



Sustainability Charter 2024





The PHW Group: Who we are

The PHW Group is a third generation **family company**.



Management of the PHW Group (from left):

Doris Wesjohann,
Dr. Heinrich Dröge,
Peter Wesjohann (Chairman of the Executive Board),
Felix Wesjohann and
Marcus Keitzer.

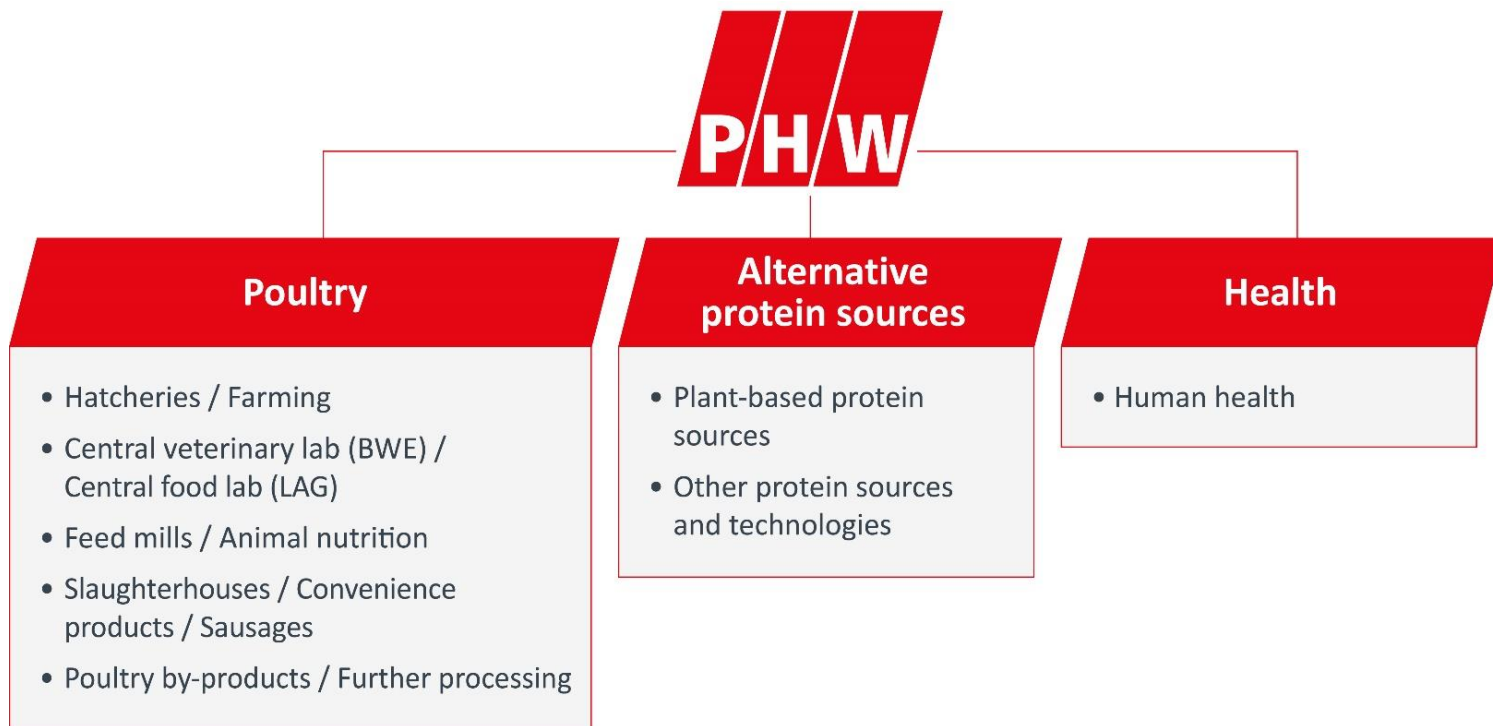
We can look back on 90 years of company history, which originally started as a small farm with a hatchery and is today firmly established as a **leading player within the food industry**.

Growth through diversity: parallel development of the "Production and marketing of high-quality poultry specialities" and "Alternative protein sources" business areas shaping the nutritional mix of the future.

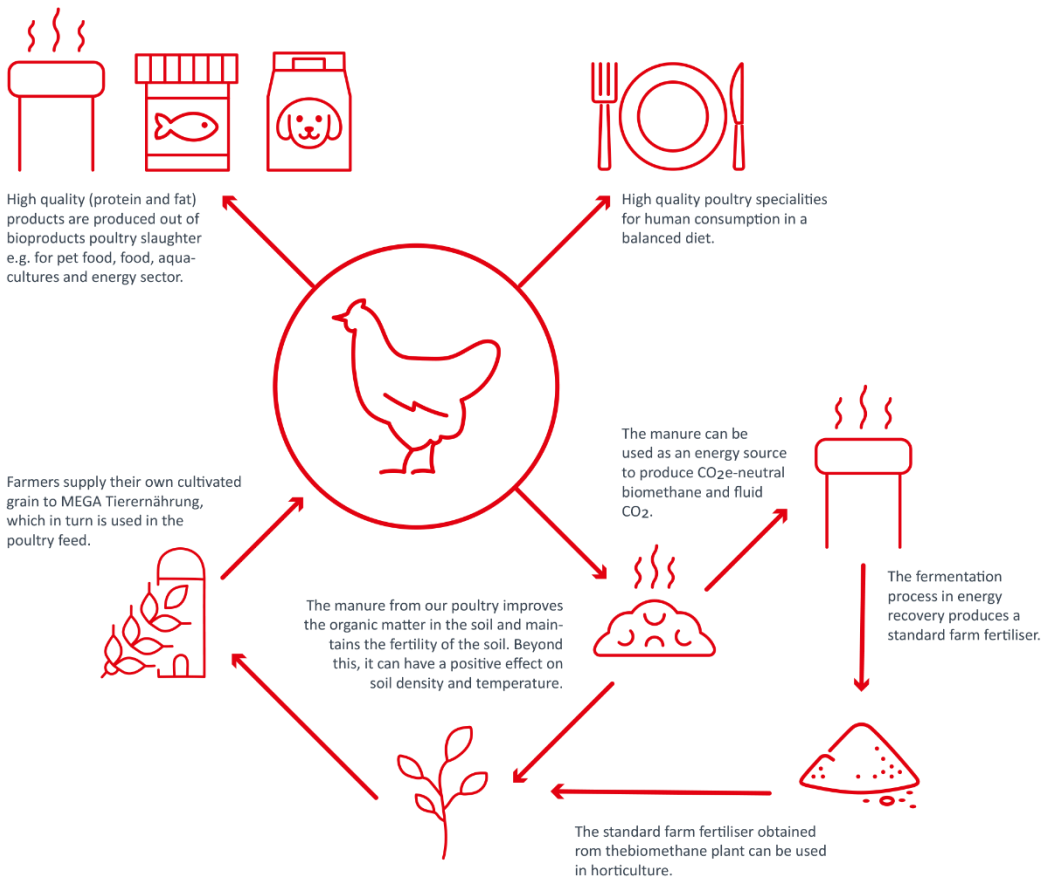
We are the **number one in the poultry sector** in Germany and one of the leading companies in Europe.

