenge.

The result: eight employees successfully quit smoking. This initiative fits within our ambition to create a healthy, smoke-free working environment and to support our employees' wellbeing for the long term.

› Health and safety at work

At Pomuni, people come first. For us, sustainable growth starts with safe, healthy and respectful working conditions for all our employees. After all, our greatest impact lies with our own people, both in production and in our support functions.

That's why we focus on physical safety, mental wellbeing, and a working environment where employees feel engaged and valued. In a production environment, repetitive tasks, physical strain, workload and changes can all affect employee wellbeing. Automation offers opportunities to reduce physical strain, but, at the same time, calls for good guidance and clear communication.

The Pomuni approach

Working conditions are a structural part of our wellbeing and HR policy. We comply with Belgian occupational health and safety legislation and work with external prevention service IDEWE on safety, health and psychosocial wellbeing. Within Pomuni Frozen, our working conditions are also assessed through the SMETA audit, which evaluates four areas: labour standards, health and safety, the environment, and business integrity.



Our targets and 2025 status

100% of employees

In 2026, we'll carry out a wellbeing survey among all employees across the Pomuni group.

Reporting ratio

Increasing the ratio of reports to incidents. annually

A strong safety culture doesn't mean having as few reports as possible; it means employees flagging unsafe situations and near misses in good time. This allows us to intervene before something goes wrong.

How we achieve this

We continuously improve our workstations and pay close attention to ergonomics. Clear safety agreements and open communication between employees, managers and HR help us identify and address risks more quickly. New employees get off to a good start through careful onboarding, with a focus on support, stability and long-term collaboration.

In 2025, we recorded three reportable workplace accidents, mainly falls – the most common type across both divisions. At Pomuni Frozen, the remaining incidents mainly involved thermal and chemical contact and collisions, while within Fresh & Trade, falls, slips or trips accounted for nearly half of all recorded accidents. To reduce these risks, both divisions introduced – or included in action plans – targeted preventive measures, including adapted personal protective equipment, guarding and anti-slip measures, redesigned workstations and instructions, and strengthened risk assessments, training and awareness-raising. Automation can also help reduce physical strain and better support employees.

VSME data points

WORKING CONDITIONS	Unit	2025	2024
Total number of employees (on 31/12)	Number	179	174
› Total number of employees – female	Number	13	11
› Total number of employees – male	Number	166	163
› Total number of employees – other	Number	/	/
Average number of employees	Number	161	156
Percentage of employees covered by collective bargaining agreements	Percentage	100	100
Number of workplace accidents	Number	3	6
Number of fatal workplace accidents	Number	0	0

CASE

NEW WORKWEAR WITH PEOPLE AND PLANET IN MIND

In 2024, all our employees received new workwear. Together with Prosafco and Mascot, we chose clothing that combines comfort, safety and visibility. Fluorescent details improve safety, and employees in our frozen department received specially adapted warm clothing. Our employees were actively involved in the selection process, ensuring the clothing suits their daily work as well as possible.

Sustainability was also central to this process. In collaboration with Prosafco and GAIA Circulair, we collected our old workwear for circular processing, giving 900 kg of textile a second life. This saved 720 kg of raw materials and almost 500 m^3 of water and avoided nearly 414 kg of CO_2 emissions. In 2025, we received a certificate of circular processing from GAIA Circulair for this initiative.



› Training and growth opportunities

At Pomuni, quality, safety and craftsmanship are central. Training plays an important role in this – not only for permanent employees, but also for temporary workers and students working part-time. By continuously investing in knowledge and skills, we make sure everyone stays up to speed with our working methods, standards and developments in our sector.

A structured approach to training helps reduce risks such as quality issues, safety hazards and loss of knowledge. That's why we're building a system in which training is clearly available, needs become visible more quickly, and knowledge is shared across the organisation.

