

wilco



CSR
Annual report
2023

People
Planet
Profit

Preface

Corporate responsibility – both social and sustainable – is in the very core of our company, in how we deal with each other, our customers and our immediate locality. We take our responsibility for this very seriously and our entrepreneurship is defined by a constant focus on people, the environment and society.

SUSTAINABLE DEVELOPMENT GOALS



This is why Wilco Beheer BV (hereafter referred to as Wilco) wants to adhere to the Sustainable Development Goals published by the United Nations in 2015, stating **17** objectives to make the world a better place by **2030**. We have established the objectives we consider to be the most relevant to us and to which we can make the most appropriate contributions.

Corporate responsibility equals transparent entrepreneurship, and you can and must be able to rely on us to be who we say we are. Since 2017, we have published a CSR Annual Report to provide insight and accountability relating to the impact of our activities on people and the environment. In doing so, we anticipate the Corporate Sustainability Reporting Directive (CSRD); the European directive that from 2024 requires more and more companies to account for their social and environmental impact. As a large unlisted enterprise, this directive will apply to Wilco from 2026; this is when we will start reporting according to the CSRD for the year 2025.

The 2023 CSR Annual Report relates to all of our activities as carried out at our establishments in Amersfoort and Zutphen. We are ISO 14001:2015, FSC CoC and PEFC CoC certified, which is assessed annually by accredited certifying bodies. Any information in this Annual Report substantiated in figures is based on third-party (financial) documents. We believe that this guarantees the objectivity and correctness of this CSR Annual Report.

We hope you find this report informative and useful. Feel free to contact me for more information.

William Schuring,
Chief Operations Officer

[wschuring@wilco.nl](mailto:weschuring@wilco.nl)





Our mission

We focus on producing books and magazines for associates both at home and abroad while being attentive to our social and environmental impact.

Our values

- Rooted in family tradition. No matter how big we become, we remain a family firm. As the Wilco team, our focus is on providing the best possible performance, where everyone is equally valuable.
- Advanced in technology. We produce high-quality books and magazines according to industrial methods and using state-of-the-art technology and techniques.
- We are the largest sustainable printing office in the Netherlands. Wilco is a pioneer in environmental-friendly production with a focus on minimising our ecological footprint. Because climate change has to stop now.
- Doing business according to decent principles. We comply with applicable laws and regulations, while respecting, considering and responding to our stakeholders' interests. We practise ethical conduct based on the values of honesty, fairness and integrity.

Our company

Wilco Beheer BV includes its **100%** subsidiaries Wilco BV, Wilco Art Books BV and Wilco Zutphen BV. Wilco Beheer BV also has an interest in Drukkerij Roelofs BV and Jongbloed Grafisch Bedrijf BV. Due to acquisition, Coers & Roest | graphic productions BV also falls under Wilco Beheer BV.

The CSR Annual Report relates to Wilco BV and Wilco Art Books BV at the Vanadiumweg 2 and 9 locations in Amersfoort, as well as Wilco Zutphen BV at the Estlandsestraat 1 location in Zutphen. From 31 December 2023, the organisation has a total of **446 FTE** of staff.

Wilco produces books, magazines, catalogues and tear-off calendars in sheet-fed and web-fed printing, commissioned mainly by publishing houses in the literary, educational and scientific segments. Wilco Art Books provides high-quality art, museum and photography books. Using the latest binding techniques, the printed matter produced in our in-house bindery is finished into bound, sewn or adhesive binding and hardbound productions in cold glue, hot melt or PUR and with a paper or linen cover. Lamination with a wide choice of laminate is done in-house, as well as at companies with whom we have established long-standing relationships. This also applies to refinements such as foil printing, embossing and (spot) UV varnishing. We use our own freight transport, as well as external carriers. With all operations at our own locations under one roof, we keep everything in-house: from sales to distribution.

In 2023, a total of over **23,502 tons** of paper was processed into books and magazines. Due to stock variation, for the year 2022 this has been corrected to **22,529 tons** paper, while the 2022 CSR Annual Report stated **29,205 tons**.

The Clean Climate-Neutral Printing House was put into operation on 1 February 2022. Through an innovative design for the new construction of a professional, gas-free and energy efficient printing office at Vanadiumweg 2 in Amersfoort, we have taken a big step in achieving our sustainability ambitions. And it does not end here. We are also looking to realise a new sustainable bindery in Amersfoort over the next few years. To realise this, we have scheduled the demolition of the premises at Vanadiumweg 8 and Nijverheidsweg-Noord 71, followed by new development.

The Wilco company always keeps its promises. After all: a deal is a deal. Our certifications indicate just how seriously we take this.

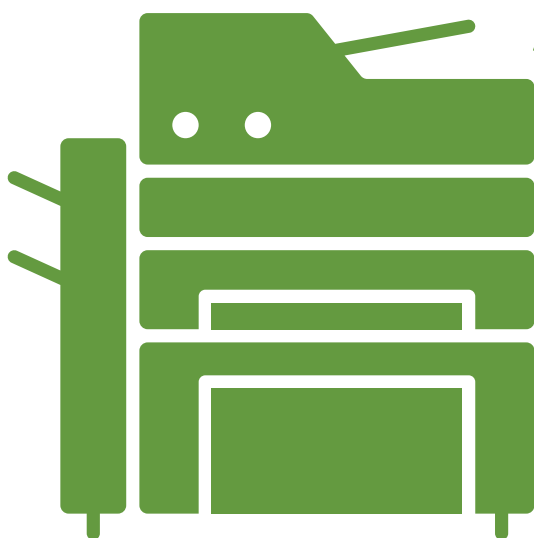


Clean Climate Neutral Printing House

- High-quality outer shell insulation.
- Underfloor cooling and heating with a geothermal energy system and heat pumps.
- Heat recovery.
- Heat buffer at height fed with excess heat from machinery.
- Energy-efficient LED room lighting.
- Building management system.
- Low chemistry computer-to-plate.

