

# Sustainability Report

# Better life

# Better together

19 november 2025



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# 1 Foreword

Sustainability is a buzzword these days and is sometimes also used as an umbrella term. At Storteboom Food Group, we haven't seen sustainability as a choice for a long time. We see it a responsibility. In a world in which climate change and a scarcity of raw materials, water and energy is becoming more urgent by the day, we do not as an organisation want to stand on the sidelines. On the contrary: we see it both as an obligation and an opportunity to contribute to a more liveable future.

So it is with pride that we present our sustainability report for 2024. This report provides a transparent overview of the steps we have taken in the field of the environment, people and planet. We share both our successes and the challenges that we have encountered. Because sustainability is a journey not a destination.

We've made progress in reducing our CO<sub>2</sub> emissions, making our chain more sustainable and promoting circular processes. What's more, we've invested in the well-being of our employees, diversity in the workplace and cooperation with social partners. But we understand that we still have a lot of work to do.

Our ambitions extend beyond the figures of today. That's why we listen, learn and improve – together with our colleagues, clients, suppliers and other stakeholders. Because we can only achieve our goals by working together.

We invite you to read more in this report about our journey to a more sustainable organisation. I'd like to give special thanks to everyone who has helped make this report possible.

**Veli Moluluo**

CEO Storteboom Food Group



# 2 About Storteboom Food Group

Storteboom Food Group is a modern poultry processing company with operations in the Netherlands and Poland. We have five locations in the Netherlands and three locations in Poland. Our modern slaughterhouses are located in Kornhorn and Putten in the Netherlands and in Augustowo and Kotowo in Poland. We process the meat into fresh, frozen and pre-cooked chicken products at our sites in Nijkerk, Zeewolde, Barneveld, Kotowo and Komorniki.

Every week we process around 4 million broilers into chicken fillets and numerous other products. These products are supplied to large and small retailers, wholesalers and the processing industry on a daily basis.

We do this with a team of 2,700 colleagues. With drive, enthusiasm and enjoyment, we enable millions of people to enjoy a tasty piece of chicken.

**8 sites**  
**in Europe**  
5 in the Netherlands  
3 in Poland



**2,700**  
employees

Turnover  
**€900 mln**



# 3 Our development in 2024

During the reporting period, we've taken a number of strides forward in our organisation. Becoming part of Boparan Private Office on 14 October 2024 is one such step. This development warrants a new name: Storteboom Food Group. It marks a fresh start that is a better fit with who we are and where we want to go.

With our new CEO, we're moving full force ahead with the line of our strategy 'Better Life, Better Together'. We are actively shaping this strategy together with everyone on our team and all our partners.

Sustainability has also been given an extra boost. Our new Sustainability Manager took up his post in February 2025. Together with the Sustainability & Technical Director, he is working on the execution and further development of our sustainability plans.

We furthermore merged our locations in Nijkerk in late 2024. This means all our activities are now housed on the Galvanistraat 2 in Nijkerk. This gives us greater overview and efficiency. For this reporting year, we are combining the figures of both locations.



# 4 Sustainability is in our DNA

We formulated our Better Life, Better Together strategy in 2020. This strategy establishes sustainability and corporate social responsibility as the core of our business operations.

We incorporated the United Nations' Sustainable Development Goals (SDGs) into our strategy in 2022. Our ambition is to join forces with the international community to create a more sustainable world by 2030. That's why we've selected six specific SDGs in relation to which we have the greatest impact:



## SDG 2: Zero Hunger:

As a food-processing company, we help maintain the availability and affordability of high-quality chicken products that fulfil the world's most stringent quality and well-being standards.



## SDG 5: Gender equality:

Storteboom Food Group is committed to being an employer where each individual employee can achieve development. That's why we offer equal opportunities to everyone and do our utmost to enable an optimum work-life balance.



## SDG 6: Clean water and sanitation:

Water is a vital natural resource for our processes. The availability of clean water is vitally important to society. This is why we purify our wastewater and use water as efficiently as possible in relation to both production and cleaning.



## SDG 8 Decent work and economic growth:

We do our utmost to provide all employees with a safe, healthy and sociable workplace.



## SDG 12 Responsible consumption and production:

We use natural resources as efficiently as possible and minimise the residual flows of our production. We do everything possible to keep the CO2 footprint of our chain as small as possible.



## SDG 13: Climate action:

We joined the Science Based Targets initiative (SBTi) in 2024. It is an initiative that encourages companies to formulate validated climate targets that are in line with the scientific consensus that the earth must not warm more than 1.5 °C above pre-industrial levels.

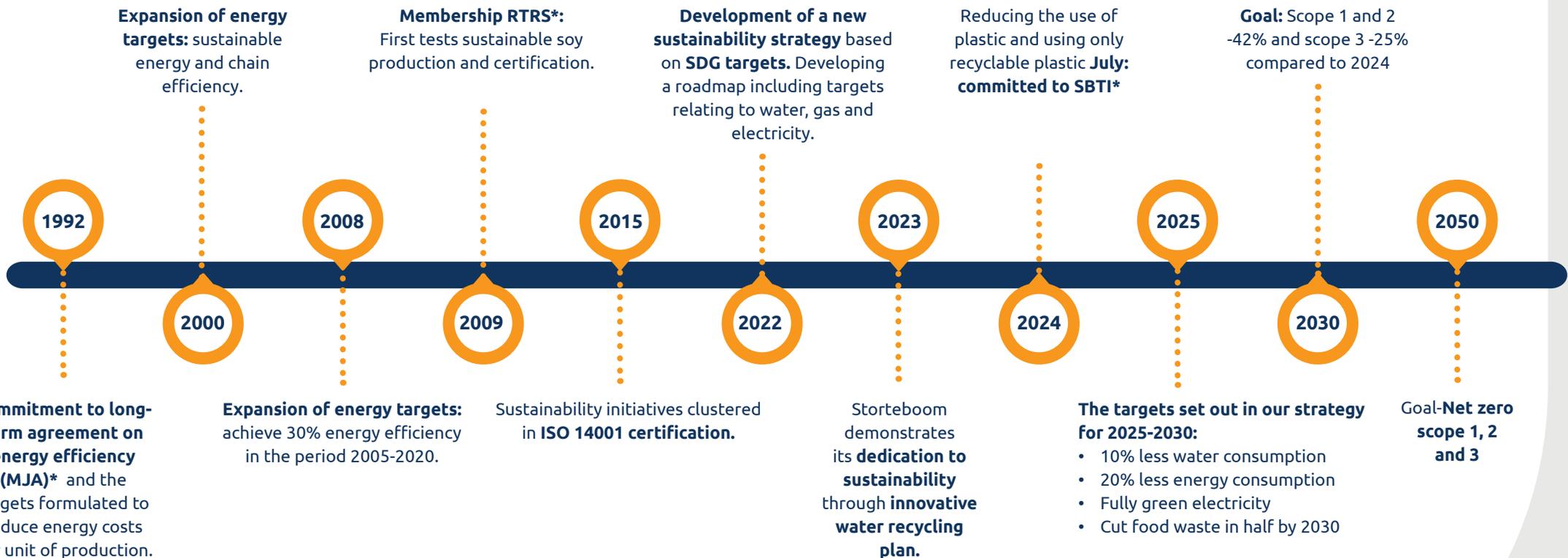
The six focus areas of our sustainability strategy are: people, animals, the environment, products, chain and our company.



