



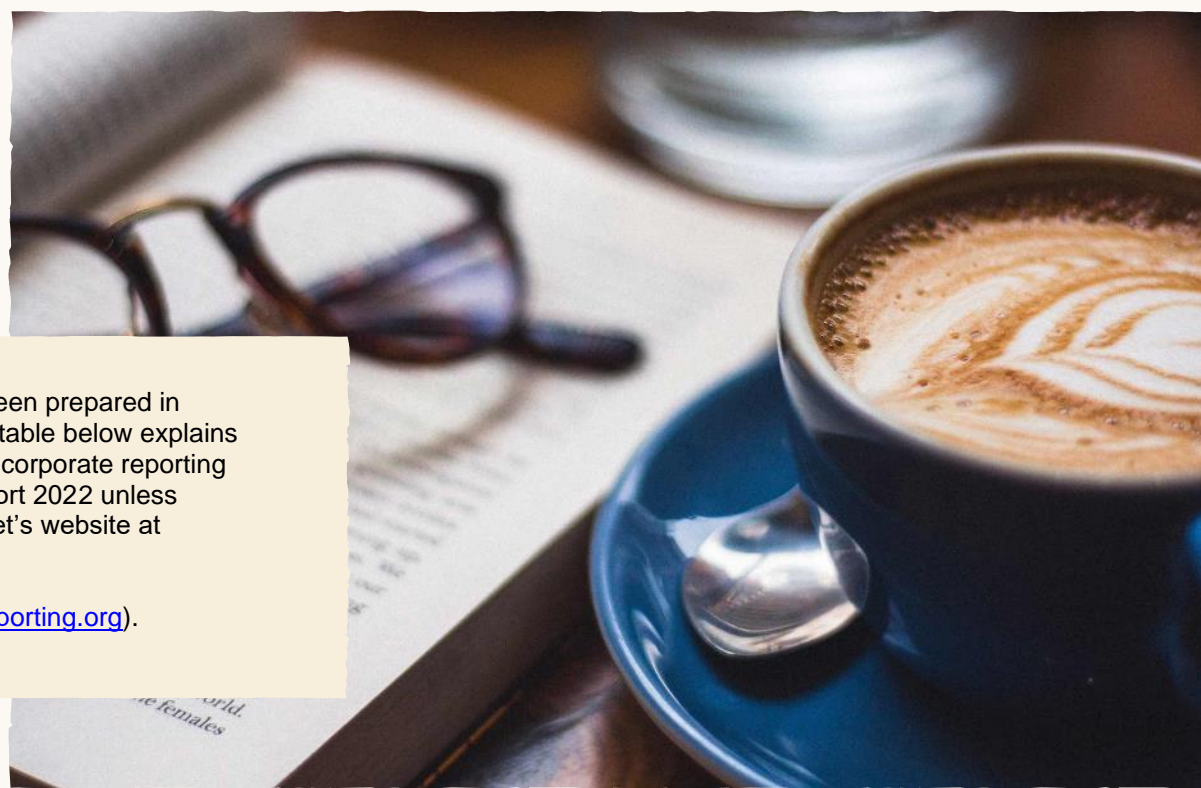
JDE PEET'S N.V.

# **GRI CONTENT INDEX 2022**

## GRI CONTENT INDEX 2022

This content index accompanies our [JDE Peet's Annual Report 2022](#) and has been prepared in accordance with the Global Reporting Initiative (GRI) Standards. The reference table below explains where to find the relevant information for each indicator in the report, or in other corporate reporting where noted. All mentions of page numbers refer to the JDE Peet's Annual Report 2022 unless specifically noted otherwise. Our corporate policies can be found in our JDE Peet's website at <https://www.jdepeets.com/about-us/policies/>

For a detailed explanation of the indicators, visit the GRI website ([www.globalreporting.org](http://www.globalreporting.org)).



