

Marel Nasdaq ESG Metrics



Environmental		2022	2021
E1	Direct & Indirect GHG emissions (Tonnes CO ₂ e)	393.452	445.691
E1.1	Scope 1: Direct GHG emissions	7.314	7.563
	Heat - Natural gas (scope 1)	3.193	3.252
	Company cars (scope 1)	4.121	4.311
E1.2	Scope 2: Indirect GHG emissions (market-based electricity + district heating)	4.250	7.328
	Heat - district heating (scope 2)	260	267
	Electricity - market based (scope 2)	3.990	7.061
E1.2	Scope 2: Indirect GHG emissions (location-based electricity + district heating)	7.593	8.755
	Electricity - location based (scope 2)	7.333	8.487
E1.3	Scope 3: Other indirect GHG emissions	381.888	430.801
	Waste from operations (scope 3)	289	308
	Business air travel (scope 3)	6.341	3.430
	Purchased goods and services (scope 3)	81.014	109.529
	Use of sold products (scope 3)	294.244	317.534
E2	Emission intensity (Tonnes CO ₂ e per EUR 1,000 of revenues)	0,25	0,33 *
E2	Emission intensity (Tonnes CO ₂ e per m ²)	1,19	1,30 *
E2	Emission intensity (Tonnes CO ₂ e per average FTE)	51,1	63,0 *
E3	Energy usage (GWH)	62,61	73,18
E3.1	Directly consumed (GWH)	30,77	36,00
	Heat - Natural gas (GWH)	17,50	17,75
	Fuel (GWH)	13,27	18,25
E3.2	Indirectly consumed (GWH)	31,84	37,18
	Electricity (GWH)	30,26	35,56
	Heat - district heating (GWH)	1,58	1,62
E4	Energy intensity (MWH per FTE)	8,1	10,4
E5	Energy mix - renewable electricity	71%	53% *
E6	Water usage (m ³)	40.190	43.659
E7	Environmental operations	Yes	Yes
E7.1	Formal environmental policy	Yes	Yes
E7.2	Specific waste, water, energy, and/or recycling policies	Yes	Yes
E7.3	Recognized energy management system	Yes	Yes
E8	Climate related risk oversight by the Board/Management	Yes	Yes
E9	Sustainability issue oversight by the Board/Management	Yes	Yes
E10	Climate oversight/management	Yes	Yes
Social		2022	2021
S1	CEO pay ratio	14.2:1	17.2:1 *
S1.2	Reported in regulatory filings	Yes	Yes
S2	Gender pay ratio (men/women)	4,1%	4,5%
S3	Employee turnover ratio	13,3%	11,4%
S4	Overall female ratio	17,9%	17,4%
S5	Contingent worker ratio	6,2%	7,9%
S6	Non-discrimination policy	Yes	Yes
S7	Injury rate	0,67	0,78
S8	Global health & safety policy	Yes	Yes
S9	Child & forced labor policy	Yes	Yes
S9.2	Policy covers suppliers and vendors	Yes	Yes
S10	Human rights policy	Yes	Yes
S10.2	Policy covers suppliers and vendors	Yes	Yes

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Governance		2022	2021
G1	Board diversity (women/men ratio)	43/57	43/57
G1.2	Board committee chairs (women/men ratio)	67/33	67/33
G2	Independent board directors	Yes 100%	Yes 100%
G2.1	CEO prohibited from serving as board chair	Yes	Yes
G3	ESG incentivized pay	Yes	Yes
G4	Collective bargaining	Yes	Yes
G5	Supplier code of conduct	Yes	Yes
G6	Ethics & anti-corruption	Yes	Yes
G7	Data privacy	Yes	Yes
G7.2	Compliance with GDPR	Yes	Yes
G8	ESG reporting (published and filed)	Yes	Yes
G9	Disclosure practices	Yes	Yes
G9.2	Specific focus on UN Sustainable Development Goals	2, 9, 12	2, 9, 12
G10	External validation assurance	Partial ¹⁾	Partial ¹⁾

¹⁾ Environmental KPIs are determined with the support of Sustainalize, an ERM Group company.

Please see the explanatory note to the 2022 sustainability disclosure for further explanation including for restated* metrics.