Growth through diversity and foresight

“Our future essentially depends on our nutrition.”
(Paul-Heinz Wesjohann, 2015)



Operating in holistic cycles



The nutritional mix of the future

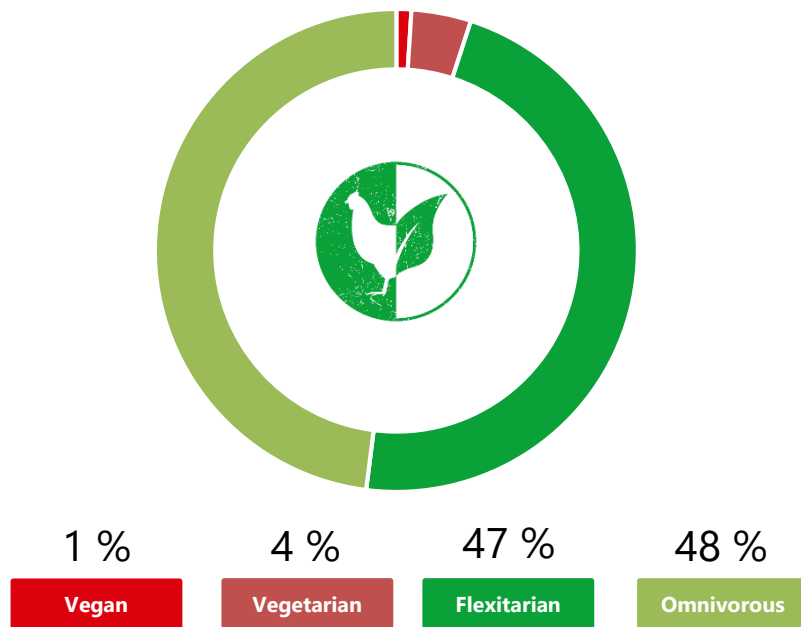
Our aim is to create a wide range of options for an informed and balanced diet.

This range should be made available using sustainable raw materials from various sources. In this way, we stand for the nutritional mix of the future.

A healthy and balanced diet includes both animal and vegetable proteins.

We offer consumers both: High-quality poultry products and plant-based alternatives that can contribute to a nutritionally optimised diet.

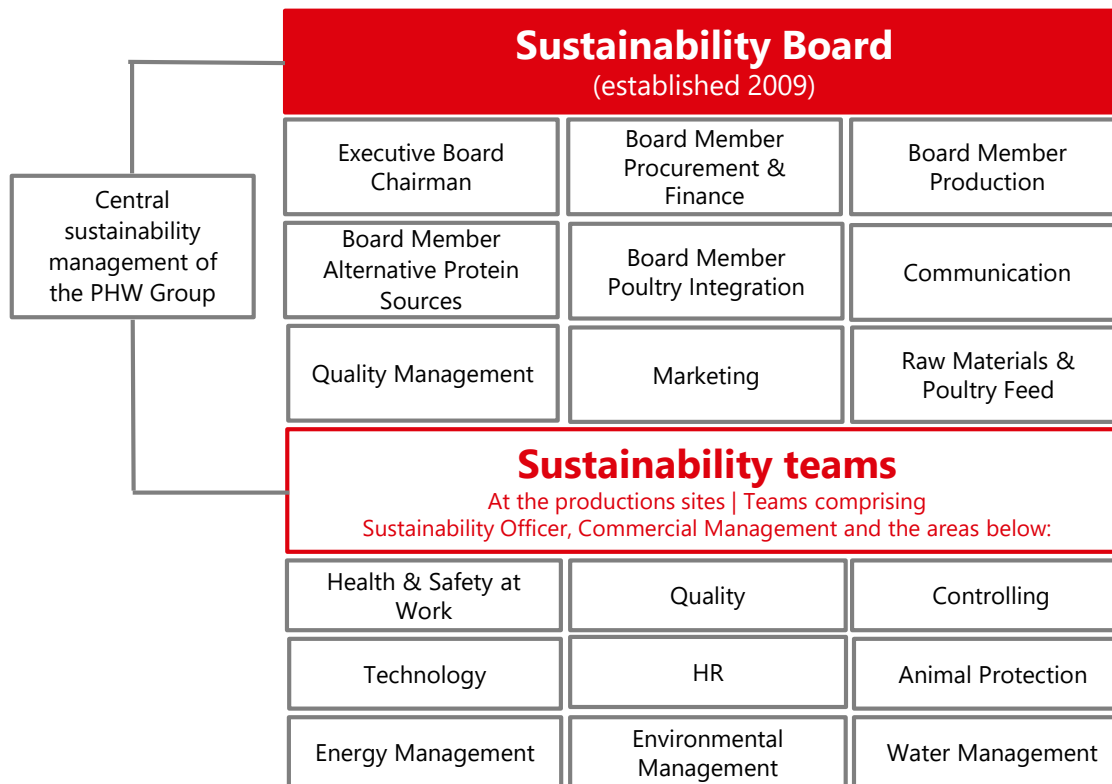
Eating habits in Germany



Source: Green Legend Veggie-Studie 2022, forsa



Sustainability management



Agenda

Protein mix of the future

We keep the future generations firmly in mind by (further) developing high-quality animal and plant-based protein products, and by promoting the circular concept of our business for the past 90 years.