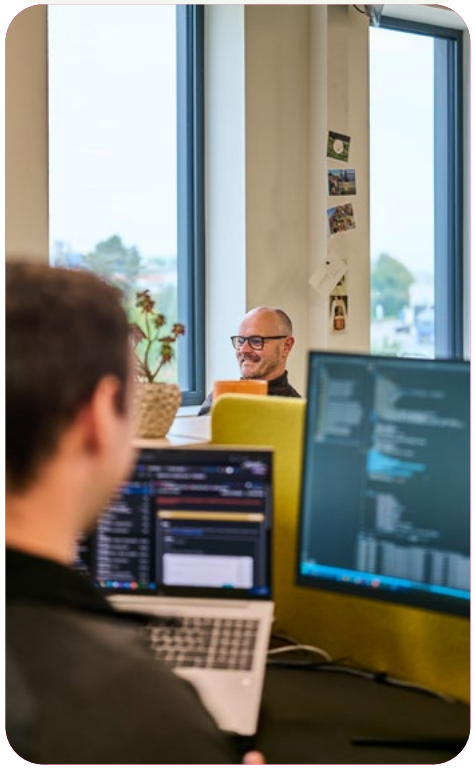
The Pomuni approach

Since 2025, Pomuni has worked with Moviemento, a central learning platform where every permanent and temporary employee gets a personal training profile. Employees are assigned to the right training groups and complete mandatory training on quality, safety and correct working methods. Within Pomuni Frozen, we also align our annual training plan with sector fund Alimento.

Our targets

100% of employees

Periodic development conversations for all employees
from 2026



How we achieve this

Our employees receive five days of training per year, through channels including the Moviemento platform and on-the-job training. In 2025, our employees completed a combined 982 hours of training at Moviemento, averaging 5.6 hours of training per FTE. Through Moviemento, we offer 102 courses tailored to each employee's role and the knowledge and skills it requires. Together with our annual training plans, this has laid the foundation for a structured approach: training is developed, offered, recorded and tracked.

Today, the initiative for additional training still often rests with the employee. In the future, we want to take a more active role by offering training more proactively, tailored to the needs of both employees and the organisation. In time, we also want to invest in blended learning, a combination of classroom-based training and digital learning modules.

VSME data points

WORKING CONDITIONS	Unit	2025	2024
Average number of training hours per employee	Hours	38 (of which an average of 5.6 hours via online learning)	not calculated

CASE



From structure to self-managing teams

Within Frozen, several teams are working step by step towards greater autonomy, collaboration and ownership. Through clear roles and responsibilities, better communication and targeted coaching, we're building teams that can operate ever more independently and deliver results together.

What began as a team development programme within QA has grown into similar initiatives within Technical Services, Production and Engineering. Business coach Jurgen Beyers is guiding the teams through this development. The first results are already visible: stronger collaboration, greater proactivity, and a solid foundation for further growth.

CASE

From temp to packaging assistant: Éléonore's journey

At Pomuni, temporary work can grow into a permanent role with steadily increasing responsibility, as Éléonore Tintigner's journey nicely illustrates. She started in 2017 as a temporary worker at Pomuni Fresh, in the role of sorter. In 2020, she was given the opportunity to progress to packaging machine operator. During the 2021 harvest, she worked as a quality operator in the lab and on stock intake. In 2022, she signed her first contract with Pomuni, as a packaging machine operator. In 2024, she was promoted to packaging assistant, a role she still holds today.