# Our sustainability journey

## The sustainability frontrunner for decades!

At Storteboom Food Group, we've been making sustainable choices for decades. It's a topic we started actively addressing long before sustainability became a trend. Back in 1992, we entered into a long-term agreement for smarter energy usage. In 2009, we became a member of the Round Table on Responsible Soy. And in the following years we have together continually taken new steps forward on the path of sustainability. Some large and some small steps, but always with the same aim: to create a better world for everyone.



\* MJA: Long-term agreement on energy efficiency | RTRS: Round Table on Sustainable Soy (global platform) | SBTI: Science Based Targets initiative



# 5 Double materiality analysis

## Looking together at what really matters

At Storteboom Food Group, we believe that sustainability is only truly meaningful when you know clearly where you make the difference. That's why we carried out a double materiality analysis (DMA) in late 2023. This is a key step towards further strengthening our sustainability strategy and giving it direction.

The DMA examines materiality from two angles:

**1. Impact materiality** – the effects our activities have on people and planet.

**2. Financial materiality** – the risks and opportunities that sustainability brings for the performance of our company.

By merging both angles, we know where we should focus our attention, energy and resources.

## Impact materiality: our impact on the world around us

Impact Materiality refers to the impact our organization has on its external environment with respect to environmental, social, and governance issues. In other words: what is the impact of our activities on nature, the environment, and the people around us?

We have assessed whether an impact is actual or potential, whether it is positive or negative, and whether it can be remedied in the short, medium, or long term. We also examined where an impact occurs: from our own operations to our upstream and downstream value chain.

Based on this assessment, we can set targeted priorities and align our strategy with the most relevant impacts for people and the environment, both within our operations and across our value chain.

## How did we assess our impact materiality?

An impact can be either potential or actual. An actual impact is assessed by determining its severity. The severity is determined by:

- **The scale of the impact:** how serious or beneficial is the impact on the environment or people?
- **The scope of the impact:** How widespread is the impact on the environment, or how many people are affected by it?
- **The (ir)remediability of the impact** (only for negative impacts): to what extent can the damage to the environment or harm to people be remedied?

To assess the materiality of a potential impact, in addition to severity, we also evaluated the **likelihood** of the impact occurring.



## **Financial materiality: the impact of our organisation**

In addition to examining our impact on the outside world, we've also looked at the risks and opportunities that affect the financial development, performance and position of our organisation. What are the financial consequences of a sustainability risk or opportunity on our organisation? A risk or opportunity can apply to both our value chain and our own operations. This focuses on questions such as:

- Which risks do climate change or more stringent legislation bring?
- Which opportunities arise through innovation, more efficient processes or new markets?
- In what areas are we dependent on natural or human resources that can be vulnerable?

Studying this carefully enables us to control risks and tap into opportunities.

### **How have we approached this?**

The DMA has been carried out by our core project team, which is comprised of the Director Sustainability & Technical and the Sustainability Manager. They gained the required expert knowledge through working sessions, discussions, interviews and the assessment of ESG topics.

A longlist was drawn up in order to identify the key impacts, risks and opportunities in relation to these ESG topics. This is based on the sustainability matters that must be included in the DMA according to the European Sustainability Reporting Standards. These themes and sub-themes are subsequently analysed according to the DMA method outlined above.

The results of the DMA were validated and checked by the Steering Committee, which was comprised of the members of the Storteboom Food Group management team. The DMA process was supported by external advisors who provided workshops, interviewed specialists and gave training courses on the European sustainability guidelines (ESRS and CSRD).