Statement of use	JDE Peet's has reported in accordance with the GRI Standards for the period 1st Jan 2022 to 31st Dec 2022.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	n/a for 2022 reporting year

Disclosure number and title	Location	GRI omission		
		Requirement(s) omitted	Reason	Rationale
General Disclosures				
GRI 2: General Disclosures 2021				
2-1 Organizational details	Cover page JDE Peet's at a glance, p.2 Governance and Risk Management - Corporate Governance - Governance Structure, p.121 Governance and Risk Management - Shares and Shareholders - Share Capital Structure, p.128 Performance Review and Outlook - Non-Financial Information - Our Approach, p.100			
2-2 Entities included in the organization's sustainability reporting	Performance Review and Outlook - Non-Financial Information - Our Approach, p.100			
2-3 Reporting period, frequency and contact point	Performance Review and Outlook - Non-Financial Information - Our Approach - Reporting Periods and Scopings, p.100 Supplementary Information - Investor Relations - Additional Information & Contact, p.256 <a href="#">JDE Peet's Contact Information</a> on our corporate website			JDE Peet's' Annual Report 2022 was published on 9 <sup>th</sup> March 2023.
2-4 Restatements of information	Performance Review and Outlook - Non-Financial Information - Our Approach, p.100			
2-5 External assurance	Performance Review and Outlook - Non-Financial Information - Limited assurance on selected non-financial KPIs, p.101 Consolidated Financial Statements - Independent Auditor's Report, p.243-250			
2-6 Activities, value chain and other business relationships	JDE Peet's at a glance, p.2 Introduction - Who We Are - Our Supply chain, p.13 Strategy and Value Creation - Our Value Creation Story, p.36			

Disclosure number and title	Location	GRI omission		
		Requirement(s) omitted	Reason	Rationale
2-7 Employees	Performance Review and Outlook - Non-Financial Information - Connecting People, p.107	2-7 b) iii	Information unavailable/incomplete	Current available data to be further analysed to report the requested breakdown in future years.
2-8 Workers who are not employees	Performance Review and Outlook - Non-Financial Information - Connecting People, p.107			
2-9 Governance structure and composition	Governance and Risk Management - Our Board of Directors, p.115-119 Governance and Risk Management - Report of the Non-Executive Directors - Board Committees, p.137-139 Governance and Risk Management - Report of the Non-Executive Directors - Independence, p.137 Governance and Risk Management - Corporate Governance - Board's Role, Functioning and Duties, p.122-124 Governance and Risk Management - Corporate Governance - Diversity, p.125-127 Governance and Risk Management - Report of the Non-Executive Directors - Meetings and Activities of the Board, p.135-136			
2-10 Nomination and selection of the highest governance body	Governance and Risk Management - Corporate Governance - Board's Role, Functioning and Duties, p.122-124 Governance and Risk Management - Corporate Governance - Executive Committee, p.125			
2-11 Chair of the highest governance body	Governance and Risk Management - Corporate Governance - Governance Structure, p.121 Governance and Risk Management - Corporate Governance - Board's Role, Functioning and Duties, p.122-124			
2-12 Role of the highest governance body in overseeing the management of impacts	Governance and Risk Management - Corporate Governance - Board's Role, Functioning and Duties, p.122-124 Governance and Risk Management - Report of the Non-Executive Directors - Meetings and Activities of the Board, p.135-136			