Animal welfare

Future-led poultry farming
Strong partnerships




Environmental protection

Climate protection
Poultry feed
Resource management
Food Waste




Social responsibility

Employees
Governance
One-Health

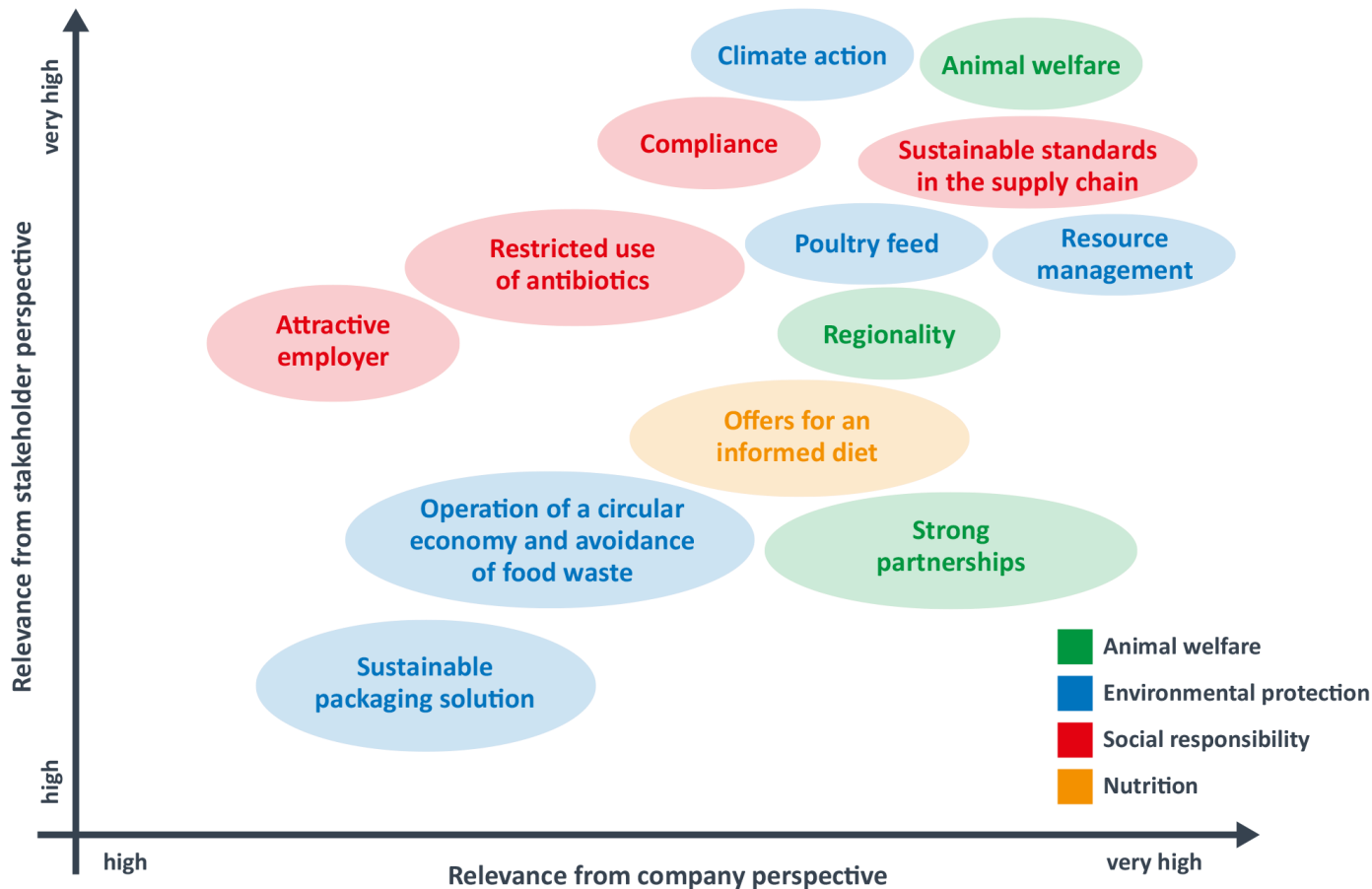



Nutrition


Balanced nutrition
FoodTech
Responsible marketing



Materiality matrix




Target achievement: status 2023

		Targets	Performance	Progress	Field of action
 Animal Welfare	Animal welfare	Through our active participation in German and European associations (including ZDG, AVEC) and in various working groups, we aim to promote better animal welfare practice for all the market participants.	We will continue to play an active role in German and European associations and in various working groups in order to promote better animal welfare in a way that is binding for all market participants.	On the way	Economic
		Our targets are the structural expansion of husbandry level 3 farming and the intensification of our level 4 product marketing efforts. We have been involved in alternative farming methods for over 20 years and would like to develop these further. We have recently increased the number of our private farmers from 32 to 63.	The structural expansion of husbandry level 3 farming will remain our target for the coming year. From the outset, we have been the leading supplier of husbandry level 3 chicken products. From Q1/2024, we will be marketing level 3 turkey products for the first time. We are also continuing to intensify the marketing of husbandry level 4 products.	On the way	Economic
		Expansion of husbandry level 3 farming to 100% of the PHW Group's total portfolio for chickens in the fresh product sector (Germany) by the end of 2040. This target is contingent on the corresponding market demand and appropriate price premiums.	Husbandry level 3 for chickens in the fresh food sector currently accounts for around 10% of the PHW Group's total poultry farming portfolio in Germany.	On the way	Economic
		We are calling for mandatory animal welfare labelling combined with indication of origin across every sales channel.	We continue to demand mandatory origin labelling for all animal products and across every sales channel in Germany. We are actively promoting this demand in our dialogue with stakeholders.	On the way	Economic
	Regionality	As a family business with strong regional roots, we take responsibility for our approximately 1,000 agricultural partnerships. In order to further strengthen Germany as a business location in the longer term, we are fighting for the preservation and further development of poultry farming in Germany. Our WIESENHOF brand stands for 100% 'Produced in Germany' poultry.	We have been working with many of our farmers for more than 20 years. We attach great importance to long-term partnerships throughout the Group. We produce in eleven poultry processing plants, including six abattoirs located across Germany. This regional integration means that transport routes to the abattoirs are short. Our transport times are significantly shorter than those permitted by animal welfare regulations.	On the way	Economic

Target achievement: status 2023

		Targets	Performance	Progress	Field of action
<p>Circular Economy</p>	Environmental protection	Determination of the status quo along the value chain by establishing a comprehensive Product Environmental Footprint (PEF) for poultry meat products from conventional and alternative farming as well as for vegan products with implementation scheduled by the end of 2024.	Although we are sticking to this target in principle, we are already concerned that we may not be able to realise these extensive calculations within the envisaged timeframe. The reason for this is that a standardised calculation basis is still being discussed.	On the way	Environmental
		Digitisation of resource management has already been successfully implemented at three production sites. We plan to implement this at our turkey specialities site by the end of 2023.	This target cannot be achieved by the end of 2023 and is likely to spill over into Q1/2024. Further production sites are scheduled to follow.	Not achieved	Environmental
		Completion of an Aceo-fat plant for energy and heat generation at our Dutch production site of B.V. ESBRO by the end of 2025.	The Aceo-Fat plant has been in operation at ESBRO since 2019, generating valuable resources through fat recovery. The plant is to be further developed by 2025, so that we can recover heat and then use it for our own heating system.	On the way	Environmental
	Poultry feed	The requirements of the QS Soya Plus standard for the sourcing of sustainably certified and deforestation-free soya products will be met by the end of 2023.	We have actively participated in drafting this standard. The standard ensures and guarantees that the soya is deforestation-free, irrespective of the country and/or region of origin.	Achieved	Environmental
		We will continue to focus on NP-reduced poultry feed in 2023. The aim is to reduce the use of mineral phosphorus as far as possible for the good of animals and the environment.	This objective has been realised through the legal requirements and the adoption of the new Technical Instructions on Air Quality Control (TA-Luft). These measures have meant that optimisation of poultry feed composition in terms of reducing N and P animal excretions is enshrined in the statutory regulations. Our poultry feed compounds have reached marketable maturity in terms of nitrogen and phosphorus content .	Achieved	Environmental
		We are members of a consortium of stakeholders from the Dutch poultry industry that is researching the use of insects as a source of protein in poultry feed in a public-private partnership with Wageningen University. The project is expected to be completed by mid-2024.	The current focus of this research project is the technical feasibility of using insect protein in poultry poultry feed and among other aspects, its consequent impact on animal welfare, animal health and sustainability parameters.	On the way	Environmental
	Packaging	Our focus in the packaging sector is on both minimising materials and optimising recyclability. Food safety is the top priority for our highly sensitive products. It is important to us to take a holistic view of sustainability when dealing with conflicting objectives in this field and to ensure that our actions and decisions are always in line with the circular economy.	In recent years, we have made several adjustments and have already successfully implemented many more sustainable packaging solutions. Thanks to is optimisation and since we believe we are already well positioned in many individual areas, it is becoming increasingly difficult to make major leaps forwards in terms of further improvement. However, we will continue to test and evaluate new packaging in our production facilities.	On the way	Environmental
	Food Waste	Launch of a new pilot project in 2023 to reduce production surpluses in the convenience product sector.	This target could not be achieved and we are continuing to look for more feasible solutions.	Not achieved	Environmental
		Repowering of the biogas plant at Anhaltinische Geflügelspezialitäten poultry speciality production facility by the end of 2026.	Anhaltinische Geflügelspezialitäten GmbH in Möckern has been working on the planning and approval process for a replacement biogas plant using state-of-the-art technology since spring 2023. The necessary application in accordance with the German Immission Control Act (BImSchG) has been submitted to the relevant state administrative court.	On the way	Environmental