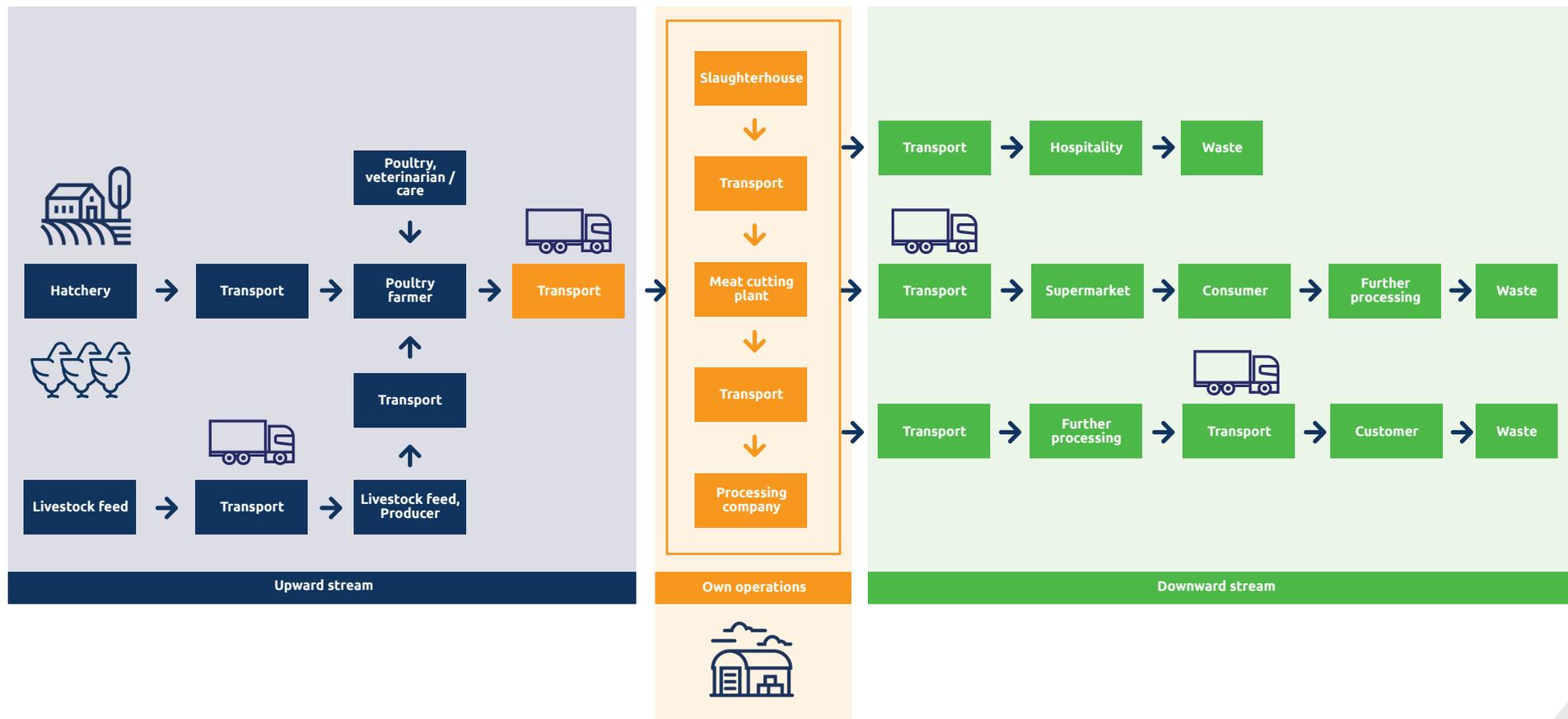
Based on the analysis, we drew up a longlist of sustainability issues. This list was subsequently fleshed out into a matrix of material topics: the themes that are most important for Storteboom Food Group and our stakeholders. The matrix links these topics to the five pillars of our Better Life, Better Together strategy. In the 'Beter for' column, we show where the material impact, risk or opportunity is addressed within our sustainability strategy and in this report.



# The chicken value chain

## Our value chain in focus

Analysing our value chain – from animal feed cultivation to the consumer’s plate – formed an important part of the DMA. This allowed us to see exactly where the greatest impacts, risks and opportunities lie within the chain.



# Our material topics

Topic	Sub-topic	Impact	Risks and opportunities	Better for
Climate change	Energy consumption, greenhouse gases, climate mitigation	<p>Own operations: Energy is used within our own operations in order to heat, cool and transport. CO2 gas is also used to stun chicks. As a result of energy consumption and the use of stunning gas, greenhouse gases are released into the atmosphere.</p> <p>Upstream: Energy is used in the upward stream for transport, heating poultry houses and hatching eggs and feed cultivation. Greenhouse gases are released as a result. A large proportion of the greenhouse gases released are attributable to feed cultivation and as a result of changes in land use and deforestation.</p> <p>Downstream: Refrigerating and transporting chicken consumers energy, which means that greenhouse gases may potentially be released. Consumer preparation and further processing can also use energy and release greenhouse gases.</p>	<p>Risks: Changing temperatures can have an effect on animal welfare during transport.</p> <p>The effects of climate change can have major impacts on the success or failure of harvests and the supply of raw materials.</p> <p>Higher energy prices lead to higher costs and consequently to a potentially lower demand across the entire value chain.</p> <p>Stricter climate policy could lead to additional costs for CO2 emissions.</p> <p>Opportunities: Reducing and changing energy consumption could lead to lower production costs.</p>	<p>The Environment: Energy and Scope 1 and 2 emissions</p> <p>The Chain: Scope 3 emissions</p>
Pollution	Air pollution	<p>Entire value chain: the use of fossil fuels leads to air pollution (nitrogen oxides and particulate matter).</p> <p>Upstream: Poultry farms emit ammonia and particulate matter. The use of crop protection agents and fertilizers in the animal feed chain can lead to air pollution.</p>	No significant risks or opportunities identified.	<p>Environment: Scope 1 and 2 emissions</p> <p>Chain: Scope 3 emissions</p>



Topic	Sub-topic	Impact	Risks and opportunities	Better for
Pollution	Water pollution	Own operations: Waste water is released during our production process, which can lead to water pollution. Chemicals used for cleaning can also result in water pollution.  Upstream: Waste water for cleaning the poultry houses can end up in the surface water. The use of crop protection agents and fertilizers in the animal feed chain can lead to water pollution.	No significant risks or opportunities identified.	Environment: Water
Pollution	Soil pollution	Own operations: use of chemicals, production of waste water and diesel tanks can potentially lead to soil pollution.	No significant risks or opportunities identified	Not yet included in Better Life, Better Together. It is, however, part of our environmental management system for our own operations (ISO 14001)
Pollution	Pollution of living organisms and food sources	Upstream: The use of crop protection agents can lead to undesired damage to living organisms and food sources.	No significant risks or opportunities identified.	Not yet included in Better Life, Better Together
Pollution	Substances of concern	Own operations: We use ammonia in our refrigeration systems. Chemical substances are also used for cleaning.  Upstream: Pesticides are used in agriculture within the animal feed chain. This agriculture takes place partially in countries where substances are used that are forbidden in Europe.  Downstream: Refrigerants, such as ammonia, are also used by customers and for further processing.	No significant risks or opportunities identified.	Not yet included in Better Life, Better Together. It is, however, part of our environmental management system for our own operations (ISO 14001).
Pollution	Substances of Very High Concern	Upstream: 20% of the pesticides sold in the Netherlands contain Substances of Very High Concern. Since legislation regarding this is less strict or has lower compliance in countries within the feed supply chain, the likelihood that Substances of Very High Concern are used in the value chain is high.	No significant risks or opportunities identified.	ot yet included in Better Life, Better Together.