- **ISO 9001:2015** quality management.
- **ISO 12647-2** and **ISO 12647-7** colour management sheet-fed printing and prepress.
- **ISO 14001:2015** environmental management.
- **FSC® (FSC-C004472)** to support responsible forest management.
- **PEFC™ (PEFC/30-32-821)** guarantees that wood-containing products such as paper come from a sustainably-managed forest.

ClimateCalc certification is scheduled for 2024. ClimateCalc is a calculation module for the total carbon footprint of a specific graphic product, such as a book or magazine. The carbon footprint includes scope 1, 2 and 3 emissions as recommended by the Greenhouse Gas Protocol. The calculation provides knowledge about specific factors in the design, such as the choice of paper and manufacturing processes that contribute to the product's overall carbon footprint. This allows us to make decisions with our customers in relation to the use of materials and energy sources that contribute to a lower carbon footprint. It also provides an accurate basis for possible compensation for the remaining CO₂ emissions. The calculation module is in accordance with the ISO 14064-1 standard for greenhouse gas emission calculation at an organisational level and ISO 16759 for greenhouse gas emission calculation of printed matter. As a result, every organisation using ClimateCalc calculates its carbon footprint on the same basis. The ClimateCalc certification demonstrates that our CO₂ administration is verified annually by an external and independent party (source: www.climatecalc.eu).





Contribution to the Sustainable Development Goals

In 2015, the United Nations published the **17** Sustainable Development Goals as a call to action for all nations to promote prosperity while protecting our planet. Ending poverty must go hand-in-hand with achieving economic growth and fulfilling social needs in the areas of health, social protection, education and employment. In addition, climate change and environmental protection must also be addressed. We have established **14** objectives we consider to be the most relevant to Wilco and to which we can make the most appropriate contributions.



Wilco has taken on the following

- A CO₂ compensation project called Thangarabalu Small Hydel Project in India (Verified Carbon Standard).
- Contributing to The Hunger Project Nederland which works to end hunger in India. This project ran through 2023.
- Customised support for employees experiencing financial difficulties.
- Systematic approach to a safe and healthy work environment based on RI&E Grafimedia.
- Attention to sustainable employability of our workforce, also because of ageing.
- Investing in (substantive) education, training courses and career development.
- Investing in language training for our foreign colleagues.
- Diversity and inclusion.
- A whistleblower procedure with a certified confidential advisor.
- Purchasing power with Guarantees of Origin for European wind and solar power.
- Generating our own solar energy (2024).
- Working conditions and a compensation structure according to the Grafimedia collective agreement.
- Providing employment to people who are distanced from the labour market.
- Providing decent housing to our foreign colleagues.
- FSC® and PEFC™ Chain of Custody certification. Using certified paper sourced from sustainably-managed forests. Combating deforestation and degradation while respecting laws and regulations in the country of timber production.
- Clean Climate-Neutral Printing House.
- Commitment to driving on green hydrogen (HyVan). The delivery of the first van is scheduled for 2024.
- ISO 14001:2015 certification targeted at minimising our environmental impact

3

Our social impact

3.1 Health, safety and well-being

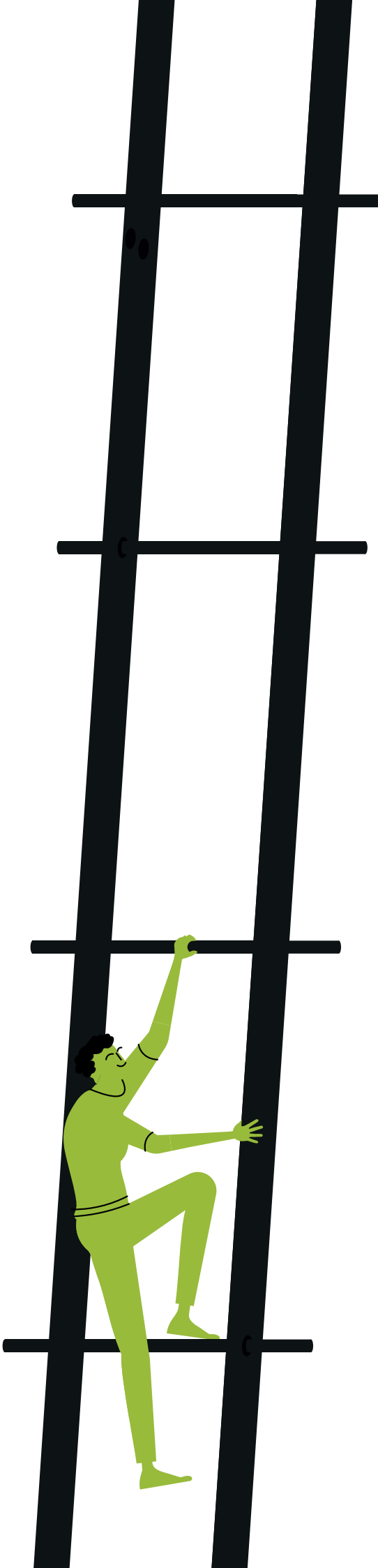
In the printing industry, the total absenteeism due to illness and disability in 2022 was **6.5%**, while nationally this is 5.6%. For our industry, this represents a 1.1% increase in relation to 2021; an increase that is greater than nationally and in the industry as a whole. The difference in absenteeism between large and small companies is substantial. For companies with 100+ employees, the national average is 6.3%, while this is 3.5% for companies with fewer than 10 employees (source: A&O Fonds Grafimedia branche, Grafimedia in cijfers 2022). With these figures in mind, managing absenteeism is high on our agenda. This is translated into policies concerning 'Adjusted work rather than staying at home sick'. Nevertheless, we also saw a sharp increase in absenteeism to **6.6%** in 2023, as the unfortunate result of various long-term situations of disability, sometimes without any prospect of recovery.