Disclosure number and title	Location	GRI omission		
		Requirement(s) omitted	Reason	Rationale
2-13 Delegation of responsibility for managing impacts	Governance and Risk Management - Corporate Governance - Board's Role, Functioning and Duties - Board Committees, p.123-124			
2-14 Role of the highest governance body in sustainability reporting	Governance and Risk Management - Corporate Governance - Board's Role, Functioning and Duties - Board committees - Sustainability Governance, p.124			
2-15 Conflicts of interest	Governance and Risk Management - Corporate Governance - Board's Role, Functioning and Duties - Conflict of Interest, p.124			
2-16 Communication of critical concerns	Introduction - Who We Are - Observing the Highest Standards of Ethics and Compliance - Encouraging Everyone to Speak up, p.15			
2-17 Collective knowledge of the highest governance body	Governance and Risk Management - Corporate Governance - Board's Role, Functioning and Duties - Board committees, p.123-124  Governance and Risk Management - Corporate Governance - Diversity, p.125-127  Governance and Risk Management - Report of the Non-Executive Directors - Meetings and Activities of the Board, p.135-136			
2-18 Evaluation of the performance of the highest governance body	Governance and Risk Management - Report of the Non-Executive Directors - Meetings and Activities of the Board - Board Evaluation, p.136			
2-19 Remuneration policies	Governance and Risk Management - Remuneration Report, p.151-159			
2-20 Process to determine remuneration	Governance and Risk Management - Corporate Governance - Board's Role, Functioning and Duties - Board committees, p.123-124  Governance and Risk Management - Remuneration Report, p.151-159	2-20 a) iii	Not applicable	Remuneration consultants are not involved in determining remuneration.

Disclosure number and title	Location	GRI omission		
		Requirement(s) omitted	Reason	Rationale
	Governance and Risk Management - Report of the Non-Executive Directors - Meetings and Activities of the Board - Board Evaluation, p.136			
2-21 Annual total compensation ratio	Governance and Risk Management - Remuneration Report, p.155			
2-22 Statement on sustainable development strategy	Introduction - Letter to our shareholders, p.8-10			
2-23 Policy commitments	Introduction - Who We Are - Observing the Highest Standards of Ethics and Compliance, p.14-16 Performance Review and Outlook - Responsible Sourcing, p.47-60 Performance Review and Outlook - Human Rights, p.62-64			
2-24 Embedding policy commitments	Introduction - Who We Are - Observing the Highest Standards of Ethics and Compliance, p.14-16 Performance Review and Outlook - Responsible Sourcing, p.47-60 Performance Review and Outlook - Human Rights, p.62-64			
2-25 Processes to remediate negative impacts	Introduction - Who We Are - Observing the Highest Standards of Ethics and Compliance - Encouraging Everyone to Speak up, p.15 Performance Review and Outlook - Human Rights, p.62-64 <a href="#">JDE Peet's Human Rights policy</a> on our corporate website			
2-26 Mechanisms for seeking advice and raising concerns	Introduction - Who We Are - Observing the Highest Standards of Ethics and Compliance - Encouraging Everyone to Speak up, p.15 <a href="#">JDE Peet's Speak up policy</a> on our corporate website			
2-27 Compliance with laws and regulations	Introduction - Who We Are - Observing the Highest Standards of Ethics and Compliance - Anti-Bribery, Anti-Corruption, Trade Sanctions and Anti-Money Laundering, p.15 Introduction - Who We Are - Observing the Highest Standards of Ethics and Compliance - Fair competition, p.16			
2-28 Membership associations	Introduction - Engaging our Stakeholders, p.20-27			

Disclosure number and title	Location	GRI omission		
		Requirement(s) omitted	Reason	Rationale
2-29 Approach to stakeholder engagement	Introduction - Engaging our Stakeholders, p.20-27			
2-30 Collective bargaining agreements	Performance Review and Outlook - Overview of our Non-Financial Information - Connecting People, p.107-109 Performance Review and Outlook - Connecting People - Delighting and Protecting our Consumers with Every Cup - Complying with labour laws and regulations, p.98			
<b>Material topics</b>				
<b>GRI 3: Material Topics 2021</b>				
3-1 Process to determine material topics	Introduction - Engaging our Stakeholders - Materiality Matrix, p.20-21 <a href="#">JDE Peet's Materiality assessment 2020</a> on our corporate website			
3-2 List of material topics	Introduction - Engaging our Stakeholders - Materiality Matrix, p.20-21 <a href="#">JDE Peet's Materiality assessment 2020</a> on our corporate website			
<b>Responsible Sourcing</b>				
<b>GRI 3: Material Topics 2021</b>				
3-3 Management of material topics	Performance Review and Outlook - Responsible Sourcing - Approach, p.47 Performance Review and Outlook - Responsible Sourcing - The Year in Review, p.47-48 <a href="#">JDE Responsible Coffee Sourcing principles</a> on our corporate website <a href="#">Peet's Supply Chain Transparency</a> on Peet's website			
<b>Own indicators</b>				
Responsibly sourced raw materials purchases (% of coffee, tea and palm oil)	Performance Review and Outlook - Responsible Sourcing - Summary KPIs, p.47			
Smallholder farmers reached (#)	Performance Review and Outlook - Responsible Sourcing - Summary KPIs, p.47			