Topic	Sub-topic	Impact	Risks and opportunities	Better for
Pollution	Microplastics	Upstream: Crop protection agents and fertilizers are used in the upstream value chain. This is a source of microplastics.	No significant risks or opportunities identified.	Not yet included in Better Life, Better Together.
Water and marine resources	Water	Own operations: Our operations use, abstract and discharge large amounts of water.  Upstream: A large amount of water is used by poultry farmers and for the cultivation of animal feed.	No significant risks or opportunities identified.	Environment: water
Biodiversity and ecosystems	Direct pressure factors Loss of biodiversity Impact on the conservation status of species	Own operations: Water abstraction can lead to biodiversity loss, have a negative impact on the conservation status of species, and cause changes in the condition of ecosystems.  Upstream: Agriculture is a driver of biodiversity loss and affects the status of species and ecosystems through climate change, pollution, and land-use change.	No significant risks or opportunities identified.	Environment: water  Chain: Responsible procurement of soy Scope 3 emissions
Biodiversity and ecosystems	Impact on dependencies of ecosystem services.	Own operations: Water supply is an ecosystem service upon which we are directly dependent.	No significant risks or opportunities identified.	Environment: Water  Chain: Responsible procurement soy Scope 3 emissions
Circular economy	Material inflows Material outflows	Own operations: We are a moderately material-intensive organisation due to our use of packaging, cleaning products, machinery, and (personal) protective equipment.	No significant risks or opportunities identified.	Environment: residual flows  Chain: packaging
Circular economy	Waste	Entire value chain: Materials and packaging materials for once-only use become waste.  Downstream: Spoilage in the shop and with the consumer leads to the waste of high-quality food.	No significant risks or opportunities identified.	Environment: residual flows and food waste



Topic	Sub-topic	Impact	Risks and opportunities	Better for
Own employees	Labour conditions Equal treatment and equal opportunities for everyone Other employment rights	Own operations: labour conditions, equal opportunities and treatment and other employment rights have a great impact on our employees.	No significant risks or opportunities identified.	People: Collective Labour Agreement, ETI Base Code, Works Council, good employership, our core values, diversity policy.
Employees in the value chain	Labour conditions Equal treatment and equal opportunities for everyone  Other employment rights	<b>Upstream:</b> The cultivation of animal feed raw materials, such as soy, often takes place in developing countries where labour laws and regulations are potentially less developed than in Europe. Due to the fragmented soy chain, the chain is extremely complex, and it is likely that there are negative impacts on these employees. Poultry farmers also often make use of catching crews, where the impact of working conditions, diversity, and other labour rights on the workers is significant.  <b>Downstream:</b> Labour conditions, equal treatment and opportunities for everyone and other employment rights also have a major impact on the employees within our downstream chain.	No significant risks or opportunities identified.	Chain: Code of conduct and certifications for employment agencies
Professional conduct	Animal welfare	Own operations: The impact on animal welfare during the transport and slaughter process is crucially important. The way animals are transported and slaughtered inherently has an impact on animal welfare.  Upstream: Poultry farmers and animal feed suppliers have direct impact on animal welfare.	Incidents in the field of animal welfare can potentially have (extremely) far-reaching financial consequences in the form of: -> Fines -> Suspension of activities -> Negative publicity -> Lower quality chicken -> Loss of certification	Animals: Better Life, Leven, English Retail Concept and other concepts
Professional conduct	Political relations	Own operations: We are a member of the sector organisation NEPLUVI (Dutch Poultry Processors' Association) that promotes the interests of the poultry processing industry, and we are dependent on the supervision of the Netherlands Food and Consumer Product Safety Authority (NVWA) for our activities.	No significant risks or opportunities identified.	Environment: water  Chain: Responsible procurement of soy Scope 3 emissions

## Conclusion and continuation

The analysis gives us a clear focus and direction. We are repeating and validating the DMA in 2025 so that we can continually remain up to date and further pinpoint our strategy.



# Better Life, Better Together

We have developed the 'Better Life, Better Together' strategy in order to address our material impact, risks and opportunities. Within this strategy, we have subdivided our main sustainability topics into six themes. We have drawn up specific policy and targets for each theme and are taking measures to achieve them.

## Better for our company

In order to make Storteboom a better employer, partner and supplier within the chain, we ensure we have a transparent and reliable governance structure that has extensive measuring and reporting at its heart.

## Better for our employees

Making a positive contribution to the communities around us by creating an inclusive workplace where employees are happy and healthy and feel safe.

## Better for the chain

Ensuring responsible procurement of products and raw materials, with minimal impact from farm to fork, and via a chain that respects our values.



## Better for the environment

Taking visible steps to reduce our impact on the environment and to leave a liveable world behind for future generations.

## Better for our animals

Together with our poultry farmers, we make the difference every day and go the extra mile to ensure a better life for our chickens.

## Better for our products

Providing consumers with tasty and healthy quality products, according to the highest standards in our chain.



# Better for the environment

## Working together for a liveable world

At Storteboom Food Group, we sense responsibility for our environment. That's why we take visible steps to reduce our impact on the environment. This is how we contribute to a liveable planet for the generations of today and tomorrow.



Our focus is on five themes:

-  **Energy:** Using less energy by producing more efficiently and transitioning to completely renewable energy in 2025.
-  **Water:** Using less water through efficient production and continuous monitoring. Reusing water in the medium term.
-  **Food waste:** Preventing food waste through whole carcass utilisation.
-  **Waste:** Producing less waste and recycling even more effectively.
-  **Greenhouse gases:** cope 1 and 2 emissions to Net-Zero 2050.

Better for our  
environment



# Energy: smarter and more efficient



We use energy at our locations primarily in the form of gas and electricity. Gas is mainly used for heating water. We need warm water for hygiene stations and for cleaning our sites, and for preparing our products in Barneveld. We use electricity primarily for our production equipment and refrigeration systems.