Appendix

- About Pomuni and this report
- VSME table
- Overview of ESG targets

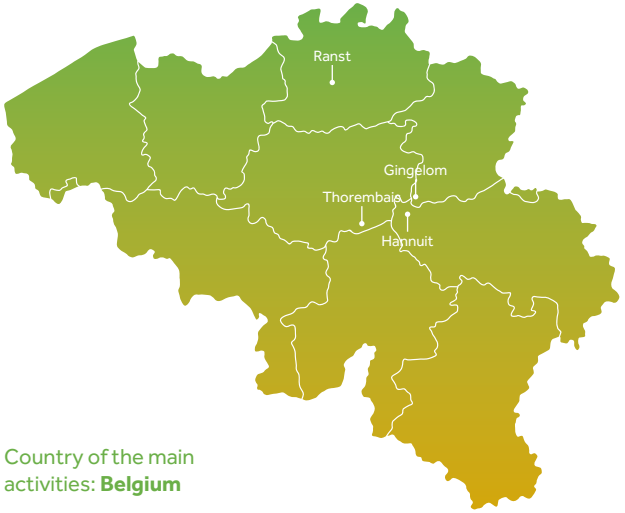
› About Pomuni and this report

This is Pomuni's 2025 Sustainability Report. We report in line with the principles of EFRAG's VSME standard (Voluntary Sustainability Reporting Standard for SMEs). Wherever possible, we follow the Basic Module, supplemented with elements from the Comprehensive Module.

This report covers the period 2024–2025. For certain objectives and indicators, we look back as far as 2020, the reference year used for some of our targets. This allows us to track our progress more clearly.

When preparing this report, no information has been omitted on grounds of confidentiality. The report is consolidated for Pomuni Trade NV, Pomuni Frozen NV, Pomuni Fresh NV, Pomuni Teelt NV, Pomuni Logistics NV, Pomuni Growing NV, Conpapas NV, Pomuni Immo NV and Pomuni Sourcing NV.

This sustainability report has been prepared using the data and insights available at the time of publication. Despite careful preparation, omissions or inaccuracies may occur. No rights may be derived from this report.



Country of the main activities: **Belgium**

Sites
- Ranst (Trade and Frozen)
- Thorembais (Fresh)
- Storage in Gingelom
- Storage in Hannuit

› Key figures for 2025

99,611,580
Balance sheet total

138,337,450
Annual revenue 2025

179
Number of employees

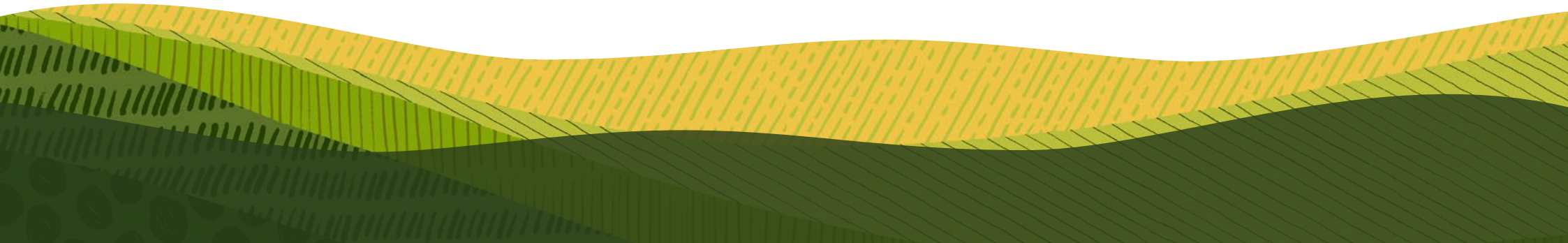
› NACEBEL codes
01.110 / 01.130 / 01.191 / 10.311 / 10.312 / 10.393 / 46.216 / 46.311 / 46.319 / 46.331 / 46.391 / 47.110 / 49.410 / 49.420 / 64.210 / 68.201 / 70.100 / 70.200

Do you have questions about this report?
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VSME table

REPORTING REQUIREMENT		COMMENTS	PAGE
B1	Basis for reporting		p. 46
B2	Practices, policies and future initiatives for the transition to a more sustainable economy		p. 15-44, 48
C1	Strategy: business model and sustainability-related initiatives		p. 4-14
C2	Description of practices, policies and future initiatives for the transition to a more sustainable economy		p. 15-44, 48
B3	Energy and greenhouse gas emissions		p. 27
C3	GHG reduction targets and climate transition		p. 26
C4	Climate risks		n/a
B4	Air, water and soil pollution	Each year, we report our emissions to air, water and soil in line with the conditions of our environmental permit.	p. 19
B5	Biodiversity		p. 20
B6	Water		p. 30