Target achievement: status 2023

		Targets	Performance	Progress	Field of action
 Climate Action	Climate protection	<p>We aim to achieve climate neutrality at all PHW Group German production sites by 2040, making us an industry pioneer in climate protection.</p>	<p>We have this target firmly in our sights and are implementing corresponding projects in our group of companies. Our energy transformation concepts (concepts for achieving climate neutrality) are an important part of this. We have also created an overarching coordination centre (Energy Management Project Manager) in 2021.</p>	On the way	Environmental
		<p>Our target is to reduce unavoidable emissions by 30% compared with baseline reference year 2019/2020 at our German production sites for Scopes 1 and 2 chicken, turkey and sausage specialities by 2030.</p>	<p>The reduction in unavoidable emissions at our German production sites is around 2% compared to baseline reference year 2019/2020.</p>	On the way	Environmental
		<p>One third of the total energy consumption of the German PHW sites is to be sourced from our own renewable energy plants by 2035. This target is dependent on authorisation procedures and the diverse framework conditions at the individual operating sites with regard to the construction of such plants.</p>	<p>In addition to photovoltaic (PV) systems, we are currently also successively investing in the construction of combined heat and power plants and biogas plants. However, smaller projects are also regularly used to conserve energy resources at PHW locations. For example, Nutrilo GmbH in Cuxhaven switched to LED lighting in its production facilities in 2023, representing a saving of 83,360 kWh per year.</p>	On the way	Environmental
		<p>The PHW Group's first ground-mounted PV system and another combined heat and power plant began generating energy in 2023.</p>	<p>In July 2023, a 4.4 MWp ground-mounted PV system covering a total area of around 21,000 m² went into operation on the commercial site in front of our headquarters in Rechterfeld. In April 2023, our Group's fourth combined heat and power (CHP) plant went into operation at the Königs Wusterhausen site.</p>	Achieved	Environmental
		<p>We aim to build three more projects for generating energy from photovoltaics by 2024.</p>	<p>The PV systems at the Dannenberg and Laage sites will be commissioned in Q1/ 2024. The PV system in Lohne is expected to go on stream in May 2024. This means that the target achievement date has been postponed by six months and is due to various external circumstances beyond our control.</p>	Not achieved	Environmental
		<p>Electric HGVs to be used for our poultry feed transport by the end of 2024. In addition, climate-friendly diesel to be used and tested as an alternative fuel for the same purpose during the course of 2023.</p>	<p>Climate-friendly diesel as an alternative fuel has been successfully tested. We are currently focusing on the use of electric and LNG HGVs using bio-LNG in order to further reduce emissions in the transport of animal poultry feed.</p>	On the way	Environmental

Target achievement: status 2023

		Targets	Performance	Progress	Field of action
<p>Social Responsibility</p>	Alternative protein sources	Vertical integration to be established in our alternative protein sources business.	In 2023, we set up VTEC Ingredients GmbH, thereby laying another essential cornerstone for achieving our target of vertical integration.	On the way	Social
		Sales totalling around €23 million in financial year 2021/2022 to be increased to €55 million in the following five years.	We are well on the way. As early as 2022/2023, sales had already risen to around €51 million.	On the way	Social
		Expansion of our strategic partnerships network in the alternative protein sources business and establishment of a research network together with scientific institutions to evaluate and promote the nutritional mix of the future.	By establishing strategic partnerships and making targeted investments in start-ups, in particular from the outset, we have not only consolidated and expanded our expertise in technologies and our understanding of the market, but we have also consolidated our market position. We continue to regard our previous experience as a relevant building block for the strategic development of our overall portfolio and for supplementing our expertise in a dynamic business environment.	On the way	Social
	Employment	We actively promote the integration of our foreign employees by creating various programmes as required. These include, for example, the organisation of language courses and extended support measures for family members.	A number of different projects are running at the various locations. In Bogen, for example, translation devices have been in use since 2021.	On the way	Social
		For 2023 and 2024, we are aiming for successful certification of two PHW training companies for the IHK (Chamber of Commerce) "TOP TRAINING" quality seal.	In Spring 2023 WIESENHOF International GmbH was successfully certified.	On the way	Social
		We are aiming for a health rate at our German production sites of at least 93% for 2023.	In financial year 2022/2023, the health rate at our German production sites was above 95%.	Achieved	Social
	Governance	As a family business, we are aware of our social responsibility towards our approximately 10,500 employees and are constantly working to further optimise the work-life balance. As a food producer, we see it as our duty to produce high-quality animal and plant-based protein products for all social classes.	We never deviate from our sustainability targets	On the way	Social
		The introduction of a risk management system for monitoring environmental and social impacts in the supply chain to be successfully completed by the end of 2023.	The implementation of a digitised risk management system across the entire Group for monitoring environmental and social impacts was successfully completed.	Achieved	Social
		Publication of a revised Code of Conduct by Q3/2023.	In April 2023 we updated our Code of Conduct. The current version supersedes the 2011 "Code of Conduct – Social standards for business partners" which has applied up to now.	Achieved	Social
		Complete implementation by mid-2023 of .leadity software for the digitised management of our sustainability activities.	We developed .leadity software in 2023 for the purposes of documenting our sustainability activities digitally.	Achieved	Social
	One-Health	Our aim, as stakeholders in the field, is proactive support for research into the One Health approach. This is based on the understanding that human, animal and environmental health are closely interlinked. The One Health approach serves prevention and promotes interdisciplinary cooperation, particularly between human medicine, veterinary medicine and environmental sciences.	We continue to support research projects to expand an understanding of the One Health approach and to promote the gaining of knowledge.	On the way	Social
		Our target for 2023 is to limit the use of antibiotics in chicken rearing to an absolutely necessary, animal welfare-compliant level and to combat the spread of multiresistant pathogens through targeted interventions. As an interim goal, the aim is to increase the proportion of animals which are not treated with antibiotics to 70% as soon as possible.	Our aim continues to be to limit the use of antibiotics in poultry rearing to an absolutely necessary, animal welfare-compliant level and to combat the spread of multiresistant pathogens through targeted interventions.	On the way	Social



Future-led poultry farming

Status quo

Over 97% of our German chicken production comes from six animal welfare programmes, that are classified as husbandry level 2 or higher by the food retail sector.

