

Cultivating organic growth, impacting nature and people positively

Impact Report 2025



Introduction by our CEO Floris Wesseling

In 2025, Tradin Organic continued to strengthen its role in advancing organic and regenerative supply chains in an increasingly complex and volatile global context. Guided by a clear long-term ambition, we made deliberate choices and remained focused on building lasting value across the food system, with responsibility for nature, people, and the integrity of organic supply chains at the core of our approach.

The foundation of our impact lies at origin. Together with farmers, producers, and many other partners, we work to strengthen organic and regenerative practices that support resilient livelihoods and healthy ecosystems. These efforts contribute to more robust sourcing landscapes and reinforce the reliability and transparency of our supply chains, while reflecting the responsibility we take for the regions and communities we source from.

In 2025, we launched our Nature Positive Plan, setting out how we aim to contribute to a future with more nature than today. The plan brings structure and focus to our sustainability strategy and translates ambition into targeted action across biodiversity, climate, water, and communities. It also reflects our conviction that the way food is produced matters for people beyond the farm gate. Organic and regenerative practices shape the quality and integrity of ingredients, influence long-term environmental and human health, and play a role in enabling consumers to make informed and responsible choices about the food they consume.

This Impact Report outlines the progress we have made and the direction we are taking. It also reflects a clear call to action: to work with partners across the value chain to accelerate positive change at scale. We invite our customers, suppliers, and stakeholders to engage with us, challenge us, and collaborate in building supply chains that create lasting value for nature, people, and consumers, now and in the future.





2025 at a glance

Our greatest impact is achieved through support programs at origin, scaling regenerative organic practices.



5 new co-financing contracts signed in 2025, 25 projects to date



90.000 hectares under organic cultivation supported to date



110.000 farmers participated in our support programmes to date

Tradin Organic is the global leader in organic ingredients, offering the broadest range and truly global presence.

5 product groups:



Cocoa



Coffee



Oils & Fats



Fruits & Vegetables



Nuts & Seeds



3 own production facilities



People on the ground in **17 countries**



Ingredients sourced from **68 countries**

Our portfolio includes ingredients for food- and cosmetic products, covering all major certifications.

99%

volume sold was **plant-based**
(similar to previous years)

15%

volume sold with a **social certificate on top of organic**
(similar to previous years)

Strategy: Our Nature Positive Plan

In 2025, we launched our advanced sustainability strategy for 2030, focused on contributing to a future with more nature than today. To ensure our approach is science-based and reflects emerging best practice, we aligned with the [Nature Positive Initiative](#) and joined its Forum of committed organisations. Creating nature-positive outcomes at scale requires collaboration across the value chain, so a crucial part of our plan is working with producers, brands, and retailers to unlock real, measurable impact.

To develop this Nature Positive Plan, we completed our first double materiality assessment (DMA), identifying where Tradin Organic has the greatest impacts and where stakeholder expectations, as well as a detailed impact, risk and opportunity (IRO) analysis.

The assessment highlighted nine topics as most material to our business and value chain, most of which are already embedded in existing strategies and programs. It also reaffirmed where we have the greatest opportunity to step up our efforts for nature and resilience. To do so, we developed a Nature Positive Plan with four pillars: **Biodiversity & Soil health, Climate, Water, and Communities.**

Under these pillars, we set eight concrete targets, introduced in the topic-based sections of this report. These targets are not the limit of our ambitions; they are a clear and measurable starting point. We have begun piloting and deploying new tools to better measure, track and understand our impact. In future reports, we will share progress against our targets and provide insight into the impact and outcomes generated.

Our value chain and material topics



Impact at origin: reports from the field

These examples highlight how our origin projects translate strategy into measurable impact for farmers and ecosystems.

Farmer livelihood improvements in Indonesia

Our three-year impact project (2025–2028) in Indonesia supports 2,275* organic coconut sugar farming households in Central Java, to improve safety, livelihoods, and resilience. After research in 2024, improved cookstoves have been developed that raise efficiency by over 35% while reducing smoke exposure, fuel use, and emissions. Besides improving kitchens in 2026, the project will also distribute 12,000* dwarf coconut trees, **reducing climbing risks, increasing yield potential, and enabling more women and young farmers to participate in sap tapping.** The seedlings are financed by Tradin Organic and one of its customers, the overall project is co-funded by the Dutch government (RVO).