as at 31 December	2023	2022	2021
absenteeism reports	285	589	543
% absence	6,6*	4,7	4,8
accidents resulting in injury	2	1	2

*) Exclusive of Wilco Art Books BV

We focus on safety, health and well-being on a constant basis. We are alert to unsafe situations and the possible risks of damage to health. After all, each and every unsafe situation is one too many. Risks were (re)identified and (re)assessed in 2023 by conducting the Grafimedia Risk Inventory and Evaluation at all locations. If required, measures were and are taken to prevent or immediately eliminate risks. In 2023, **two** accidents resulting in injury occurred. Both situations involved minor injuries, for



A stylized illustration of a person in a green jumpsuit climbing a black ladder. The person is positioned on the lower rungs, reaching up with their right hand. The ladder is composed of two vertical side rails and several horizontal rungs.

which treatment by the family practitioner centre was sufficient. Fortunately, there were no cases involving hospitalisation or permanent injury.

The importance of a safe work environment, both physical and mental, is communicated internally through regular consultations, annual presentations to staff and the newsletter through Bamboo. A whistleblower scheme is in place, and a certified confidential advisor is available for anyone within the organisation.

3.2 Sustainable employability

Our industry is an ageing industry. Over the last two decades, the influx of young people has declined sharply and the number of older-age workers is increasing. The average age has risen to **46.5 years** in 2022 from 42.3 years in 2010 (source: A&O Fonds Grafimedia branche, Grafimedia in cijfers 2022). We too are facing the ageing of our workforce, which requires continued attention to be focused on sustainable employability. This is a topic that is high on our agenda and which translates into policy concerning 'How do we ensure optimal health and activity for all in the future?'. For example, employees are encouraged to opt for a gym subscription through the working expenses scheme (werkkostenregeling; WKR).

as at 31 December	2023	2022	2021
number of FTEs	446	460	433
% 15-30 years	6,3	7,6	6,5
% 30-45 years	19,0	21,3	21,2
% 45-67 years	74,7	71,1	72,3

3.3 Training

We cannot do without the human capital of our organisation. We focus on providing our staff with interesting work in a decisive organisation. Skilled professionals are indispensable in producing high-grade product quality and services, as well as for effective and efficient management. From the basis of competence management, we continue to invest in education, training courses and career development. All legally mandatory (refresher) training courses have obviously been offered and attended. In 2023, **32** employees completed a training course.

Boosting enthusiasm for our profession among the younger generation is vital for the future, which led us to provide pupils and students with the opportunity to do work placements at our company. Unfortunately, we were unable to fill any trainee



posts in 2023. However, in the same year, **two** students with an apprenticeship position completed their training course through the Beroepsbegeleidende leerweg (Professional practical skills course).

3.4 Diversity and inclusion

Our industry is technical and industrial in nature, in which on average more men (**68%**) than women (**32%**) work. This is especially true for offset printing. Women do, however, show increased participation in the (creative) preparation and finishing of graphic products (source: A&O Fonds Grafimedia branche, Grafimedia in cijfers 2022). We also clearly recognise this in our workforce, although the number of women is gradually increasing.

as at 31 December	2023	2022	2021
number of FTEs	446	460	433
% male	85,0	86,5	88,7
% female	15,0	13,5	11,3

Within Wilco, there is room for people who are distanced from the labour market, such as individuals with an occupational disability. Working with the Amfors Group, the social employment services of Amersfoort and the surrounding municipalities, we are focusing on making work available to all. In 2023, **8** people (1 employee at Wilco, how many Amfors people) had a suitable position in a suitable workplace at Wilco, where they were provided with the opportunity to deploy their individual qualities.