## Our approach

Efficient energy use has been a spearhead of our environmental policies for years. We continually look for possibilities for reducing our energy consumption. Through continuous monitoring at the machine and department level, we identify inefficiencies and make adjustments accordingly. We also evaluate annually which investments can contribute to further energy savings. We improve our energy efficiency by investing in innovative systems and sustainable technologies.

In 2024, we invested heavily in making our location in Kornhorn more sustainable. The site has undergone redevelopment, including installing a new, energy-efficient refrigeration system. The improved refrigeration element has led to considerable energy savings.

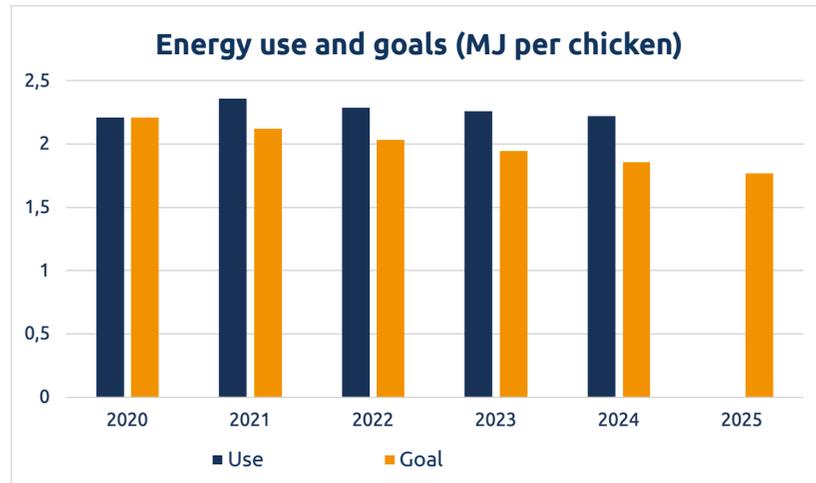
## Objective and results

Our energy consumption decreased again in 2024 thanks to the measures we have taken. In 2020, we set the goal of reducing energy consumption by 20% per chicken. In the chart below, we have allocated linearly the target across the years 2021–2025. While we have not achieved the target over the past years, we do see a clear downward trend. In addition, our absolute energy use has decreased by 17% compared to 2020, as shown in the following table.

In order to achieve continuous improvement, we are also researching the possibilities for reducing the use of warm water for cleaning purposes. This would reduce the energy required for heating up water for cleaning activities.

	Compared to 2023	Compared to 2020
<b>Gas</b>	-9,34	-11,52
<b>Electricity</b>	-13,93	-20,53
<b>Total</b>	-12,07	-16,99

We expect to achieve our target in 2025 as a result of the merger of the locations in Nijkerk and the additional measures that have been taken.



# Water: conserving our most valuable source



Water is indispensable for our production. We need it for both hygiene and food safety. At the same time, we know that water is becoming increasingly scarce and that groundwater extraction can have an effect on nature and biodiversity. .

## Our approach

We focus on efficient water use, innovative conservation measures and advanced treatment technologies. The emphasis is on our slaughter houses, which use the most water. We employ real-time monitoring of water consumption and implement water-saving measures to continually adjust our processes with a view to reducing waste and improving our water efficiency.

For the longer term, we are focussing on water reuse through advanced water treatment at our locations. This will enable us to reduce our dependence on groundwater and reduce our ecological impact.



## Example projects:

### Water treatment and reuse at Kornhorn

We have our own organic water treatment plant in Kornhorn. It makes it possible to reuse waste water for cleaning processes. Stringent testing is required in order to reuse this purified water safely. If reuse becomes possible, we expect to save roughly 600-800 m<sup>3</sup>.

### Water treatment and reuse at Putten

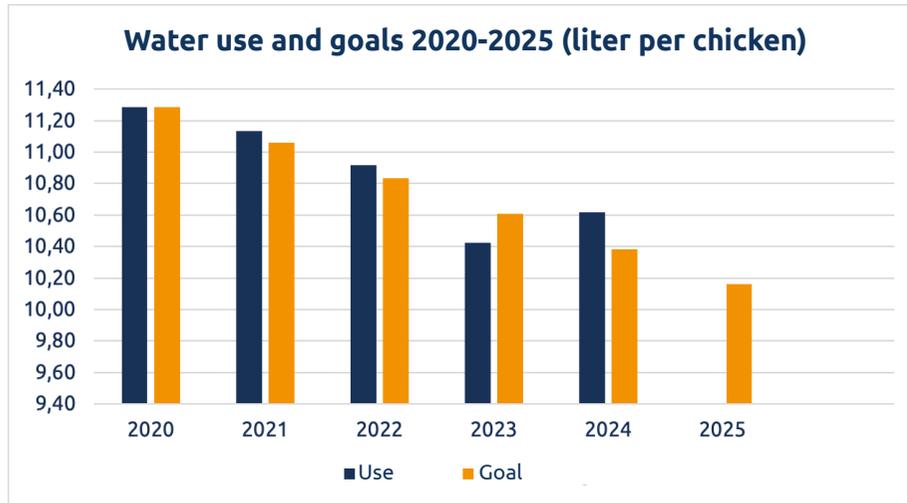
We are also working on more sustainable water management in Putten. We are a member of the Nijkerk Water Roundabout, an organisation in which the main stakeholders in the region and water technology companies work together on developing innovative solutions for reusing water. Water reuse is a highly promising way to save both water and energy.

## Results

Our group target for water use is expressed in litres per sexed chick. So the consumption of all our locations is divided by the number of sexed chicks. Our locations have also set the goal of using less water each year than in the preceding year. All of our locations, with the exception of Barneveld, have achieved this goal.



While absolute water consumption decreased by 7.4% in 2024 compared to 2023, the number of sexed chicks decreased more sharply during the same period. This is why we used 0.19 litre more per chicken in 2024 than in 2023.