Dynamic agroforestry in Sierra Leone

In Sierra Leone, Tradin Organic continues to scale Dynamic Agroforestry (DAF) as a nature-positive approach to resilient cocoa production. Building on the EU co-funded work in progress that has already trained 1,398 farmers and established 443 hectares of DAF, a new four-year addition, kicked off in September 2025, aiming to reach nearly 5,000 farmers across 1,550 hectares. The initiative combines agroforestry implementation, blended learning, youth employment, and women-led savings groups **to strengthen livelihoods, restore biodiversity and secure a climate-resilient cocoa supply.**

* Data from January 2026, numbers are dynamic and subject to change as the project scales.

Biodiversity & Soil health

A resilient food system depends on healthy soils, biodiversity and balanced farming landscapes. In our business, the biggest potential to positively impact nature lies in the countries we source from. Therefore, our primary focus is the agricultural land where our ingredients grow and the landscapes in which our partner farms are situated.

At a minimum, organic practices help preserve soil health and biodiversity by avoiding synthetic inputs and encouraging more diverse farming systems. Where possible, we go further by supporting regenerative practices that restore soil function and enhance biodiversity. Our Nature Positive Plan focuses on targeted and measurable action at origin, particularly in regions under environmental pressure. New tools like **Osapiens** and **Nala Earth** are helping us better understand risks and opportunities and focus our efforts effectively.

We also developed **RegenerEight**, our own tool to map and report progress on regenerative practices at origin ([contact us](#) to learn more!).



Preventing deforestation

Compliance with the EU Deforestation Regulation (EUDR) remained a key priority in 2025. While implementation was delayed, our approach did not change. We mapped and collected more than 250,000 polygons for cocoa and coffee farms and assessed them for deforestation risk in **Osapiens**. 97.5% of plots (assessed in 2025) show no risk of deforestation, demonstrating strong alignment with EUDR requirements and reinforcing confidence in our sourcing origins.

2025 Highlights



Planted more than 1 million trees to date through our support programs, including cacao, avocado, fruit, and shade trees.



Increased Dynamic Agroforestry (DAF) programs in Sierra Leone & Peru and introduced DAF in Indonesia with our partner **Ecotop**.



Launched a functional biodiversity project with citrus partners in Mexico, focusing on natural pest control.



Completed the first pilot with Nala Earth, testing how to measure the state of nature and our impact on it.

2030 Targets

50%

of our sourcing hectares will apply **biodiversity-enhancing practices**.

5

non-agricultural ecosystems near our sourcing areas will be actively protected or restored, including forests and buffer zones.

Climate

Climate change is reshaping agricultural supply chains worldwide. It is also the impact area with the strongest alignment on metrics, enabling us to set clear and science-aligned targets. Our focus is on reducing our own greenhouse gas emissions (GHG) while strengthening resilience at origin. To achieve the latter, we seek collaboration across value chains and at the landscape level.

We have started mapping which of our suppliers have already been affected by climate change in the past three years. Of the nearly 100 suppliers surveyed so far, over 60% report negative impacts of erratic climate patterns including droughts, extreme rainfall and temperature fluctuations. These changes can affect yields, increase pest and disease pressure, and threaten farmer livelihoods. In some cases, shifting weather patterns have created improved conditions and new opportunities.

Supporting adaptation to these changing conditions is essential for our business and for the farmers, partners, and communities we work with. Our Nature Positive Plan guides this support, prioritizing nature-based solutions such as enhanced biodiversity, soil health, and water management.

Advancing carbon insetting

We are developing a Carbon Insetting Framework with **Imset** to enable both ourselves and our customers to address climate targets, including scope 3 ambitions, through meaningful action at origin. By prioritizing interventions within our sourcing regions, the framework links emissions reduction and carbon removals directly to the landscapes where our ingredients are produced. This approach ensures climate action delivers measurable benefits for farmers while strengthening supply chain resilience.

2025 Highlights



Carbon footprint:
scope 1: 2089 tonnes CO₂e, scope 2: 860 tonnes CO₂e (combined reduction of 46% compared to last year), Scope 3: 391,781 tonnes CO₂e.