3.5 Donating with an impact

We look beyond our employees from our social responsibility. In conjunction with The Hunger Project Nederland, we invest to end hunger. The Hunger Project Nederland is part of an international non-profit organisation committed to a sustainable end to chronic hunger worldwide. They support people in Africa, South Asia and Latin America to build a future on their own, without hunger. As a member of Odisha's 100, Wilco specifically makes out a case for female leaders in Odisha, one of India's poorest states. The Hunger Project trains and mentors female village council members during their 5-year terms to increase their impact and allow for sustainable changes. In addition to a financial contribution, Wilco is committed to promoting The Hunger Project's

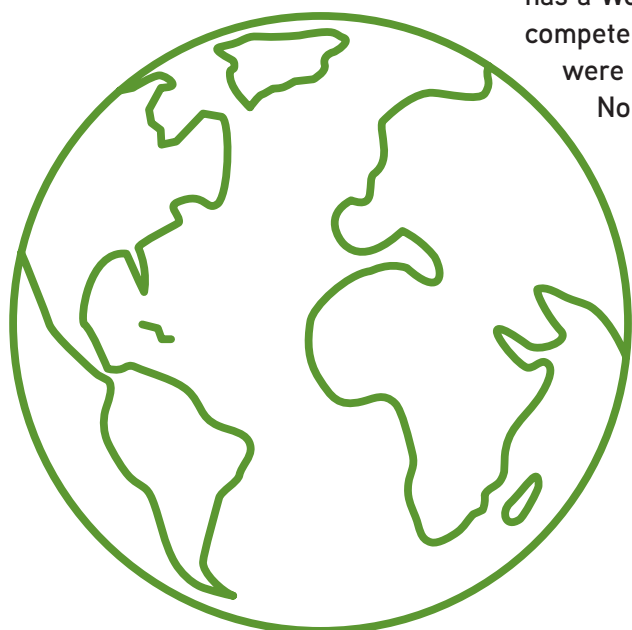


approach and this women leadership programme among our employees, customers, suppliers and private network to inspire others to end hunger in India. **The Hunger Project** has an ANBI status and CBF accreditation. For donating with impact. This project ended on 31 December 2023.

The Stichting Stelvio for Life www.stelvioforlife.nl raises funds for research into the personal treatment of cancer targeted at individual patients and based on DNA analysis of tumour tissue. This increases the odds of a successful treatment with fewer side effects. To this end, every year the **1,533-meter-high** Stelvio mountain pass in Italy is conquered as part of various sporting events. In addition, attention and a contribution is made to the Warchild Foundation, www.warchild.nl because children do not belong in war.

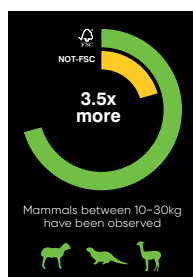
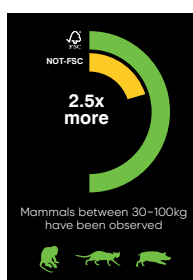
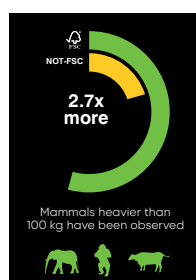
3.6 Compliance with legislation

To us, compliance with employment remuneration, terms of employment and working conditions are a matter of course; we apply the Grafimedia collective agreement. Wilco has a Works Council. There are no issues concerning competent authority; in 2023, no enforcement audits were carried out by the Labour Inspectorate or other body. Nor were any fines or penalties imposed.



Our environmental impact

Research published in April 2024 shows that FSC-certified forests are home to 2.7 times more large endangered mammals, such as elephants, leopards and gorillas than forests without certification. This research was conducted by Joeri Zwerts, wildlife biologist and lecturer at Utrecht University on the initiative of the Worldwide Fund for Nature and with the support of the Wildlife Conservation Society. The research took place from 2018 to 2021 in seven FSC-certified forests and seven non-FSC-certified forests in Gabon and Republic of Congo using 474 camera trap locations. This involved analysing 1.3 million photographs on which 55 mammal species were observed (source: <https://hierhoutdaarbos.nl/documentaire/>)

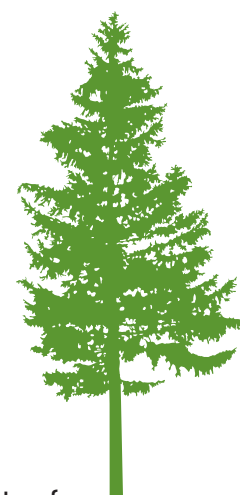


We are more than conscious of the impact our company activities have on the environment and everyday surroundings, and we take our responsibility in this very seriously. Wilco acts as the clean, eco-friendly printing house. As a pioneer in the field of environmentally-friendly production, our goal is to minimise our carbon footprint and thus contribute in the slowing down of further climate change. We focus on the use of sustainable raw materials and natural resources from generating our own solar energy. Our printed matter is produced in a carbon-neutral manner; the remaining CO₂ emissions amounting to **1,841 tons** is compensated with VCS credits in the Thangarabalu Small Hydel Project in India. We are ambitious in this area and want our scope 1 and 2 CO₂ emissions to be reduced by **40%** in **2026** to **711 tons** compared to 1,185 tons in 2021.

Our ISO 14001 certification for our environmental management system dates from the late 1990s – more than a quarter of a century ago.

