



# One pager

2024

**schouten**

## Introduction

Over the past year, Schouten Europe and Schouten Twente moved closer to the partner we aim to be: one that combines plant-based growth with responsibility across the value chain. As an SME, we see clear and practical ESG reporting as part of that responsibility. This one-pager marks a step in that journey and helps build a stronger foundation for transparency, focus and continuous improvement.

Niek-Jan Schouten  
CEO



## About this one pager

This one pager presents Schouten's first structured ESG disclosure for the 2024 reporting year and provides an overview of the ESG data currently available. It offers customers and other stakeholders a clear and accessible summary of selected Environmental, Social and Governance data, highlighting our current reporting and performance.

# 2024

## Organisation

2 locations:

- Schouten Twente at Goor
- Schouten Europe at Giessen

Turnover: €30 milion

Delivery to 50+ countries worldwide



## Social

### Employees



Average training hours per employee:  
8 hours\*  
4 hours\*\*

Recordable Work-related Accidents: 2

Rate of Recordable Accidents: 1.58

Work-related Fatalities: 0

## Governance

Employees covered by collective bargaining: 74%

Convictions for corruption or bribery: 0



## Environmental

Total Energy consumption  
2,429 Mwh

Renewable Energy 2,427 Mwh  
Non Renewable Energy 2 Mwh

GHC Intensity  
0,00003958  
tCO<sub>2</sub>eq / Euro



Scope 1 GHC emissions  
532tCO<sub>2</sub>eq



Scope 2 GHC emissions  
1 tCO<sub>2</sub>eq market  
656 tCO<sub>2</sub>eq location



Total waste diverted to recycling/reuse

375,900 kg\*



Total non-hazardous waste generated

286,935 kg\*

Total hazardous waste generated  
432 kg\*



Mass flow of primary food ingredients

2,482 tonnes



Total water withdrawal  
15,336 m<sup>3</sup>



\*Schouten Twente  
\*\*Schouten Europe

# Organisation and Governance



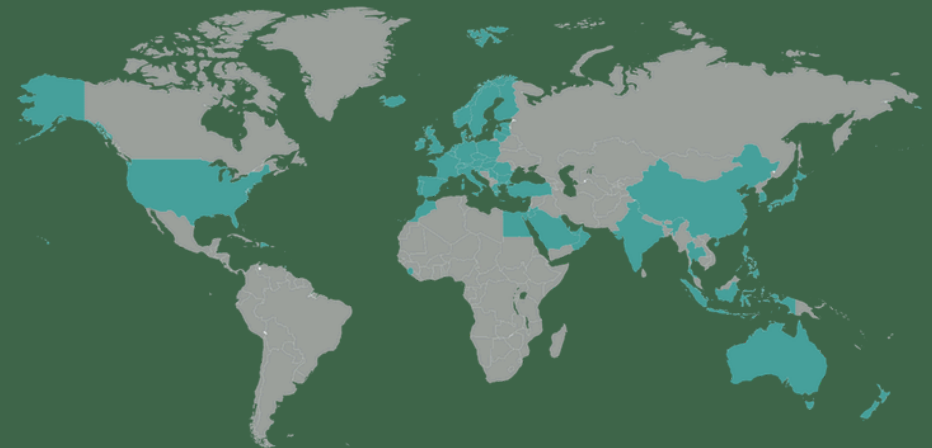
## Organisation and international presence

As an internationally operating plant-based food company with locations in Goor and Giessen and activities in more than 50 countries, Schouten recognises the importance of transparent reporting on the environmental, social and governance topics that matter most to the business and its stakeholders.

## Governance and responsible business conduct

Responsible business conduct forms an essential part of Schouten's ESG approach. In 2024, 74% of employees were covered by collective bargaining agreements. This share reflects the composition of the organisation, as head office employees and office-based employees at the Twente location are not covered by a collective labour agreement.

In the same year, there were no convictions for corruption or bribery, underlining the company's commitment to integrity, sound governance and fair employment practices.



## Social

### Employees, development and safety

In 2024, Schouten employed 67 permanent employees and 65 temporary employees, with a gender breakdown of 63 female and 69 male employees.

The average number of training hours per employee was 8 for Schouten Twente staff.

In the same year, Schouten recorded 2 work-related accidents, with a rate of recordable accidents of 1.58. The number of work-related fatalities was 0.



# Environment

## Insight into environmental impact

Schouten also continued to strengthen insight into its environmental impact. In 2024, the company further advanced its reporting on key topics such as energy use, greenhouse gas emissions, waste, raw materials and water withdrawal. In the same year, the CSR team officially started, creating a stronger internal focus on sustainability, reporting and continuous improvement.

Total energy consumption amounted to 2,429 MWh, almost entirely from renewable sources, while Scope 1 greenhouse gas emissions totalled 532 tCO<sub>2</sub>eq.

Together, these insights support a clearer understanding of operational impact and help guide further improvement.



This one pager reflects Schouten's continued commitment to responsible business practice and greater transparency. It provides a solid basis for further development of our ESG approach in the years ahead.



For Schouten, ESG is part of how we continue to grow as a responsible family business. It supports our ambition to create long-term value through plant-based food production, with attention to people, planet and lasting partnerships. In the years ahead, we will continue to build on this foundation with focus, transparency and the commitment of our family and teams.

Niek-Jan Schouten  
CEO