We have been the leading supplier of husbandry Level 3 chicken farming programmes since the beginning.

We developed the alternative "WIESENHOF Privathof- Geflügel" private partner farms concept more than ten years ago in conjunction with the German Animal Welfare Association and with scientific support from the LMU university in Munich.

The number of our Privathof farms has increased from 32 to 63 (as at December 2023).

Expansion of the Privathof farm concept to include turkey: the first Privathof farm turkey products will be available on the market from Q1/2024.



GePro and Petcom have been scheme participants in the QS process chain for pet food since 2023.

Targets

- ✓ Through our active participation in German and European associations (including ZDG, AVEC) and in various working groups, we aim to promote greater animal welfare as a binding requirement for all market participants
- ✓ Our target is to structurally expand husbandry level 3 farming to a 100% share of the PHW Group's total portfolio for chickens in the fresh product sector (Germany) by the end of 2040. This also means that we aim to offer sausage specialities from this type of farming in the future. However, this target is contingent on the corresponding market demand and appropriate price premiums.
- ✓ The expansion of our Privathof farm concept is also to be applied to the turkey segment. We started with 7 farmers and the number is set to be gradually increased. We would also like to position ourselves as a leading provider of husbandry level 3 farming. This target is also contingent on the corresponding market demand and an appropriate price premium.
- ✓ We are calling for labelling of origin across every sales channel.
- ✓ Long term implementation of AI for supported animal and stock assessment in shed and barn management.



Strong partnerships

Status quo

We work with around **1,000 independent contract farmers** whose farms are spread right across Germany.

Our WIESENHOF brand stands for 100% 'Produced in Germany' poultry.

We have been working with many of our contract farmers for more than 20 years. We attach great importance to long-term partnerships throughout the Group.

We produce in eleven poultry processing plants, including six abattoirs, which are also spread across Germany. This regional integration means that transport routes to the abattoirs are short.



Target

- ✓ As a family business with strong regional roots, we take responsibility for our approximately 1,000 agricultural partnerships. In order to further strengthen Germany as a business location in the longer term, we are committed to maintaining and further developing poultry farming in Germany.
- ✓ We aim to intensify the dialogue on sustainability topics with our contract farmers and create an exchange platform for holistic knowledge transfer for all ESG areas, e.g. through annual events.
- ✓ Regular projects are initiated jointly with our independent contract farmers in order to validate the contribution of various measures to greater animal welfare and animal health.



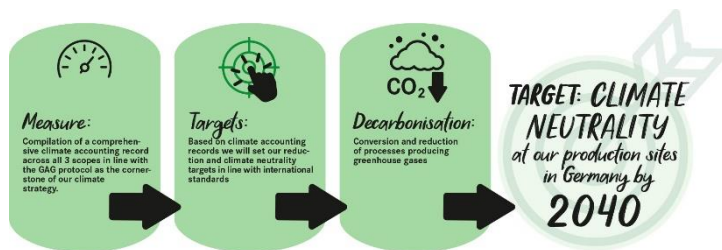


Climate protection

Status quo

Holistic climate management

Our climate management is based on a holistic approach, which focuses on a strategy of avoidance and reduction.



External controlling and certification to international standards

The entire process is audited externally by independent third parties. Since 2015, the energy management of the PHW Group's entire value chain in Germany has been certified in accordance with DIN EN ISO 50001. Each location has its own Energy Team.

Targets

- ✓ We aim to achieve climate neutrality at all of the PHW Group's German production sites by 2040, making us an industry pioneer in climate protection.
- ✓ In 2024 we intend to make around €65 million available for energy projects in order to become more independent from the energy market and thereby ensure the future viability of our production plants. We aim to invest large sums in this area year on year.
- ✓ Introduction of a Group-wide Energy Board as a permanent body to review energy projects in 2024 and subsequent years.
- ✓ Our target is to reduce unavoidable emissions at our German production sites for Scope 1 and 2 chicken, turkey and sausage specialities by 30% by 2030 compared with the baseline reference year 2019/2020.
- ✓ One third of the total energy consumption of German PHW sites is to be sourced from our own renewable energy plants by 2035. This target is contingent on approval procedures and the diverse framework conditions at the individual operating sites with regard to the construction of such plants.
- ✓ By 2026, we will develop a science-based target in line with the Science-Based Targets Initiative (SBTi) in order to ensure that our business model and corporate strategy are compatible with the Paris Climate Agreement (1.5 degree climate target).



Climate protection

Status quo

Together with our logistics companies, we strive for diverse and more climate-friendly transport solutions. That is why our fleet currently runs **6 LNG HGVs**. We have also invested in an **electrically driven** vehicle, which is used to transport heavy goods.



Since Spring 2023, the 40-tonne truck has been an integral part of the BSG Logistics & Service GmbH fleet

Targets

- ✓ The subsidiaries in Rietberg, Zerbst and Möckern to go into operation with a PV system by the end of 2025. This target is subject to approval procedures and the diverse framework conditions at the individual operating sites with regard to the construction of such systems.
- ✓ The first electric HGVs to be used for our poultry feed distribution by the end of 2024.
- ✓ Repowering of the biogas plant at the Anhaltinische Geflügelspezialitäten site by 2026.
- ✓ A biomass power plant to be commissioned at the Diepholz site by the end of 2025. GePro intends to use it to produce all of its steam requirements and up to 70% of its own electricity consumption needs.
- ✓ In 2024, GePro and its external partner company A&L Tierfrischmehl Produktions GmbH will continue to work together with the town of Diepholz to develop a district heating network.



Climate protection

Status quo

The PHW Group has already calculated its CO2 footprint for poultry meat six times. The most recent value is available for 2017: **2.2 kg CO2e per 1 kg of chicken meat (net carcass weight)**.



Targets

- ✓ Determining the status quo along the value chain by establishing a comprehensive Product Environmental Footprint (PEF) for poultry meat products from conventional and alternative farming as well as for vegan products. This to be implemented by the end of 2024.
- ✓ We are looking into the carbon footprint of our upstream stages and are investigating suitable recording systems, ostensibly for application in our farms. Discussions are being held with several certified system providers for this purpose.
- ✓ We are continuing to raise the awareness of our contract farmers to climate protection measures and are aiming to provide our own funding in this area in future.
- ✓ We aim to reduce emissions in sheds and barns by up to 80% by 2026 through suitable measures such as alternative bedding materials.



Poultry feed

Status quo

In general, our focus is on the responsible use of all available raw materials, taking into account sustainability with regard to animal welfare and animal health. When selecting all globally available raw materials, the aim is to focus even more strongly on the respective local production conditions and to take these into account when purchasing raw materials.



Our strategy for responsible raw material sourcing is based on four pillars: screening, standards, alternatives and dialogue.