4.1 Raw materials

Wood requires forests, paper requires wood and books require paper. Wood is our primaevial raw material, which we deal with responsibly. Wood-containing products such as paper and cardboard derived from responsibly managed forests are an inexhaustible raw material. They are inherently circular materials and parts of the biological cycle, provided that timber extraction is done responsibly. And this is necessary because deforestation is one of the main causes of climate change and loss of biodiversity. The United Nations Intergovernmental Panel on Climate Change (IPCC) states that stopping deforestation and restoring ecosystems are effective measures to reduce CO₂ emissions. Wilco supports sustainable forest management and responsible timber extraction by choosing Chain of Custody certification according to FSC®, Forest Stewardship Council, and PEFC™, Programme for Endorsement of Forest Certification. Both accreditations share the same mission: a focus on 100% sustainable forest management. By choosing certified paper and cardboard, forests can be properly managed and remain healthy. It is also a tool against deforestation, because certified forests are not permitted to be converted into soy or palm oil plantations, or end up as cattle breeding or mining areas. Currently, over **200 million** hectares of forest worldwide are FSC-certified and nearly **300 million** hectares of forest PEFC-certified; comparable to **125** times the area of





the Netherlands. In 2023, we deployed **99.18%** FSC® and PEFC™ certified material. The remaining **0.82%** non-certified material was mainly a run-out of existing stocks. Our policy is to purchase **100%** certified paper and cardboard by 2024.

certified paper	2023	2022	2021
% FSC/PEFC paper	99,2	97,0	97,4

Cradle-to-Cradle goes one step further in the concept of a circular economy, where waste is used as a raw material for new products, and in which people and the environment are protected. We use Cradle-to-Cradle paper (novel book printing) from Arctic Paper Munkedals AB for the literary market. This is the world's first factory to successfully achieve the Cradle-to-Cradle-Certified® Bronze certification for an entire paper range.

Using certified paper is good; but using less paper is even better. In 2023, **71.2%** of each ton of paper was effectively used; **28.8%** was lost as production waste. In 2022, paper waste (loss) was at a record level due to problems in paper deliveries. At times, this forced us to purchase unfavourable, larger paper sizes – mostly in stock – to continue to meet our customers' demands. This stock was finished in 2023, so that year's paper waste is also higher than previously in 2021.

	2023	2022	2021
production waste (tons)	6.760	8.286	7.652
% paper waste	28,8	36,8*	22,9

*) Corrected compared to the 2022 CSR Annual Report.

4.2 Energy

Fossil fuels are finite and release CO₂ emissions when combusted, making the energy transition to energy from renewable sources inevitable and necessary. Since 2021, we have been using **100%** green electricity. In 2023, **10.573 MWh** of grey electricity was made more sustainable through Guarantees of Origin for European wind and solar power. By April 2024, **3,080** solar panels with an expected yield of **1.507 MWh** per year were installed on the roof of the Clean Climate Neutral Printing House.

We are committed to improving the energy-efficiency of our operations. In 2022, this ultimately culminated in 'the Clean Climate-Neutral Printing House', a gas-free premises. Both properties in Amersfoort have a geothermal energy system for cooling and heating. Natural gas is used to heat our locations in Amersfoort (Vanadiumweg 9) and Zutphen only. In 2023, natural



energy	2023	2022	2021
electricity (kWh)	10.573.182	10.795.616	11.408.692
kWh/tons of paper	450	479*	342
natural gas (m3)	180.558	206.928	337.245
natural gas (m3)/ content of the building in m3	0,605	0,867	2,16

*) Corrected compared to the 2022 CSR Annual Report.

gas consumption in Zutphen was reduced by over **16%** compared to 2022. Turning off the drying ovens coupled with the Timson rotary presses has proven to be a significant energy-saving measure. In addition, heating of locations partly depends on the influence of the weather, expressed in degree days (when the average daily temperature falls below the heating limit of **18 °C**). The following applies: the fewer degree days, the fewer heating days. In 2023, weather station De Bilt recorded **65** fewer degree days and weather station Hupsel even **77** fewer compared to 2022.

4.3 (Waste) water

The process of offset printing requires water. In the computer-to-plate (CtP) manufacturing of printing plates, aluminium offset printing plates are developed and rinsed after exposure. Plate chemicals and rinse water are responsibly discharged into the sewer system using Metafix® pH control. Since 2022, a low chemistry CtP process has been used in Amersfoort, where developing and rinsing the offset printing plate is no longer required, resulting in less (waste) water. Our printing presses are operated using wet rolls that moisten the printing plate to prevent non-printing parts from absorbing ink and transferring it to the paper. Slightly contaminated dampening water can be discharged to the sewer system according to applicable regulations.

	2023	2022	2021
drinking water (m3)	9.611	11.742	16.519
litres of water/m2 plate	16,0	21,0	26,2
litres of water/tons of paper	409	521	495
waste water (pollution rating)	231	325	368

4.4 VOC emissions

Volatile organic compounds (VOCs) such as isopropyl alcohol (IPA) and solvent-based detergents are common within printing businesses for achieving consistent and high-quality printing. The use of VOCs, however, has adverse effects in the long or longer term and may cause health issues such as Organic Psycho Syndrome (OPS) – also known as painter’s disease – involving (very) severe symptoms like chronic fatigue, character changes, memory loss and early dementia. In addition, VOC emissions in the atmosphere cause severe greenhouse effects, including the formation of ground-level ozone, which results in smog. So: the less VOC we use, the better it is for people and the planet.

VOC emissions	2023	2022	2021
kg IPA	2.779	3.501	9.082
kg IPA/tons of paper	0,118	0,155*	0,272
litres of detergent/ tons of paper	0,955	0,526*	0,832
% K3+K4 detergent	95,0	92,7	97,1

*) Corrected compared to the 2022 CSR Annual Report.