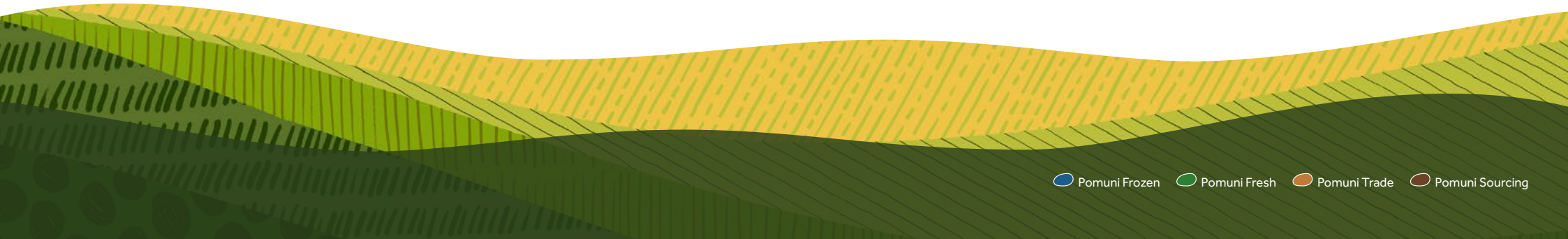
REPORTING REQUIREMENT		COMMENTS	PAGE
B7	Resource use, circular economy and waste management		p. 33
B8	Own workforce – General characteristics		p. 41
B9	Own workforce – Health and safety		p. 41
B10	Own workforce – Remuneration, collective bargaining and training	Pay gap not calculated	p. 41, 43
C5	Own workforce – Additional general characteristics		p. 41
C6	Own workforce – Human rights policies and processes		p. 38
C7	Severe negative human rights incidents		n/a
B11	Convictions and fines for corruption and bribery		p. 39
C8	Revenue from specific sectors		n/a
C9	Gender diversity in the governing body		p. 39



Overview of ESG targets

MATERIAL TOPIC	ENTITY	OBJECTIVE	TARGET YEAR
Climate	Pomuni Frozen	• -30% CO_2e intensity (Scope 1 & 2), versus 2020	2030
Energy	Pomuni Frozen, Pomuni Fresh, Pomuni Trade	• 100% green electricity	2030
	Pomuni Frozen	• -10% kWh/tonne of product, versus 2020	2030
Water	Pomuni Frozen	• -25% water intensity (m^3/tonne of product), versus 2020	2030
Land use and biodiversity	Pomuni Sourcing	• Innovative growing techniques are being actively trialled and rolled out across our grower network • Every contract grower follows a demonstrable growth path towards regenerative agriculture • Pomuni develops a Flagship Farm as a production method for tomorrow's potato growing	Annually Flagship farm: 2026
	Pomuni Fresh, Pomuni Trade	• We get robust varieties included in our retail customers' standing range, and support communication to end consumers	Ongoing
Circular economy and waste	Pomuni Frozen	• -35% residual stream intensity (animal feed/peels), versus 2020	2030

MATERIAL TOPIC	ENTITY	OBJECTIVE	TARGET YEAR
Working conditions for our own employees	Pomuni Frozen, Pomuni Fresh, Pomuni Trade, Pomuni Sourcing	• Wellbeing survey among all employees	2027
	Pomuni Frozen, Pomuni Fresh, Pomuni Trade, Pomuni Sourcing	• Safety culture: annual increase in the ratio of reports to incidents	Annually
Training and Development	Pomuni Frozen, Pomuni Fresh, Pomuni Trade, Pomuni Sourcing	• 100% of employees have periodic development conversations	From 2026
Product Safety and Quality	Pomuni Frozen, Pomuni Fresh, Pomuni Trade	• Improve real-time quality monitoring and increase food safety through smart technology	Ongoing
	Pomuni Frozen	• -10% valid complaints versus the previous year	Annually
Corporate culture	Pomuni Frozen, Pomuni Fresh, Pomuni Trade, Pomuni Sourcing	• Pomuni Code of Conduct drawn up and implemented	2027




Pomuni
fresh & frozen potatoes