# Combatting food waste: using the entire chicken

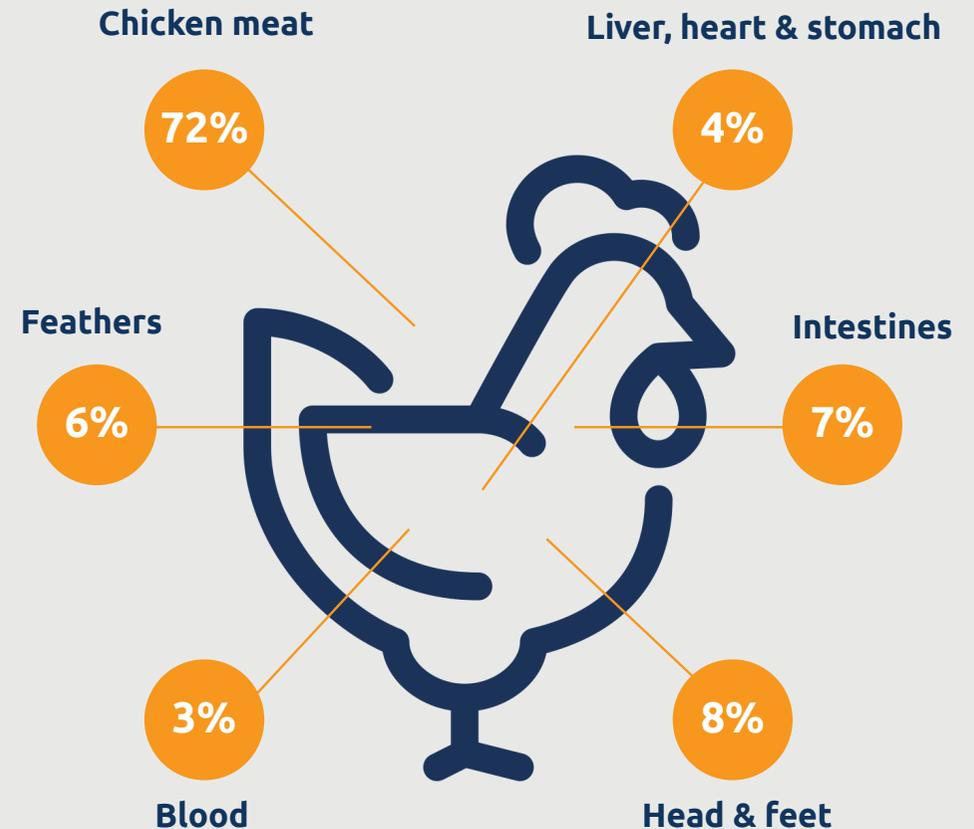


We believe that not a single bit of chicken should be lost. That's why we work on the basis of full carcass utilisation:

1. Availability of the chicken
2. Profile and needs of our customers
3. Needs of the consumer
4. Processing and distribution of the chicken

This is how we ensure that consumers eat as many parts of our high-quality chicken as possible and we prevent food from being diverted to non-human uses.

We also achieve a better shelf life through packaging in a modified atmosphere (MAP) and by providing clear information on shelf life. This is a way to prevent and reduce waste at the consumer level.



## Valorising residual flows

Residual flows that are not suitable for human consumption, such as blood and feathers, are valorised into raw materials and fertilizers for agriculture and industry.

## En route to the future

In 2025, we are researching what our contribution could be to further combatting food waste in the chain and with which parties we could enter into an alliance. As a chain partner, we are pleased to join minds to think about solutions for combatting food waste!

## Other residual flows and waste processing

Waste other than the residual flows stated above are separated for recycling at all our locations.

40.5% of this waste receives a useful repurpose. The other company waste comprises mainly non-recyclable plastic and personal protective equipment. The plastic that is released at our production locations is not suitable for recycling due to contamination with animal proteins and fats. In 2025, we will once again enter into dialogue with our waste management partners to explore how our waste can be offered for recycling more effectively.



## Scope 1 en 2 missions



Greenhouse gases are released during our activities. This is because we use natural gas to heat water, diesel to transport living poultry and CO2 gas for stunning chicks.

### SBTi

In order to reduce our impact on the climate, we have joined the Science Based Targets initiative (SBTi). This is an initiative that encourages companies to formulate validated climate goals that are in line with the scientific consensus that global warming must be limited to no more than 1.5°C above pre-industrial levels.

### Our approach

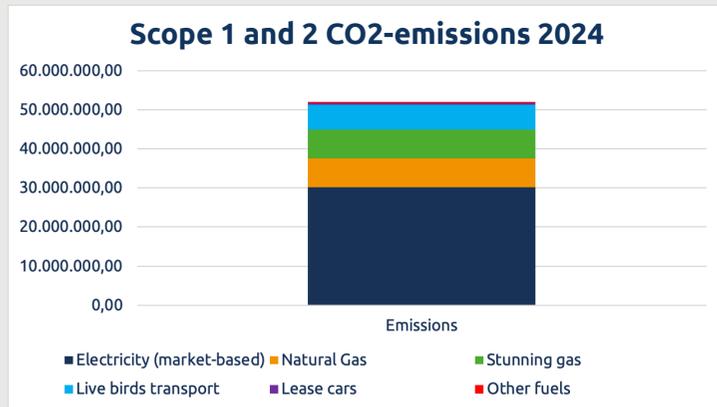
In addition to our continuing efforts to save energy, we focus on sustainabilising the energy we purchase and use. Our goal is to switch over completely to renewable electricity in 2025. We have studied various options and are focusing as the first step on purchasing Guarantees of Origin

(GoOs) in order to safeguard our electricity from renewable sources. In 2024, we purchased GoOs for the electricity consumption of our location in Barneveld. In this way, we have sourced approximately 8% of our electricity consumption from renewable sources and reduced our market-based scope 2 emissions.



## Composition of scope 1 and 2 emissions Storteboom Food Group

The following diagram shows the composition of our scope 1 and 2 emissions. Transport, stunning gas and natural gases are the main emission sources of our scope 1 emissions.



In order to reduce these sources, we are focussing in the longer term on the electrification of these processes in combination with our own sustainable energy generation.

### Objective and results

We fully charted our scope 1 and 2 emissions in 2024. This means we can use 2024 as the

baseline year for formulating our CO<sub>2</sub> reduction goals en route to 2030 and 2050. Storteboom is committed to reducing its absolute scope 1 and 2 emission by 42% in 2030 and by 90% in 2050 (baseline year 2024). Compensation of the other 10% will lead to net-zero emissions in 2050.