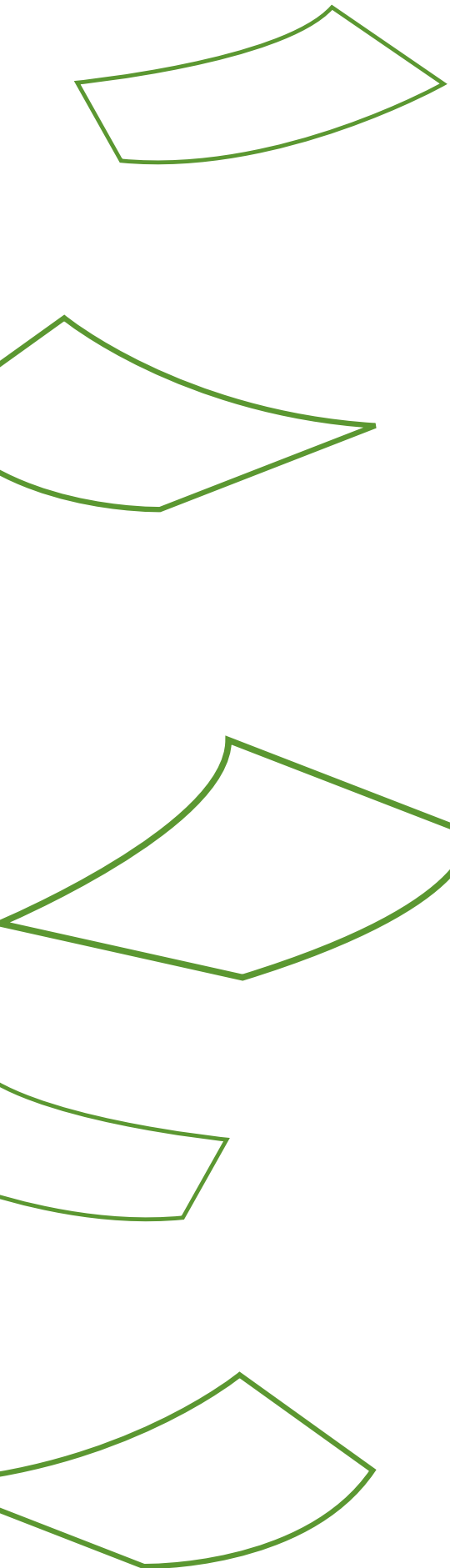
Our machinery for conventional offset printing consists entirely of Heidelberg XL plano printing presses that print IPA-free. This also applies to the Timson rotary printing presses. Our LED UV printing press is the only press used for IPA-reduced printing to provide high-quality printing for art, museum and photography books, etc. As of 2022, only one UV LED printing press is left in operation, resulting in less IPA. As a result, for many years Wilco’s IPA consumption per ton of paper has been significantly lower than the industry average of the larger offset printing businesses: **0.118 kg** in 2023 versus **1.72 kg** of IPA per ton of paper.



4.5 Waste

A linear economy implies production, consumption and, after use, disposal. A circular economy, however, is free from waste; products are reused as raw materials. Our main raw material – paper – is highly suitable for a circular economy, because paper is recyclable up to **25** times. Old paper is not waste, but instead raw material for new paper. The Netherlands is a leader in recycling paper: **83%** of our paper and cardboard is collected and recycled. In Europe, this is considerably lower: **71.4%**. In the Netherlands, **87%** of new paper and cardboard is made using recycled material (source: <https://papierenkarton.nl/>, October 2023). We naturally make all of our paper and cardboard production waste available for reuse. A total of **± 98%** of our waste is for reuse or recycling. This includes





paper, cardboard, plastic, aluminium offset printing plates, metals, waste wood and wooden pallets.

Metal recycling is another perfect component for a circular economy. To produce new metals, metal ores are mined and converted into the pure metal form through metallurgy. Metal ores are scarce raw materials and metallurgy is an energy-intensive industry. Metal recycling generates secondary raw materials by melting metals in blast furnaces and supplying them as new semi-finished products to the manufacturing industry. In 2023, Wilco has disposed of a total of **340.247 kg** of metals, including **329.810 kg** of aluminium offset printing plates through recycling (melting). Transportation and processing generates **309 tons** of CO₂ emissions. Using them as a secondary raw material prevents **6,388 tons** of CO₂ emissions. Theoretically, this is a net saving of **6,079 tons** of CO₂ emissions compared to primary mining, and equivalent to the CO₂ uptake of **289,473** mature trees (source: Recycling en recovery overzicht 2023, Korlaar Soest).

