

| Category | Indicator | Metric | JDE Peet's Data |
|-----------------------------|-------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Emissions | 1 GHG emissions (market based, tCO2e) | Scope 1 GHG emissions | 326,791 |
| | | Scope 2 GHG emissions | 94,879 |
| | | Scope 3 GHG emissions | 4,129,565 |
| | | Total GHG emissions | 4,551,236 |
| | 2 Carbon footprint | Total GHG emissions tCO2e per EUR bn EVIC (Enterprise Value Incl. Cash) | Total GHG emissions 4,551,236t / FY 23 EVIC EUR 17.8bn |
| | 3 GHG intensity | Total GHG emissions in tCO2e per EUR bn sales | Total GHG emissions are 4,551,236t / FY 23 sales EUR 8.2bn |
| Water | 4 Exposure to the fossil fuel sector | | JDE Peet's has no economic activity in the fossil fuel sector (incl. extraction, processing, storage and transportation of petroleum products, natural gas, and thermal and metallurgical coal) |
| | 5 Share of renewable energy consumption and production | | Share of renewable energy consumption and non-renewable energy production, expressed as a percentage of total energy sources was 49% in FY 23 |
| | 6 Energy consumption intensity | | Total energy consumption within the organisation is 2,356,882 in MWh and FY 23 sales were EUR 8.2bn |
| Biodiversity | 7 Activities negatively affecting biodiversity sensitive areas | | JDE Peet's has conducted an assessment for its own operations using the IBAT (Integrated Biodiversity Assessment Tool), overlaying its manufacturing sites with data sets from the i) International Union for Conservation of Nature (IUCN)'s Red List of Threatened Species, ii) the World Database on Protected Areas and iii) the Word Database of Key Biodiversity Areas. JDE Peet's identified that six of its manufacturing units, with an estimated operational site size of 17.4 km2, are located in, or near 3 terrestrial biodiversity value areas: Plaine du Forez in France, Doğu Karadeniz Dağları in Turkey and Mittelwesermarsch in Germany. However, none of these sites that are in proximity of those key biodiversity areas have been expanded and JDE Peet's continues to operate within operational consents in consideration of pollutants of local biodiversity as stipulated by local regulations. |
| Waste | 8 Emissions to water | | JDE Peet's has a waste water discharge treatment commitment in place and 99% of its waste water is being treated to local required standards. |
| Waste | 9 Hazardous waste and radioactive waste | | JDE Peet's has taken measures to reduce hazardous waste generation. Please see page 145 of our Annual Report 2023 (link below) which indicates that hazardous waste is 887 metric tonnes, equal to only 1.0% of total waste |
| Social and employee matters | 10 Violations of UN Global Compact principles and OECD Guidelines for Multinational Enterprises | | JDE Peet's is unaware of any violations by the company of the UNGC principles or OECD Guidelines for Multinational Enterprises |
| | 11 Processes and compliance mechanisms to monitor compliance with UNGC principles and OECD Guidelines for Multinational Enterprises | | In 2023, supported by an external company that specialises in human rights advice, we finalised and cascaded our standard operating procedures for human rights due diligence tailor-made to each of the three areas mentioned above, which will be further deployed in 2024. More detailed information can be found from page 128 onwards in the Human Rights section of Annual Report 2023. |
| | 12 Unadjusted gender pay gap | | The difference in the pay of men and women is less than 1%, which is well under the future EU directive's threshold of 5%. The gender pay equity analysis across JDE Peet's has been conducted in collaboration with Mercer, a leading external global HR consultancy in this space |
| | 13 Board gender diversity | | Average ratio of female to male board members, expressed as a percentage of all board members is 38% |
| | 14 Exposure to controversial weapons | | JDE Peet's is not involved in the manufacture or selling of controversial weapons (e.g. anti-personnel mines, cluster munition, chemical weapons and biological weapons) |

| FY 23 Key figures | |
|-------------------|------------|
| Sales | EUR 8.2bn |
| EVIC* | EUR 17.8bn |
| Market cap* | EUR 11.9bn |
| Gross debt* | EUR 5.9bn |
| Net debt* | EUR 3.9bn |

[Link to Annual Report 2023](#)

*End of 2023