100% Renewable electricity achieved across our 3 processing plants, sourced from solar, wind, hydro and biomass through on-site generation, direct purchase or certificates of origin.



Implemented upgrades in plants, including replacement of cooling systems and heavy machinery.

2030 Targets

42%

reduction of our own GHG emissions (scope 1 and 2) compared to the 2023 baseline; reduce GHG scope 3 emissions by 42% for E&I categories and 30.3% including FLAG emissions.

5

priority supply chains will use the **Tradin Carbon Insetting Framework**.



2025 Highlights



Total water consumption in our facilities: 9.047 m³, with **reduced water use** per metric ton of product across all three factories compared to last year.



Launched a new project in Ethiopia with Oromia Coffee Union, Taylors of Harrogate as part of the M&S **“Cup of ambition”** program focusing on wastewater treatment at coffee washing stations and using this to improve access to clean water for surrounding communities.

2030 Targets

50%

of our sourcing hectares will apply **water-smart practices**.

5

important catchment areas to be protected or restored near our sourcing regions.

Water

Water is the fastest-rising topic in our materiality scans, mirroring both national and global agendas. Its central role in agricultural systems is increasingly acknowledged, alongside growing awareness of the risks when access to water is constrained. As water availability directly affects yields, quality, and long-term supply security, it is a key consideration in our sourcing regions. Our focus is therefore on water stewardship at origin, recognizing that effective practices are highly context-specific.

Many organic systems are rain-fed, while others require efficient irrigation or, in extreme cases, alternative solutions such as desalinated seawater, as in our organic lemon supply chain in Spain. Across all regions, our goal is to keep farming landscapes green and productive by working with nature, not against it. This means using water efficiently and supporting natural systems that provide critical water-related ecosystem services.



Partnering for water stewardship

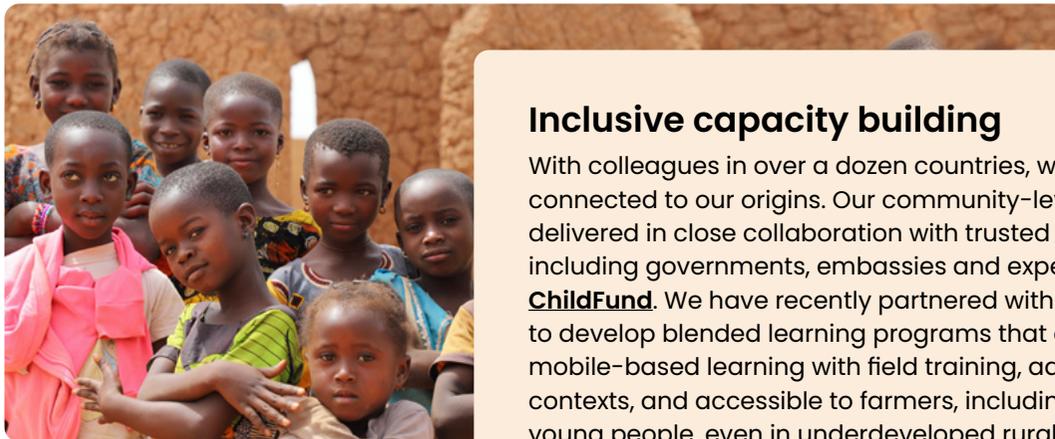
Through organic and regenerative practices, including those promoted under our RegenerEight framework, we help improve soil health, enhance water retention, and reduce runoff. These water-smart practices strengthen resilience at both farm and landscape levels, an increasingly important priority in regions facing growing water stress. We are encouraged to see customers already engaging with us on water stewardship initiatives at origin and welcome further collaboration across the value chain.

Communities

Our supply chains are rooted in complex, often smallholder-based farming systems. We work with farmers and local processors around the world and aim to ensure safe and fair working conditions throughout our supply chains, while also supporting local community development.

When it comes to conditions in our supply chains, we take a risk-based approach. Our integrated **Human Rights and Environmental Due Diligence** (HREDD) system combines inherent risk profiling, using platforms such as **Sedex**, with audits and targeted questionnaires to assess site-specific risks. Where issues are identified, we prioritize collaborative remediation, working with suppliers and partners to drive continuous improvement.