Ultimately, **1.000 kg** printed matter generates just **3 kg** of hazardous waste. Hazardous or chemical waste contains substances that may endanger human and animal health, the environment and its ecosystems. Incinerating chemical waste creates air pollution and may enter groundwater via precipitation. The collection and disposal of chemical waste is therefore strictly regulated. As a result, some of the raw materials from chemical waste are reused. Chemical waste that cannot be reused or recycled is incinerated in special incinerators with special flue gas scrubbers or safely stored. Important reasons why chemical waste should not be submitted for processing along with other waste streams. **99%** of our waste is disposed in separate streams for processing; only **1%** is unsorted combustible residual waste.

waste	2023	2022	2021
recyclable waste (tons)	7.475	8.811	8.203
<i>of which paper and cardboard (tons)</i>	<i>6.760</i>	<i>8.286</i>	<i>7.652</i>
% recyclable waste	98,1	98,1	98,0
hazardous waste (tons)	70,6	80,4	78,4
% hazardous waste	0,95	0,89	0,94
hazardous waste (kg) / tons of paper	3,0	3,6*	2,4

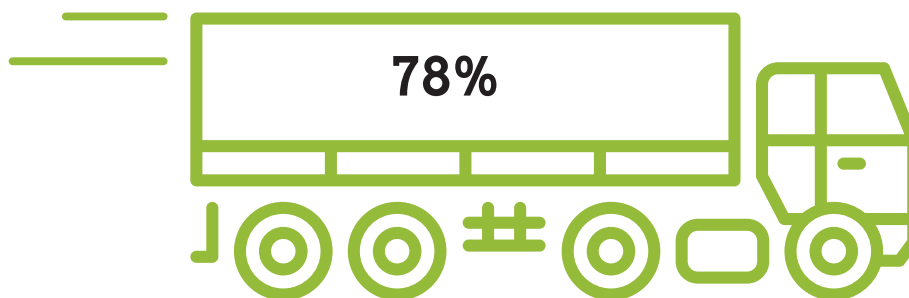
*) Corrected compared to the 2022 CSR Annual Report.

Reusing and recycling is good, but it is even better to not generate waste at all. Since 2022, a low chemistry process for computer-to-plate manufacturing of printing plates (**80%**) has been in

Green hydrogen

Hydrogen (H₂) is a combustible gas that cannot be extracted from the soil. There are several ways to produce hydrogen. The manner of production determines exactly how sustainable hydrogen is as an energy source. Green hydrogen is produced by electrolysis using green electricity, which converts water into hydrogen and oxygen. When hydrogen is produced using electricity from a renewable energy source, such as wind turbines or solar panels, no CO₂ is released. Grey hydrogen is made by heating oil, natural gas or coal under pressure. The chemical reaction creates hydrogen and CO₂. The production of grey hydrogen accounts for ± 8% of the total of CO₂ emissions in the Netherlands. For comparison: all Dutch households combined emit ± 13%. Blue hydrogen is the same as grey hydrogen, the difference being that the CO₂ emissions involved are largely captured and stored underground. Purple hydrogen is produced using nuclear power. (source: Milieudefensie, 2023). Green hydrogen fits well within the energy transition, and as a result of the National Climate Agreement, the Netherlands focuses on electricity and green hydrogen.

operation in Amersfoort. No chemical waste is generated in this process, because no plate chemistry is used. Zutphen does use plate chemistry for the manufacturing of printing plates (20%). The chemical waste involved is neutralised by the application of Metafix® pH control, so that it can be discharged responsibly into the sewage system.



4.6 Freight transport

For freight transport, we are making more use of our own fleet of vehicles. 78% of this fleet falls into emission class 6 or Z(ero). The use of AdBlue effectively converts noxious NO_x emissions into non-noxious gaseous nitrogen and water vapour. An increasing number of cities in the Netherlands are focusing on car-free city centres which contributes to cleaner air and improved accessibility. For example, about 40 municipalities have committed to the Green Deal Zero Emissie Stadslogistiek, with the objective of realising 100% of zero-emission transport in their city centres by 2025. This requires clean, or at least cleaner, means of transportation. To this end, three years ago we started using a 100% electric delivery van for parcel shipments in the Randstad area. However, a cleaner future with cleaner fuel requires more. We have joined the HYVIA consortium to commit ourselves to driving on green hydrogen. The delivery of the first green hydrogen-powered van is scheduled for 2024. This is also how we collaborate in developing a green-hydrogen chain.

fuel consumption	2023	2022	2021
litres of diesel	113.329	92.247	112.403
litres of diesel/tons of paper	4,82	4,09	3,37

*) Corrected compared to the 2022 CSR Annual Report.

4.7 Business travel

Wilco focuses on a sustainable fleet for business travels falling in emission class 6 or Z(ero). Currently, staff is no longer legally obliged to drive an electric vehicle by 1 January 2025. Our objective, however, is to ultimately bring this to 100% electric

driving by providing 'electric vehicles' when cars are replaced. To encourage electric driving among staff and visitors, we have installed 12 EV charging stations at our facilities.

Further centralisation in Amersfoort results in greater commuting distances for more staff. This has been overcome in part by providing production staff with a transportation arrangement. Company vehicles have been provided to allow staff to come to work together. Following the COVID-19 period, customer and third-party visits have increased. All these developments have resulted in increased fuel consumption.

fleet of vehicles	2023	2022	2021
% emission class ≤ 5	9,7	12,5	20,0
% emission class 6	77,4	75,0	73,3
% emission class Z	12,9	12,5	6,7
litres of fuel consumption	53.612	52.836	36.439
<i>of which litres of diesel</i>	<i>16.681</i>	<i>19.348</i>	<i>18.437</i>

4.8 Commuter traffic

In part due to the persistent tight labour market, we are now employing more and more staff from across our regional borders. This results in greater commuting distances for more staff. Computer and Internet technology makes it possible for non-production staff to work remotely from anywhere, including from home. Travelling by public transport is certainly an option for Amersfoort. A bicycle will be made available for staff to use for getting to and from the station. Shift work interferes with carpooling. Wilco has no specific bicycle plan in place, but the work expense scheme (WKR) encourages staff to opt for an (electric) bicycle.