Disclosure number and title	Location	GRI omission		
		Requirement(s) omitted	Reason	Rationale
New smallholder farmers reached (#)	Performance Review and Outlook - Responsible Sourcing - Summary KPIs, p.47			
'Cage-free' eggs (direct) purchased	Performance Review and Outlook - Responsible Sourcing - Summary KPIs, p.47			
<b>Climate Action</b>				
<b>GRI 3: Material Topics 2021</b>				
3-3 Management of material topics	Performance Review and Outlook - Minimising Footprint - The Year in Review, p.66-67 Performance Review and Outlook - Minimising Footprint - Taking Climate Action, p.67-68 Performance Review and Outlook - Minimising Footprint - Working towards Sustainable Packaging and Reduced Waste, p.69-70 Performance Review and Outlook - Minimising Footprint - Energy Efficiency, p.71 Performance Review and Outlook - Minimising Footprint - Managing our Water Use, p.72 Performance Review and Outlook - Minimising Footprint - Climate-Related Risks and Opportunities, p.76-78			
<b>GRI 201 - Economic Performance 2016</b>				
201-2 Financial implications and other risks and opportunities due to climate change	Performance Review and Outlook - Minimising Footprint - Climate-Related Risks and Opportunities, p.76-78			



Disclosure number and title	Location	GRI omission		
		Requirement(s) omitted	Reason	Rationale
GRI 302 - Energy 2016				
302-1 Energy consumption within the organization	Performance Review and Outlook - Non-Financial Information - Minimising Footprint, p.106 <a href="#">CDP Climate Change Questionnaire 2022</a> on our corporate website	302-1 c) iii; d) i-iv	Not applicable	Not material for JDE Peet's, some of them are reported as part of c) heating consumptions and d) Scope 1, respectively. We don't provide services such as heating sold or cooling sold. Our data and methodology are also disclosed in the CDP climate change 2022.
302-2 Energy consumption outside of the organization	Performance Review and Outlook - Non-Financial Information - Minimising Footprint, p.106	302-2 a-c)	Not applicable	This represents fuel used in company cars which is not material to report separately, around 4%. Reported under 302-1.
302-3 Energy intensity	Performance Review and Outlook - Non-Financial Information - Minimising Footprint, p.106			
302-4 Reduction of energy consumption	Performance Review and Outlook - Non-Financial Information - Minimising Footprint, p.106			
302-5 Reductions in energy requirements of products and services	Performance Review and Outlook - Non-Financial Information - Minimising Footprint, p.106	302-5 a-c)	Not applicable	JDE Peet's doesn't offer products or services under its operation control with reduced energy use claims to report. Direct energy emissions from equipment we sell is reported under Scope 3.11
GRI 303: Water and Effluents 2018				
303-1 Interactions with water as a shared resource	Performance Review and Outlook - Minimising Footprint - Managing our Water Use, p.72			