Since Q2/2022, we have been ensuring deforestation-free supply chains for soya and palm oil raw materials in the poultry feed compound produced in Germany.

The QS additive module Sojaplus has been in place as an industry solution since January 1st 2024. This means that all soya used in poultry feed in the QS scheme comes from sustainably certified cultivation.

Targets

- ✓ As a pilot project, we aim to balance the carbon footprint of our poultry feed compound over the course of 2024.* The soya meal we use with ProTerra certification is already contributing to a reduction in the carbon footprint of our poultry feed - compared with the use of other certified soya meal - due to the strict ban on change of land use applying from 2004 on.
- ✓ In addition to external audits, we are increasingly focusing on direct exchange with our global suppliers on site, above all to check and ensure that our poultry feed compound is deforestation-free in terms of soya and palm oil raw materials. We will continue to focus on the issue of deforestation-free production by the end of 2024, particularly with regard to the planned implementation of the EUDR (Deforestation-Free Regulation) and the German Supply Chain Sustainability Act (LkSG).
- ✓ We are part of a consortium of stakeholders from the Dutch poultry industry that is researching the use of insects as a source of protein in poultry feed in a public-private partnership with Wageningen University. The project is scheduled for completion by mid-2024.

*Based on Global Feed LCA Institute (GFLI)





Resource management

Status quo

We aim to minimise the negative impact of our business activities on water, land use, biodiversity and non-renewable resources to an unavoidable minimum. Our environmental management is certified in accordance with DIN EN ISO 14001.



The Aeco-Fat plant at Esbro, which generates valuable resources through fat recovery, has been in operation since 2019.

In 2023, the fourth combined heat and power plant of the PHW Group went on stream at the Königs Wusterhausen facility.



The combined heat and power plant covers an area of 30 m².

Targets

- ✓ Completion of an Aeco-fat plant for energy and heat generation at our Dutch production site of B.V. ESBRO by the end of 2025.
- ✓ Our focus in the packaging sector is on minimising materials and optimising recyclability. Food safety is the top priority for our highly sensitive product. It is important for us to take a holistic view of sustainability when dealing with conflicting objectives in this field and to ensure that our actions and decisions are always in line with the circular economy concept.
- ✓ Digital resource management is set to be established at the Wildeshausen site in Q1/ 2024, with other locations due to follow.

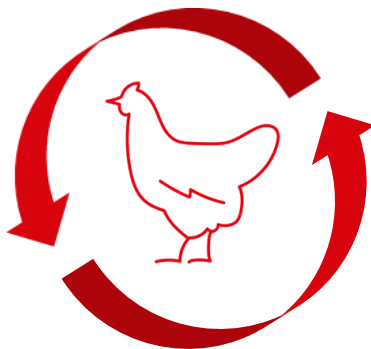


Food Waste

Status quo

Whether chicken drumsticks or fillets - poultry slaughter produces high-quality food. But what actually happens to the parts of the poultry that are not suitable for human consumption? In the PHW Group's plants, the slaughter by-products are well utilised to produce high-quality protein and fat products.

Control of overproduction in production plants, e.g. through selling off plants and handing over to charities in the region (Tafel e.V. food charity and other social welfare organisations).



Targets

- ✓ Acquisition of a new planning tool at our B.V. ESBRO Dutch production facility for more precise production planning in order to reduce production surpluses.
- ✓ Installation of what is needed for centralised control to reduce production surpluses and error rates.





Employees

Status quo

Training at PHW

Diverse campaigns to promote the attractiveness of the many in-company training programmes we offer:

We are PHW family
Drive the giant
Mixing impossible



Awards won by PHW Training organisations
MEGA Tierernährung, MEGA Logistik & Service and WIESENHOF International have all been awarded the IHK Chamber of Commerce "TOP TRAINING" Quality Seal



Instructor training camp

Managing Health&Safety at work

Where health and safety at work are concerned, the focus is on assistance with mental stress, vaccinations and the implementation of health-promoting measures.



Targets

- ✓ We actively promote the integration of our foreign employees by creating various programmes as required. These include, for example, the organisation of language courses and extended support measures for family members.
- ✓ For 2024, we are aiming to successfully certify another PHW training company for the IHK "TOP TRAINING" Quality Seal.
- ✓ 2024 will see the launch of a pilot project to organise a two week social internship at Andreaswerk Vechta for trainees at the Rechterfeld site. This project will then be successively expanded to other locations.
- ✓ We would also like to offer internships for Andreaswerk Vechta employees at the Rechterfeld site in 2024.
- ✓ A pilot project at the Rechterfeld site will be launched in 2024: once every quarter, a trainee get-together will be held to promote dialogue and cohesion among the trainees.
- ✓ Organisation of several trainer network meetings at the Rechterfeld site to facilitate an exchange between trainers
- ✓ Initiation of a sponsorship programme in which contract farmers sponsor a year's group of trainees, arranging visits to the farm and working with them. The start is scheduled for 2025 at the latest.



Governance

Status quo

We have been partnering with the Centre for Sustainable Corporate Management (ZNU) at Witten/Herdecke University since 2010 and as a pilot company, we supported the development of the "Sustainable Business" standard.



We have been recognised internationally for our commitment and are one of the **50 Sustainability and Climate Leaders**. This is a global initiative of the United Nations and the TBD Media Group for international companies to share targets, strategies, progress and ideas on their own sustainability endeavours.

Targets

- ✓ To ensure a secure food supply in terms of quantity and quality while respecting the geophysical boundaries for its production. This is one of the most urgent tasks today and in the future. As a producer of high-quality protein sources and a partner of the German and European agricultural and food industry, we are aiming to make our contribution here. This requires an appropriate and knowledge-based political and legal framework along the entire production chain, both nationally and internationally. We intend to engage in political dialogue in this area. We believe that politicians have a responsibility to create suitable guidelines for market economy-led, responsible entrepreneurship, benefiting from planning and legal certainty, a manageable degree of bureaucracy and appropriate regulatory law.
- ✓ As a family business, we are aware of our social responsibilities towards our around 10,500 employees and are constantly working to further optimise the work-life balance.



Governance

Status quo

We bear responsibility for people, animals and the environment and have enshrined this in our commitments, such as the Code of Ethics, the Code of Conduct and the Declaration of Principles.

Since January 1st 2023, the PHW Group has met the requirements of the LkSG (German Supply Chain Act).



Targets

- ✓ As a food producer, we see it as our duty to produce high-quality animal and plant-based protein products for all social classes.
- ✓ Sustainability Week pilot phase: 2024 will see the start of an annual Sustainability Week at Rechterfeld to further raise the awareness of our employees to the topic of sustainability.
- ✓ In 2024, a Christmas wish tree campaign will be organised by trainees at Rechterfeld.