Thangarabalu Small Hydel Project

In India, the energy demand is rising sharply due to population growth and increased prosperity. To prevent this energy demand from causing further climate change, steps must be taken to make the sustainable transition from fossil fuels to renewable energy sources.

The Thangarabalu Small Hydel Project is a run-of-river 24.75 MW hydro-electric power project across the Krishna River about 13 km downstream from the Narayanpur Dam in Karnataka. Every year, this replaces 65 million kWh of fossil fuel-based electricity, reducing CO₂ emissions by ± 54,000 tons per year.

In addition, this project has a social impact on the local community.

- The population has been involved in the development of this hydro-electric power station from the very start of the project.
- The project has provided employment both during construction and maintenance of the hydro-electric power station for skilled and non-skilled workers.
- The region's energy shortage is supplemented by the hydro-electric power station.
- Laying water pipes and constructing water pumps make clean (drinkable) water readily available for local people.
- The project will provide improved regional infrastructure as well as improved and expanded educational and medical facilities.

commuter traffic	2023	2022	2021
number of FTEs	446	460	433
number of kms per year/FTE	11.968	9.509	10.235
bicycle (%)	5,3	5,9	5,7
public transport (%)	7,6	8,2	9,6
private car (%)	87,1	85,9	84,7

4.9 Carbon footprint and compensation for CO₂ emissions

Wilco has used the Milieubarometer ©Stichting Stimular to calculate its total carbon footprint. The CO₂ emission factors applied are specified on the initiative of Milieu Centraal, Stimular, SKAO Connekt and the Dutch government. Based on the most recent insights, they are updated every year by a broad panel of experts. The CO₂ emission factors are in line with the requirements of the CO₂ Performance Ladder and the Greenhouse Gas (GHG) protocol.

	2023	2022	2021
CO ₂ emissions scope 1 (tons)	925	917	1.185
<i>of which natural gas</i>	375	431	635
<i>of which emissions</i>	22	28	73
<i>of which business traffic</i>	159	156	110
<i>of which freight transport</i>	369	302	367
CO ₂ emissions (tons) scope 2	0	0	0
CO ₃ emissions (tons) scope 2	916	744*	754*
<i>of which drinking water</i>	2,9	3,5	4,9
<i>of which waste water</i>	6,8	9,6	10,8
<i>of which commuter traffic</i>	906	731	738
CO ₂ emissions (tons) total	1.841	1.647	1.923

*) Corrected compared to the 2022 CSR Annual Report.

Our CO₂ emissions in 2023 were **1.841 tons**. In that year, **10.573 MWh** of grey electricity was made more sustainable through Guarantees of Origin for European Wind and Solar Power. Because Wilco is not (yet) required to comply with the CO₂ Performance Ladder, its CO₂ emission factor is set equal to **0**; or in other words, no CO₂ emissions from purchased electricity apply (scope 2). With a gas-free Clean Climate Neutral Printing House combined with optimum energy savings, CO₂ emissions from using natural gas for heating are now at the lowest level ever. Further reduction is considered possible only with the new construction of a sustainable, gas-free bindery in Amersfoort. Today, **78%** of our carbon footprint is determined by CO₂ emissions from fossil fuel





consumption for freight and passenger transport. We are therefore focusing on the use of renewable fuels such as electric transport and driving using green hydrogen.

Since 2018, we have been compensating our remaining CO₂ emissions with VCS (Verified Carbon Standard) credits in the Thangarabalu Small Hydel Project in India. Compensation for CO₂ involves investing in certified projects that reduce, remove or prevent CO₂ emissions. The reductions in emissions the project has achieved would not have been possible without the implementation of the project. Only sustainable energy(-efficiency) projects which bring long-term benefits to the country and the climate qualify as Verified Carbon Standard credits. These CO₂ compensation projects contribute to no fewer than three Sustainable Development Goals.

4.10 Compliance with legislation and unusual events

Compliance with (European) legislation concerning energy, the environment and living conditions is the norm for us. We focus on an open and transparent relationship with the competent authorities. In 2023, the RUD Utrecht conducted an enforcement inspection at the locations Vanadiumweg 2 and 9 in Amersfoort. An observed violation regarding the safe operation, optimal combustion and energy efficiency of diesel engines for both Sprinkler systems was marked as fixed by the SCIOS inspection carried out in November 2023. An inspection of the geothermal energy system was also conducted at the Vanadiumweg 2 site; no violations were found. In 2023, the Utrecht Safety Region tested the new building at Vanadiumweg 2 in Amersfoort for regulations concerning firesafe use; the fire safety regulations are complied with. In 2023, the Omgevingsdienst Achterhoek (Achterhoek environmental service) did not conduct an enforcement inspection in Zutphen. There are no issues concerning competent authority. Nor were any fines or penalties imposed.

In 2023, no unusual events or out-of-containment incidents occurred with a risk of soil pollution, surface water pollution or air pollution. No complaints from interested parties and local residents were received in relation to nuisance and the immediate locality.



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