	Baseline year 2024	Goal 2030 (-42%)	Goal 2050 (-90%)
Scope 1	21,792	12,639	2,179
Scope 2 (market-based)	30,185	17,507	3,019
Scope 2 (location-based)	24,119	13,989	2,412

\*Targets not yet validated by SBTi.

### Conclusion

Through our efforts relating to energy, water, food waste, waste and the climate, we make sustainable choices visible and measurable. This is how we together ensure that Storteboom Food Group makes a positive contribution to a liveable world – now and in the future.

# Better for animals



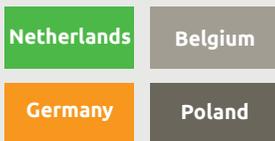
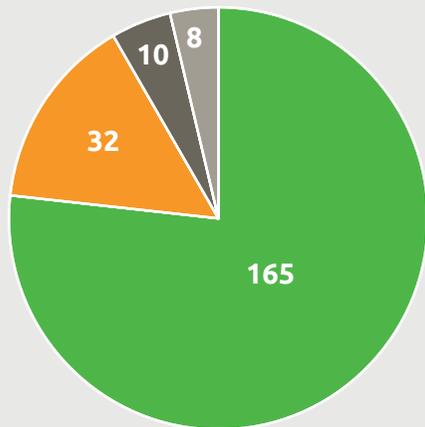
Animal welfare is a top priority for us. Together with our poultry farmers, we ensure a better life for our chickens. Brambell's five freedoms form the basis for this.

As a chain director of Beter leven 1-ster (Better Life 1-star) chicks, we are responsible for linking the various links in our chain. In this way we bear responsibility to adherence to the applicable animal welfare standards.

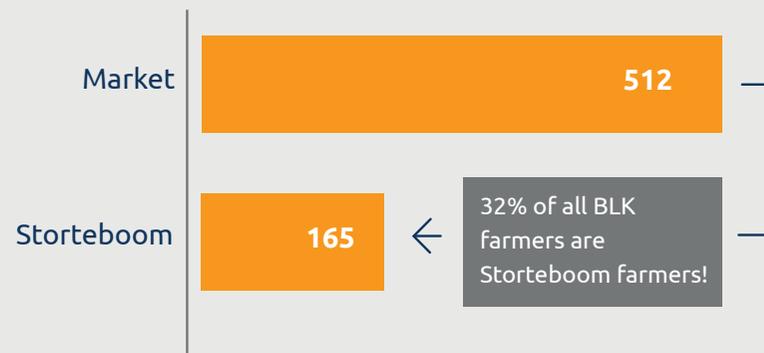
## Our BLK1\* companies

Storteboom has a total of 215 BLK1\* companies in the Netherlands, Germany, Belgium and Poland.

Geographic location



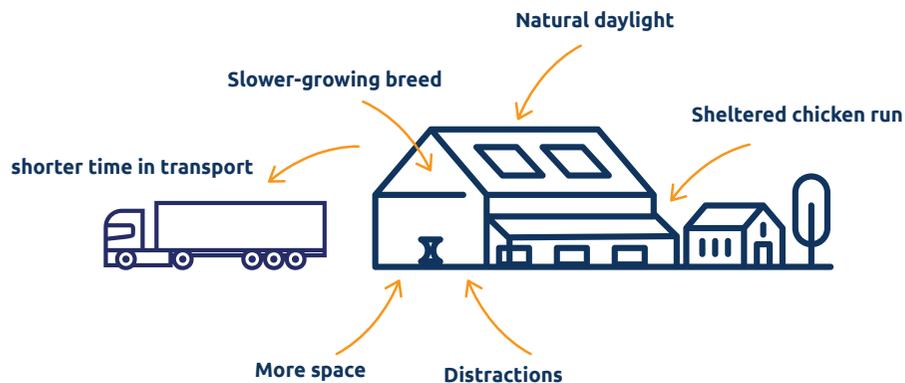
Storteboom versus the market in the Netherlands (2024)



# Better Life

In addition to paying extra attention to the training and education of employees and drivers, we also have regular contact with catching and loading teams and with poultry farmers in order to safeguard the best possible animal welfare.

This applies to conventional broilers as well as to animals from other farming systems, including chickens certified with the Better Life one-star label of the Dutch Society for the Protection of Animals.



# 9 Better for products



Our mission is clear: We want to offer consumers the tastiest and safest chicken products. We adhere to stringent quality standards in order to safeguard food safety and quality. In addition, we have included food safety in our Code of Conduct for suppliers. We furthermore have introduced a policy requiring all suppliers of products and services that come into contact with food to have a GFSI certificate.



# 10 Better for the chain

Sustainability means accepting responsibility across the entire chain. We ensure responsible procurement of products and raw materials that have minimum impact from the farm to the fork, within a chain that respects our values.



**Feed:** All soy for Beter Leven 1-ster (Beter Leven 1-ster) is RTRS-certified; all soy will be deforestation-free from the end of 2025.



**Suppliers:** New Code of Conduct has been drawn up. 100 key suppliers will be signatories to this code by the end of 2025.



**Packaging:** Research into recyclable packaging.



**Emissions:** Scope 3 and FLAG emissions to net-zero in 2050



## Responsible animal feed raw materials

Agriculture is a driver of loss of biodiversity through climate change, pollution and land-use change. Soy is a key component for poultry feed. Storteboom Food Group aligns with the European legislation in the field of deforestation-free soy. This means that, as of 1 January 2026, all soy used for chick feed in our chain must be deforestation-free.

Storteboom Food Group is a member of the Round Table on Sustainable Soy (RTRS) and has had RTRS-soy in its product stream since 2015. All soy for the BLK 1-star chicks in the chain is RTRS-certified. In addition, our soy policy is aimed at serving our customers by meeting their needs and helping them achieve their goals.



## Packaging

We commissioned research into the sustainability, efficiency and functionality of our packaging in 2024. As a result, we now know where there is potential for improving our packaging in the field of sustainability. Together with customers, we aim to use packaging materials in the most sustainable way possible.