Disclosure number and title	Location	GRI omission		
		Requirement(s) omitted	Reason	Rationale
303-2 Management of water discharge-related impacts	Performance Review and Outlook - Minimising Footprint - Managing our Water Use, p.72	303-2 a)	Not applicable	JDE Peet's doesn't set standards. All discharges have third parties externally defined consents. We use drinking water quality for incoming and local consents for discharge to third parties.
303-3 Water withdrawal	Performance Review and Outlook - Non-Financial Information - Minimising Footprint, p.106	303-2 a) iii-iv; b) iii-iv; c) i-ii	Not applicable	JDE Peet's doesn't use seawater or produced water and report groundwater separate to freshwater.
303-4 Water discharge		303-4	Information unavailable/incomplete	JDE Peet's is working to further improve data quality and collection processes to be able to report this KPI in the upcoming years.
303-5 Water consumption		303-5	Information unavailable/incomplete	JDE Peet's is working to further improve data quality and collection processes to be able to report this KPI in the upcoming years.
<b>GRI 305 - Emissions 2016</b>				
305-1 Direct (Scope 1) GHG emissions	Performance Review and Outlook - Non-Financial Information - Minimising Footprint, p.105			
305-2 Energy indirect (Scope 2) GHG emissions	Performance Review and Outlook - Non-Financial Information - Minimising Footprint, p.105			
305-3 Other indirect (Scope 3) GHG emissions	Performance Review and Outlook - Non-Financial Information - Minimising Footprint, p.105 <a href="#">CDP Climate Change Questionnaire 2022</a> on our corporate website	305-3 c)	Not applicable	JDE Peet's excludes biogenic removals from growing coffee as they are all released again - refer to CDP statement.
305-4 GHG Emissions intensity	Performance Review and Outlook - Non-Financial Information - Minimising Footprint, p.105			
305-5 Reduction of GHG emissions	Performance Review and Outlook - Minimising Footprint - Summary KPIs, p.66			

Disclosure number and title	Location	GRI omission		
		Requirement(s) omitted	Reason	Rationale
GRI 306: Waste 2020				
306-1 Waste generation and significant waste-related impacts	Performance Review and Outlook - Minimising Footprint - Working Towards Sustainable Packaging and Reduced Waste, p.69-70			
306-2 Management of significant waste-related impacts	Performance Review and Outlook - Minimising Footprint - Working Towards Sustainable Packaging and Reduced Waste, p.69-70	306-2 b)	Information unavailable/incomplete	JDE Peet's performs audits on waste disposal. Data to be further analysed to report in future years.
306-3 Waste generated	Performance Review and Outlook - Non-Financial Information - Minimising Footprint, p.106			
306-4 Waste diverted from disposal	Performance Review and Outlook - Non-Financial Information - Minimising Footprint, p.106	306-4 b-d)	Information unavailable/incomplete	Current available data to be further analysed to report the requested breakdown in future years.
306-5 Waste directed to disposal	Performance Review and Outlook - Non-Financial Information - Minimising Footprint, p.106	306-5 d)	Information unavailable/incomplete	Current available data to be further analysed to report the requested breakdown in future years.
Own indicator(s)				
Zero waste to landfill sites	Performance Review and Outlook - Minimising Footprint - Summary KPIs, p.66			
Water intensity	Performance Review and Outlook - Minimising Footprint - Summary KPIs, p.66			
Ethics and governance				
GRI 3: Material Topics 2021				
3-3 Management of material topics	Introduction - Who We Are - Observing the Highest Standards of Ethics and Compliance, p.14-16 <a href="#">JDE Code of Business Conduct</a> on our corporate website <a href="#">Peet's Code of Business Conduct</a> on Peet's website <a href="#">JDE Peet's Supplier Code of Conduct</a> on our corporate website <a href="#">Other Compliance policies</a> on our corporate website			

