



## Principle Adverse Indicators

Version 3 April 2025

Category		Indicator	Metric	JDE Peet's Data
Emissions	1	GHG emissions (market based, tCO2e)	Scope 1 GHG emissions Scope 2 GHG emissions Scope 3 GHG emissions Total GHG emissions	283,278 81,679 4,880,072 5,245,029
	2	Carbon footprint	Total GHG emissions tCO2e per EUR bn EVIC (Enterprise Value Incl. Cash)	Total GHG emissions 5,245,029t / FY 24 EVIC EUR 13.7bn = 0.000382849
	3	GHG intensity	Total GHG emissions in tCO2e per EUR bn sales	Total GHG emissions are 5,245,029t / FY 24 sales EUR 8.8bn = 0.000596026
	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 21.8% in FY 24
	6	Energy consumption intensity		Total energy consumption within the organisation is 2,203,268 in MWh and FY 24 sales were EUR 8.8bn
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 World 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.
Water	8	Emissions to water		JDE Peet's has a waste water discharge treatment commitment in place and 99% of its 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 155 of our Annual Report 2024 (link below) which indicates that hazardous waste is 191 metric tonnes, equal to only 0.2% 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, which was further deployed in 2024. More detailed information can be found from page 186 onwards in the Human Rights section of Annual Report 2024
	12	Unadjusted gender pay gap		The difference in the pay of men and women is 4.98%, which remains below the future EU directive's threshold of 5%. As this unadjusted pay gap reflects only average differences in pay, JDE Peet's went a step ahead to measure the adjusted gender pay gap (analysing the pay gaps after accounting for various factors such as job role, experience, work location and more), which not only remains significantly below 1%, but has further reduced to 0.52%
	13	Board gender diversity		Average ratio of female to male board members, expressed as a percentage of all board members is 36%
	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 24 Key figures	
Sales	EUR 8.8bn
EVIC*	EUR 13.7bn
Market cap*	EUR 8.1bn
Gross debt*	EUR 5.6bn
Net debt*	EUR 4.3bn
<a href="#">Link to Annual Report 2024</a>	
*End of 2024	