Status quo

PHW is a leading partner in projects supported by the BLE (German Agency for Food and Agriculture)

RESET I and II: Resistance in animals and humans - joint research in Germany, focus:
Spread of ESBL-/ AmpC-producing enterobacteria along the entire broiler chain: weak point analysis and identification of potential intervention points

EsRAM: Development of cross-stage reduction measures for antibiotic-resistant pathogens in broilers - synergistic prevention and intervention measures in the broiler chain

PAC Campy is working on *Campylobacter* on an interdisciplinary basis in conjunction with human medicine (Charité, University of Erlangen, RKI) and veterinary medicine (FU Berlin, TiHo Hannover, BfR) institutes. In particular, reduction strategies in rearing and slaughtering are being developed for our area.

KontRed is a new project focusing on the poultry and pig abattoir sector. In addition to topics relating to PAC Campy, testing crust freezing and investigating aerosols are also in the pipeline.

Targets

- ✓ Our aim as a partner in the field is to actively support research into the One Health approach. This is based on the understanding that human, animal and environmental health are closely interlinked. The One Health approach serves prevention and promotes interdisciplinary cooperation, particularly between human medicine, veterinary medicine and environmental sciences.
- ✓ Our target for 2024 is to limit the use of antibiotics in poultry rearing to what is absolutely necessary in line with animal welfare requirements and to combat the incidence of multiresistant pathogens through targeted interventions.





Balanced nutrition

Status quo

The nutritional mix of the future

A healthy and balanced diet includes both high quality poultry products and alternative plant-based products that can contribute to a nutritionally optimised diet.



Palm oil

In 2023, around 98% of all marinades and spices used in the butcheries were palm oil-free. By 2024, all the ingredients used in our butcheries will be free from palm oil.

Since 2019, we have been using only sustainable palm oil that meets the Segregation Standard in our processing plants for chicken, turkey and sausage specialities.



Targets

- ✓ We aim to gradually reduce the salt content of all our WIESENHOF and Chicken Schmiede poultry brand products to less than or equal to 1.3 g per 100 g of salt. By 2025, our target is to achieve this value in around half of all fresh products and by the end of 2026, we plan to have completely converted all our products, however, without any significant loss of flavour.
- ✓ We aim to optimise the nutritional physiology of our plant-based products in the longer term. This means reducing the salt and fat content, while increasing the protein and fibre content.



Status quo

In 2018, the Alternative Protein Sources unit was added to the PHW Group portfolio as a strategic business area.

PHW product development

Cross-divisional developments (synergetic utilisation of meat & meat substitutes). Utilisation of the expertise of leading manufacturers in the area of raw materials and ingredients.

Products destined for the TOP categories in German food retailing in the convenience & sausage product segments.

Pan-European PHW production sites to ensure an attractive pricing structure.

Research department for strategic technology exploration.

Strategic partnerships to complete the product portfolio.



Targets

- ✓ Vertical integration to be established in the alternative protein sources business segment.
- ✓ We aim to generate sales of around €65 million in financial year 2025/2026.
- ✓ Expansion of our strategic partnership network for alternative protein sources and establishment of a research network with scientific institutions to evaluate and promote the nutritional mix of the future.
- ✓ Establishment of a second partnership with one of the world's leading companies in the cultivated meat sector with the aim of significantly strengthening our presence still further - particularly in the EU.
- ✓ Expansion of our vegan production capacities at our site in Rietberg by the end of 2024.



Responsible marketing

Status quo

Since 1995, we have been using our guarantee of origin on our fresh and frozen poultry products to communicate transparently which farmer or regional producer cooperative raised the animal.

We are also pursuing a clear communication target for alternative protein sources: enjoyment without meat, but with the taste of the original - without soya, without palm oil and without flavour enhancers.

Farmer A,
Lüneburger Heide
"We can be sure our poultry feed is GE-free: it's what consumers want - and so do I!"

Farmer B,
Oldenburger Münsterland
"At last, there's emphasis that it's local produce. My customers are happy ... and so am I!"

Farmer R,
Landkreis Prignitz
"WIESENHOF stands for reliably safe poultry, quality and regional ... because the rearing, feed and slaughter all belong to WIESENHOF."

Some of our partner farmers feature their farms on our WIESENHOF website.

Targets

- ✓ Our products are aimed at families. We use transparent product information to communicate content clearly and objectively. Each branded product contains information on the specific origin of the meat from Germany.
- ✓ Since 2015, we have been specifically featuring our contract farmers in our communications and portraying them on our packaging and on our brand websites, www.wiesenhof.de and www.wiesenhof-privathof.de. By the end of 2025, we aim to introduce 50 farmers - provided, of course, that they want to participate voluntarily. (As at December 2023, we had profiled a total of 38 farmers.)

Detailed information

Sustainability Reports for 2017, 2019 and 2023 are available online from:



<https://www.phw-gruppe.de/nachhaltigkeit/#nachhaltigkeitsbericht>



**Thank you for your
attention**



Overview of Targets

Targets

 <p>Animal welfare</p>	Future-led poultry farming	<p>With our proactive participation in German and European associations (including ZDG, AVEC) and in various working groups, we aim to promote better animal welfare practice in all market participants.</p>
		<p>Our target is the structural expansion of husbandry level 3 farming to a 100% share of the PHW Group's total fresh chicken portfolio (Germany) by the end of 2040. This includes offering sausage specialities from this level of farming in the future. However, this target is contingent on the corresponding market demand and appropriate price premiums.</p>
		<p>The expansion of our private farm concept is also to be applied to the turkey segment. We started with 7 farmers and the number is set to be successively increased. We would also like to position ourselves as a leading provider of husbandry level 3 farming. However, this target is also contingent on the corresponding market demand and an appropriate price premium.</p>
		<p>We are calling for mandatory animal welfare labelling combined with an indication of origin across every sales channel.</p>
	<p>Long term implementation of AI for supported animal and stock assessment in shed and barn management.</p>	
	Strong partnerships	<p>As a family business with strong regional roots, we take responsibility for our approximately 1,000 agricultural partnerships. To further strengthen Germany as a business location in the longer term, we are committed to maintaining and further developing poultry farming in Germany.</p>
		<p>Our aim is to intensify the dialogue on NH topics with our contract farmers and to create an exchange platform for holistic knowledge transfer for all ESG areas, e.g. through annual events.</p>
<p>Regular projects to be initiated jointly with our independent contract farmers to validate the contribution of various measures to better animal welfare and animal health.</p>		