Disclosure number and title	Location	GRI omission		
		Requirement(s) omitted	Reason	Rationale
GRI 205: Anti-corruption 2016				
205-1 Operations assessed for risks related to corruption	Introduction - Who We Are - Observing the Highest Standards of Ethics and Compliance - Anti-Bribery, Anti-Corruption, Trade Sanctions and Anti-Money Laundering, p.15			
205-2 Communication and training about anti-corruption policies and procedures	Introduction - Who We Are - Observing the Highest Standards of Ethics and Compliance - Courses and Training, p.15	205-2 d)	Not applicable	Board members have adequate skills and knowledge to a great extent. Trainings have been offered to be completed on a voluntary basis and can be followed upon request of the Board members.
205-3 Confirmed incidents of corruption and actions taken	Introduction - Who We Are - Observing the Highest Standards of Ethics and Compliance - Anti-Bribery, Anti-Corruption, Trade Sanctions and Anti-Money Laundering, p.15			
GRI 206: Anti-competitive Behaviour 2016				
206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Introduction - Who We Are - Observing the Highest Standards of Ethics and Compliance - Anti-Bribery, Anti-Corruption, Trade Sanctions and Anti-Money Laundering, p.15			
Product safety & quality				
GRI 3: Material Topics 2021				
3-3 Management of material topics	Performance Review and Outlook - Connecting People - Delighting and Protecting our Consumers with Every Cup - Food Safety and Quality, p.95			
GRI 416: Customer Health and Safety 2016				
416-1 Assessment of the health and safety impacts of product and service categories	Performance Review and Outlook - Connecting People - Delighting and Protecting our Consumers with Every Cup - Food Safety and Quality, p.95			
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Performance Review and Outlook - Connecting People - Delighting and Protecting our Consumers with Every Cup - Food Safety and Quality, p.95			

Disclosure number and title	Location	GRI omission		
		Requirement(s) omitted	Reason	Rationale
Own indicator(s)				
Manufacturing sites with FSSC 22000 certification or equivalent	Performance Review and Outlook - Connecting People - Delighting and Protecting our Consumers with Every Cup - Food Safety and Quality, p.95			
Sustainable Packaging				
GRI 3: Material Topics 2021				
3-3 Management of material topics	Performance Review and Outlook - Minimising Footprint - Working towards Sustainable Packaging and Reduced Waste, p.69-70			
GRI 301: Materials 2016				
301-1 Materials used by weight or volume	Performance Review and Outlook - Overview of our Non-Financial Information - Minimising Footprint, p.106			
301-2 Recycled input materials used	Performance Review and Outlook - Overview of our Non-Financial Information - Minimising Footprint, p.106			
301-3 Reclaimed products and their packaging materials		301-3 a-b)	Not applicable	Not relevant as all of our packaging is consumables (excludes pallets which are reused & machines)
Own indicator(s)				
Design packaging components to be reusable, recyclable or compostable	Performance Review and Outlook - Minimising Footprint – Summary KPIs, p.66			
Use recycled content in packaging	Performance Review and Outlook - Overview of our Non-Financial Information - Minimising Footprint, p.106			
Reduce packaging weight (tonnes)	Performance Review and Outlook - Minimising Footprint - Working towards Sustainable Packaging and Reduced Waste, p.69-70			
Diversity, equity & inclusion				
GRI 3: Material Topics 2021				
3-3 Management of material topics	Performance Review and Outlook - Connecting People - We Stand Together in our Differences - Our Global Approach to Diversity, Equity, and Inclusion, p.84-85			

Disclosure number and title	Location	GRI omission		
		Requirement(s) omitted	Reason	Rationale
GRI 405: Diversity and equal opportunity 2016				
405-1 Diversity of governance bodies and employees	Performance Review and Outlook - Non-Financial Information - Connecting People, p.107-109			
405-2 Ratio of basic salary and remuneration of women to men	Performance Review and Outlook - Connecting People – We Stand Together in our Differences - Breaking down Potential Barriers to Women’s Empowerment, p.87-88			
Farmer livelihoods				
GRI 3: Material Topics 2021				
3-3 Management of material topics	Performance Review and Outlook - Responsible Sourcing - Smallholder Farmer Engagement: Further Outreach and Expansion, p.58 Performance Review and Outlook - Responsible Sourcing - Approach, p.47 Performance Review and Outlook - Responsible Sourcing - Coffee: Continuous Improvement in the Coffee Supply Chain, p.49			
GRI 203: Indirect Economic Impacts 2016				
203-1 Infrastructure investments and services supported	Performance Review and Outlook - Responsible Sourcing - Coffee: Continuous Improvement in the Coffee Supply Chain, p.49 Performance Review and Outlook - Responsible Sourcing - Active Projects Map, p.50-57			
203-2 Significant indirect economic impacts	Performance Review and Outlook - Responsible Sourcing - Coffee: Continuous Improvement in the Coffee Supply Chain, p.49 Performance Review and Outlook - Responsible Sourcing - Active Projects Map, p.50-57			
GRI 413: Local communities				
413-1 Operations with local community engagement, impact assessments, and development programs	Performance Review and Outlook - Responsible Sourcing - Coffee: Continuous Improvement in the Coffee Supply Chain, p.49 Performance Review and Outlook - Responsible Sourcing - Active Projects Map, p.50-57			