## Scope 3 emissions

We are committed to SBTi to bring our scope 3 emissions to net-zero in 2050. We want to have validated our goals with baseline year 2024 by the end of 2025 and have formulated a concrete plan of action for becoming net-zero according to the definition of SBTi by 2050.



# Better for people

The mission of Storteboom Food Group is to make a positive contribution to the communities around us by creating an inclusive workplace where employees are happy, healthy and feel safe.

Our human resources policy is based on internationally recognised agreements for good employership (such as the ETI base code) and the Collective Labour Agreement for employees in the poultry industry. The Collective Labour Agreement is reached in consultation between organisations on the side of the employers and organisations on the side of the employees (trade unions) and applies to the Dutch poultry processing industry.

All the locations of the Storteboom Food Group are Sedex certified. This enables us to ensure together with external supervision that we conduct a responsible human resources policy.

Our organisation operates according to six core values: Cooperation, Integrity, Discipline, Client



Focus, Result-orientation and Drive. Guidelines for conduct have been formulated based on these core values. In this way we ensure that the human rights of all employees (both permanent and temporary) and the chain partners are respected. Everyone is treated with respect, can work in safety and is protected against exploitation and slavery.



Storteboom Food Group believes that all employees must feel safe to carry out their activities. The safety of equipment and machinery, providing and wearing personal protection equipment and, of course, treating each other with respect are part of this.

In 2024, we recorded one notifiable accident and 19 accidents that resulted in more than three days of absence. For both categories, our target is zero.

At all sites, employees are continuously informed and reminded of the rules and agreements concerning food safety, general and personal safety, health, and the environment. We do this through training and all available communication channels within our company. This is both an individual and a shared responsibility of employees.

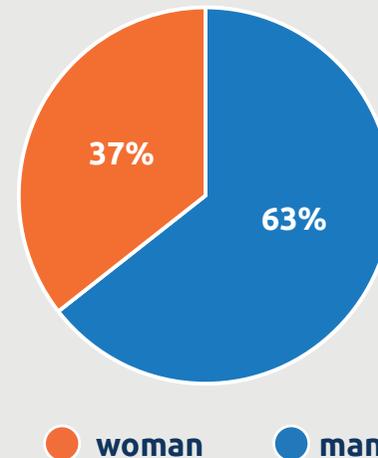
## Diversity

Diversity is a key gauge of this pillar within our organisation. In addition to being able to work safely, everyone must receive equal opportunities to develop within our organisation. This is why we examine

annually the ratio of women to men within the various levels of our organisation and within the different training and development programmes.

The situation is as follows for 2024:

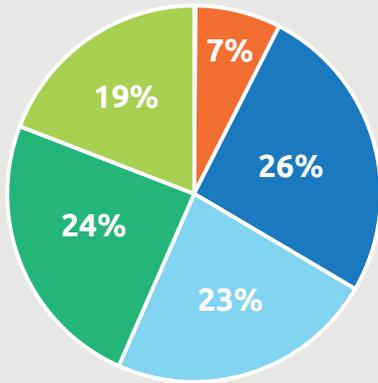
### Distribution between men and women



In addition to different genders, we also look at the distribution of our employees across the different age groups. This enables us to monitor whether supplementary human resources policy may sometimes be necessary.

Over the past years, the situation with respect to the age distribution within our organisation was as follows:

### Age distribution of employees



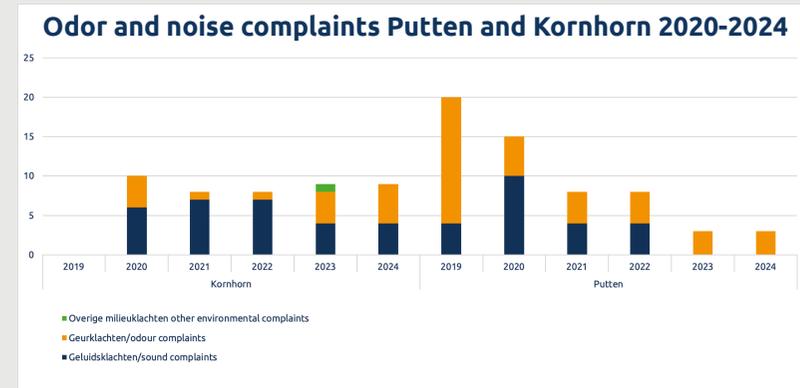
● <18 ● 18-25 ● 26-35 ● 36-45 ● 46-55 ● 56≥

### Our community

We are dedicated to being a good neighbour. This means that our aim is to have no complaints from our neighbours concerning odour, noise or other disturbances. We were not fully successful

in fulfilling that aim in 2024 at our locations in Putten and Kornhorn. The following diagram shows the development of the complaints regarding these locations.

The total number of complaints did not decrease in 2024. The number of odour complaints in Kornhorn rose from 4 to 5. We assume that our investment in the biobed in 2025 will resolve these smell complaints.



# 12

## Better for the organisation

In order to make Storteboom a better employer, partner and supplier within the chain, we ensure a transparent and reliable governance structure in which extensive measurement and reporting play a central role. Integrating sustainability as the core of our company strategy make us ready for the future.



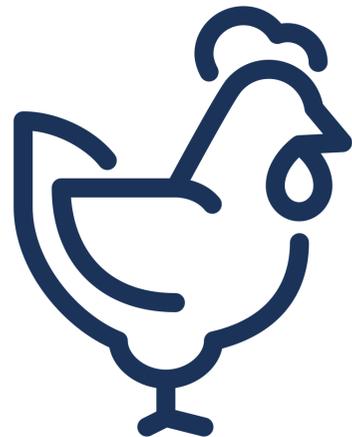
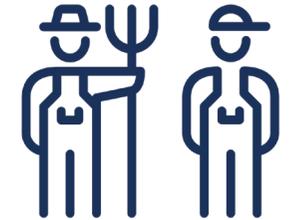
### WIN WITH CUSTOMERS

Longterm Partnership



### BETTER TOGETHER

We connect the whole supply chain and work with 1 goal



### BETTER LIFE!

Our sustainability agenda



### ORGANIZE TO WIN

Our People Agenda



# Better life Better together

19 november 2025