Overview of Targets

Targets

<p>Environmental protection</p>	Climate protection	We aim to achieve climate neutrality at all of PHW Group German production plants by 2040, making us an industry pioneer in climate protection.
		In 2024, we intend to make around €65 million available for energy projects in order to be more independent of the energy market and thereby ensure the future viability of our production plants. We aim to invest a similar amount in this area year on year.
		Introduction of a Group-wide Energy Board as a permanent body to review energy projects in 2024.
		Our target is a 30% reduction of unavoidable emissions at our German production plants for Scope 1 and 2 chicken, turkey and sausage specialities by 2030 compared with the 2019/2020 baseline reference year.
		By 2035, one third of the total energy consumption of German PHW sites is to be sourced from our own renewable energy plants. With regard to the construction of such plants, this target is subject to approval procedures and the diverse framework conditions at the individual operating sites.
		By 2026, we will develop a science-based target in line with the Science-Based Targets Initiative (SBTI) so that our business model and corporate strategy are compatible with the Paris Climate Agreement (1.5-degree climate target).
		The subsidiaries in Rietberg, Zerbst and Möckern will go on stream with a PV system by the end of 2025. With regard to the construction of such plants, this target is subject to approval procedures and the diverse framework conditions at the individual operating sites.
		The first electric HGVs will be used for our poultry feed transport the end of 2024.
		The biogas plant at the Anhaltinische Geflügelspezialitäten site is scheduled to be repowered by 2026.
		A biomass power plant is to go into operation at the Diepholz site by the end of 2025. GePro intends to generate all of its steam requirements and up to 70% of its own electricity consumption needs in future.
		In 2024, GePro and its external partner company A&L Tierfrischmehl Produktions GmbH will continue to work together with the town of Diepholz to develop a district heating network.
		Determining the status quo along the value chain by establishing a comprehensive Product Environmental Footprint (PEF) for poultry meat products from conventional and alternative farming as well as for vegan products with implementation scheduled by the end of 2024.
		We are working on the carbon footprint of our upstream stages and are investigating suitable collection systems for our farms. To this end, we are holding talks with several certified system providers.
We are continuing to raise the awareness of our contract farmers to climate protection measures and are aiming to provide our own funding for this in the future.		
We plan to reduce emissions in sheds and barns by up to 80% by 2026 with suitable measures such as alternative bedding materials.		
Poultry feed	As a pilot project, we aim to balance the CO ₂ footprint of our Poultry feed compound over the course of 2024.* The soya meal we are using with ProTerra certification is already contributing to a reduction in the carbon footprint of our poultry feed – compared with the use of other certified soya meal - due to the strict ban on change of land use applying from 2004 on. * Based on Global Feed LCA Institute (GFLI) data	
	In addition to external audits, we are increasingly focusing on direct exchange with our global suppliers on site, above all to check and ensure that our poultry feed compound is deforestation-free in terms of soya and palm oil raw materials. We will continue to focus on the issue of deforestation-free production by the end of 2024, particularly with regard to the planned implementation of the EUDR (Deforestation-Free Regulation) and the German Supply Chain Sustainability Act (LkSG). We are members of a consortium of stakeholders from the Dutch poultry industry that is researching the use of insects as a source of protein in poultry feed in a public-private partnership with Wageningen University. The project is expected to be completed by mid-2024.	
Resource management	Building of an Aeeco-fat plant for heat and energy generation at our Dutch B.V. ESBRO production plant by the end of 2025.	
	Our focus in the packaging sector is on both minimising materials and optimising recyclability. Food safety is the top priority for our highly sensitive product. It is important for us to take a holistic view of sustainability when dealing with conflicting objectives in this field and to always act and make decisions in line with the circular economy concept.	
	Digital resource management is to be established at the Wildeshausen site in Q1/2024 with other locations to follow.	
Food Waste	Acquisition of a new planning tool at our Dutch production site at B.V. ESBRO for more precise production planning in order to reduce production surpluses.	
	Installation of what is needed for centralised control to reduce production surpluses and error rates.	


Overview of Targets

Targets

 Nutrition	Balanced nutrition	We aim to gradually reduce the salt content of all our WIESENHOF and Chicken Schmiede poultry brand products to less than or equal to 1.3 g per 100 g of salt. By 2025, our target is to achieve this value in around half of all fresh products and by the end of 2026, to have completely converted all products. However, without any significant loss of flavour.
		We aim to optimise the nutritional physiology of our plant-based products in the long term. This means reducing the salt and fat content, while increasing the protein and fibre content.
	FoodTech	The aim is to establish vertical integration in the alternative protein sources business segment.
		In the next five years, we aim to increase sales of around €23 million achieved in financial year 2021/2022 to €65 million.
		Expansion of our strategic partnership network in the area of alternative protein sources and establishment of a research network with scientific institutions to evaluate and promote the nutritional mix of the future.
		Establishment of a second partnership with one of the world's leading companies in the cultivated meat sector, with the aim of significantly further strengthening our presence - particularly in the EU.
		Expansion of our vegan production capacities at the Rietberg plant by the end of 2024.
	Responsible marketing	Our products are aimed at families. We use transparent product information to communicate content clearly and objectively. Each branded product contains information on the specific origin of the meat from Germany.
		Since 2015, we have been specifically featuring our contract farmers in our communications and portraying them on our packaging and on our brand websites www.wiesenhof.de and www.wiesenhof-privathof.de . By the end of 2025, we aim to have introduced 50 farmers - provided, of course, that they want to participate voluntarily. (As at December 2023, we had featured a total of 38 farmers.)

Overview of Targets

Targets

 <p>Social responsibility</p>	Employees	<p>We actively promote the integration of our foreign employees by creating various programmes as required. These include, for example, the organisation of language courses and extended support measures for family members.</p>
		<p>In 2024, we aim to successfully certify another PHW training company for the Chamber of Industry and Commerce "TOP TRAINING" Quality Seal.</p>
		<p>2024 will see the launch of a pilot project to organise a two week social internship at Andreaswerk Vechta for trainees at the Rechterfeld site. This project will then be successively expanded to other locations.</p>
		<p>In 2024, we would also like to offer internships for Andreaswerk Vechta employees at the Rechterfeld site.</p>
		<p>In 2024, a pilot project will be run at Rechterfeld: A trainee get-together is to be held once a quarter to promote dialogue and cohesion among trainees.</p>
		<p>Organisation of several trainer network meetings to facilitate an exchange between trainers.</p>
	Governance	<p>Initiation of a sponsorship programme in which contract farmers sponsor a year's group of trainees, arranging visits to the farm and working with them. The start is scheduled for 2025 at the latest.</p>
		<p>Ensuring a secure food supply in terms of quantity and quality while respecting the geophysical boundaries for its production. This is one of the most urgent tasks today and in the future. As a producer of high-quality protein sources and a partner of the German and European agricultural and food industry, we are aiming to make our contribution here. This requires an appropriate and knowledge-based political and legal framework along the entire production chain, both nationally and internationally. We intend to engage in political dialogue in this area. We believe that politicians have a responsibility to create suitable guidelines for market economy-led, responsible entrepreneurship, benefiting from planning and legal certainty, a manageable degree of bureaucracy and appropriate regulatory law.</p>
		<p>As a family business, we are aware of our social responsibility towards our approximately 10,500 employees and are constantly working to further optimise the work-life balance.</p>
		<p>As a food producer, we see it as our duty to produce high quality animal and plant-based protein products for all social classes.</p>
		<p>Sustainability Week pilot phase: 2024 will see the start of an annual Sustainability Week at Rechterfeld to further raise the awareness of our employees to the topic of sustainability.</p>
		<p>In 2024, a Christmas wish tree campaign will be organised by trainees at Rechterfeld.</p>
		One-Health
<p>Our target for 2024 is to limit the use of antibiotics in poultry rearing to what is absolutely necessary in line with animal welfare requirements and to combat the incidence of multiresistant pathogens through targeted interventions.</p>		