Disclosure number and title	Location	GRI omission		
		Requirement(s) omitted	Reason	Rationale
413-2 Operations with significant actual and potential negative impacts on local communities	Performance Review and Outlook - Responsible Sourcing - Coffee: Continuous Improvement in the Coffee Supply Chain, p.49 Performance Review and Outlook - Responsible Sourcing - Active Projects Map, p.50-57			
<b>Human Rights</b>				
<b>GRI 3: Material Topics 2021</b>				
3-3 Management of material topics	Performance Review and Outlook - Human Rights, p.62-64 <a href="#">JDE Peet's Human Rights policy</a> on our corporate website			
<b>GRI 406: Non-discrimination 2016</b>				
406-1 Incidents of discrimination and corrective actions taken	Introduction - Who We Are - Observing the Highest Standards of Ethics and Compliance - Encouraging Everyone to Speak up, p.15	406-1 a)	Information unavailable/incomplete	Current available data to be further analysed to report the requested breakdown in the upcoming year.
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>				
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Performance Review and Outlook - Human Rights, p.62-64 <a href="#">JDE Peet's Human Rights policy</a> on our corporate website			
<b>GRI 408: Child Labour 2016</b>				
408-1 Operations and suppliers at significant risk for incidents of child labour	Performance Review and Outlook - Human Rights, p.62-64 <a href="#">JDE Peet's Human Rights policy</a> on our corporate website			
<b>GRI 409: Forced or Compulsory Labour 2016</b>				
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Performance Review and Outlook - Human Rights, p.62-64 <a href="#">JDE Peet's Human Rights policy</a> on our corporate website			

Disclosure number and title	Location	GRI omission		
		Requirement(s) omitted	Reason	Rationale
Forest & biodiversity protection				
GRI 3: Material Topics 2021				
3-3 Management of material topics	Performance Review and Outlook - Responsible Sourcing - Deforestation-Free Supply Chains: Protecting Local Environments, p.58 Performance Review and Outlook - Responsible Sourcing - Biodiversity: The Importance of Rich Habitats, p.58-59	3-3 e) i-iv	Information unavailable/incomplete	We have signed up to SBTN corporate engagement program to enable us to participate in the development of nature reporting standards, and support a move to TNFD reporting in line with expected future reporting needs. This will include a preliminary assessment of nature and biodiversity risk in coffee supply in 2023
GRI 304: Biodiversity 2016				
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		304-1	Information unavailable/incomplete	We have signed up to SBTN corporate engagement program to enable us to participate in the development of nature reporting standards, and support a move to TNFD reporting in line with expected future reporting needs. This will include a preliminary assessment of nature and biodiversity risk in coffee supply in 2023.
304-2 Significant impacts of activities, products and services on biodiversity	Performance Review and Outlook - Responsible Sourcing - Deforestation-Free Supply Chains: Protecting Local Environments, p.58 Performance Review and Outlook - Responsible Sourcing - Biodiversity: The Importance of Rich Habitats, p.58-59			
304-3 Habitats protected or restored		304-3	Information unavailable/incomplete	
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		304-4	Information unavailable/incomplete	