We work closely and directly with farmers because stronger livelihoods and safer working conditions are closely linked to more resilient supply chains. When farmers are better able to invest in their farms and communities, they are also better positioned to care for their land and commit to long-term partnerships. This strengthens continuity of supply and helps reduce risk for both farmers and our business. To help unlock this investment at origin, we increasingly work with co-finance structures that combine our own contributions with other private as well as public funding, enabling larger-scale and longer-term impact than we could achieve alone.



Inclusive capacity building

With colleagues in over a dozen countries, we are deeply connected to our origins. Our community-level work is delivered in close collaboration with trusted partners, including governments, embassies and experts like **ChildFund**. We have recently partnered with **Skilled** to develop blended learning programs that combine mobile-based learning with field training, adapted to local contexts, and accessible to farmers, including women and young people, even in underdeveloped rural areas.

2025 Highlights



42% of all suppliers are audited by third parties on human rights and social criteria.



Reached more than 110,000 farmers (and family members) to date through our impact programs.



Village Savings and Loan Association (VSLA) established in Sierra Leone, with total **female membership exceeding 60%**.

2030 Targets

100%

of high-risk (Tier 1) suppliers audited on human rights and key social criteria; if not through third parties then by trained staff members of Tradin Organic.

200k

direct beneficiaries to be reached through funded origin programs, including farmers, workers and community members.

Health & Nutrition

Health & Nutrition is a cross-cutting theme that connects agriculture, ecosystems, and human well-being. The relationship between organic production and human health is complex, but interest in this topic continues to grow. Research into the long-term effects of chemicals on farmers, ecosystems, and consumers is increasing, and evidence supporting plant-based diets is getting stronger.

We approach this space with care: avoiding simplistic claims while actively engaging with emerging science. We have not yet set any quantitative targets but commit to exploring the theme further. We are excited about developments around nutrition and plan to test and compare ingredients from organic and regenerative origins to better understand how farming practices may influence nutritional density. We see this as a shared learning space and invite partners to join us.

Beyond research, we focus on tangible improvements in the communities we source from. Dynamic agroforestry systems show how diversified farm designs can improve not only food availability, but also dietary diversity and nutritional balance. These systems are intentionally designed to provide harvests year-round, including fast-growing crops such as beans and peas. In vulnerable regions, particularly for young children, more consistent access to diverse foods can make a meaningful difference. This reinforces our ambition to scale agroforestry and explore ways for customers to engage in this work.



Investing in health

Farmer health is another critical, and often overlooked, dimension. Access to healthcare is closely linked to productivity, child well-being and long-term land stewardship. We are teaming up with **Lucid** to initiate feasibility studies in cocoa origins to inform the design of targeted health interventions. We will share further insights as this work develops.



Quality

Our Quality Assurance department progress:

- Updated the mandatory Vendor Approval Process to more explicitly include sustainability, to strengthening supply chain due diligence.
- Continued digitizing and automating systems to enable a more efficient and integrated way of working.
- Adapted to new regulations, including the EU Organic Regulations and EUDR, supporting suppliers and ensuring supply chain integrity and traceability.



QA key stats

~7,000

samples tested in accredited laboratories

\$1.6m

spent on sample testing

93%

of subcontractors hold a GFSI-certification for food safety

(up by 5% from last year)



HR key stats

526

employees (up 20% from last year, primarily in product origins & production facilities)

33%

of top management positions are held by women

(similar to last year)

32

nationalities employed

Talent

Our HR department progress:

- Launched a global culture journey to align our work with our mission and shared impact.
- Introduced talent management programs in EU and US to strengthen skills within our workforce.
- Implemented a vitality program, including a monthly personal allowance, health checks, well-being workshops and personal coaching.



We are part of Acomo N.V., a publicly listed group. Our comprehensive ESG data is included in the group's Annual Report, prepared in line with the EU CSRD requirements and subject to limited assurance. All Annual Reports are available in the **Investor Publications** section of Acomo's website, with the 2025 report expected in Q2 2026.

We welcome feedback, questions and ideas and can be reached at sustainability@tradinorganic.com