



Sustainability 2024-2030



Interovo
TOWARDS A FULLY
GREEN FUTURE



FOREWORD

In a time when the challenges of climate change and environmental protection are becoming increasingly urgent, sustainability is no longer a distant concern, but a necessary way of life. Sustainable action is no longer an option; it is an obligation we must embrace as a society, as businesses, and as individuals in order to keep the world liveable for future generations. Sustainability is much more than just preserving our natural resources; it is about creating a balance between people, the planet, and the economy. At Interovo, sustainability is at the heart of everything we do. As a leading producer of eggs and egg products, we recognize our responsibility to both the environment and the communities we serve. Our commitment to sustainable practices is reflected in every stage of our operations—from responsible egg production to the careful management of resources and the well-being of our animals.

Interovo believes that sustainability starts with how we produce our eggs. We work with advanced farming systems that prioritize animal welfare, ensuring that our hens are raised in healthy environments with access to natural light and space to move freely. Our various production methods—including free-range, organic, and conventional systems—are designed to meet the diverse needs of consumers while adhering to high ethical standards. Interovo is taking responsibility, by making the changes necessary to preserve the planet for future generations.

This report outlines Interovo's sustainability efforts from 2024 to 2030, focusing on reducing the company's environmental footprint and striving for a more sustainable future. Interovo is committed to addressing its environmental impact through a variety of initiatives, from responsible egg production to optimizing energy use and reducing CO2 emissions. Sustainability is embedded in every aspect of Interovo's business operations.



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ABOUT INTEROVO

Interovo creates high-quality, tasty, and sustainable egg products. We work with farmers, food producers, chefs, and customers to make nutritious and eco-friendly egg products that respect nature and suit people's needs. We provide innovative egg products and solutions for all types of food businesses, from big manufacturers to small entrepreneurs. Besides egg products, Interovo Egg Group has a number of trading businesses for graded eggs destined for retail and wholesale. These are customized to our global customers' needs. Our team is always ready to help, from production to distribution.

1.1 HISTORY OF INTEROVO

In 1875, a small group of entrepreneurs saw potential in the burgeoning egg market. They founded Interovo, a modest egg-trading company nestled in the heart of the Dutch countryside. With dedication to quality, Interovo soon gained an excellent reputation among local farmers and consumers alike.

As the decades passed and the world changed, so did Interovo. During the technological advances of the 20th century, changing consumer preferences made Interovo move to adapt. In 1970, Interovo took that step forward by moving into egg processing. This marked a significant expansion of operations, as the company moved from primarily trading eggs to producing a diverse range of egg products.

Around the 1990s, a new era of growth and opportunity began not only for Interovo but for the entire world. With globalization on the rise, the company set its sights beyond the borders of the Netherlands. In 1995, Interovo began its international expansion. This strategic move not only expanded Interovo's reach but also strengthened its position as a key player in the global egg products industry.

At the dawn of the 21st century, Interovo continued to innovate in a constantly changing market landscape. By investing in state-of-the-art production facilities and sustainable practices, the company remained at the core of technological advancement. With an unwavering commitment to quality, innovation, and sustainability, Interovo moved forward, paving a path of success and resilience in the competitive world of egg products.

Interovo has grown to be a key part of the egg processing industry in Europe. Throughout this transformation Interovo remained led by the Van Loon family, now in its fourth generation.



1.2 THE INTEROVO GROUP

The Interovo group is a leader European in many parts of the egg industry. This includes running feed factories, owning farms, managing sorting, and packing centres, operating egg product processing facilities, and running commercial offices. Because we've grown so much in the last few years, we now work in other countries as well as in The Netherlands.



The Netherlands

- Ochten
- Nunspeet
- Waalwijk
- Rouveen

Germany

- Emmerich
- Schackental
- Bad Bentheim
- Merzen
- Meyerhöfen
- Querfurt
- VeenAustria
- Biberbach
- Seitenstetten

Poland

- Lupice
- Moszczanka
- Wroniawy

France

- Avion
- Bapaume
- Bessay-sur-Allier
- Vimy

Spain

- Apies
- Arascues
- Callén
- Lanaja
- Loporzano
- Salillas
- San Julian
- Sietamo



THE INTEROVO EGG GROUP IS DIVIDED INTO THREE DIVISIONS:



Interovo Egg Products is the division of the Interovo Egg Group involved in the processing and distribution of a range of egg products tailored for industries. Their focus lies on innovation, quality and sustainability to enhance cooking and manufacturing processes.

Committed to meeting market needs Interovo Egg Products offers boiled & peeled eggs, egg powders, unique egg blends and customized solutions catering to sectors such as food manufacturing, bakery, foodservice and pharmaceuticals. They strive to surpass expectations in providing these solutions.

Utilizing facilities and technologies ensures Interovo Egg Products maintains quality and safety standards throughout their production process. From pasteurization to spray drying and specialized blending methods they carefully manage operations. By sourcing eggs from own farms and reputable suppliers and adhering to testing protocols in line with industry standards and regulations they uphold their commitment, to excellence.



Interovo Poultry Farms is a division of the Interovo Egg Group dedicated to the care of chickens. With 23 large farms spread across Europe, Interovo can spread its risks. This division derives its strength from striving for quality in the barns, chickens, and the eggs laid.

Interovo Poultry Farms maintains a wide range of eggs to meet the needs of customers all over the world.

They offer everything from organic, free-range, barn, and cage eggs. Interovo uses modern production facilities and advanced farming techniques to ensure their products are of high quality and the animals are well cared for.



Interovo Trading acts as the commercial arm and specialises in global egg trading of the Interovo Egg Group. Interovo Trading uses its derived knowledge and experience to procure, market and distribute eggs to customers around the world in the best possible way.

Interovo Trading's main function is to facilitate distribution of eggs between different countries and regions. The companies in the Trading division operate as packing stations, grading and packaging eggs for retail and wholesale. They work closely with suppliers and customers to ensure eggs reach customers in the right way, in compliance with international trade regulations and standards.

Interovo Trading also plays an important role in market analysis and trend forecasting. By closely monitoring market opportunities and consumer preferences, they can assess changes in egg demand and adjust their strategies accordingly. This allows them to remain competitive in the global market and maintain strong relationships with both suppliers and customers.





1.2 VALUES AND CULTURE OF INTEROVO

By staying true to the standards and values of a true family business, Interovo's vision extends far beyond the present moment and focuses on laying a solid foundation for the next generations. This mindset goes hand in hand with a strong commitment to a sustainable environment, nurturing lasting relationships and a culture that rewards hard work. In addition to offering promising growth opportunities, Interovo prides itself on its approach to human resources management, where everyone is encouraged to grow as a professional.

Interovo's organizational structure reflects atmosphere of a family business, where everyone is encouraged to contribute, regardless of their role within the company. This flat structure, resembling the informal dynamics of a kitchen table, encourages open communication and collaboration at all levels.

The core of Interovo's corporate culture is based on the three pillars:

1. future orientation
2. flat organizational structure
3. local management model abroad

These tree pillars contribute to Interovo's success as a family-owned company ready to take on the challenges of the future.

INTEROVO & SUSTAINABILITY

At Interovo, sustainability is at the heart of everything we do. We take a practical, down-to-earth approach, embedding sustainable practices into every facet of our operations and supply chain. This approach facilitates the reduction of environmental impact while fostering innovation, boosting efficiency, and ensuring long-term success. By focusing on a more sustainable future, we're not just meeting today's challenges—we're building solutions for tomorrow.

2.1 SUSTAINABILITY WITH ESG (CSRD GUIDELINE)

ESG stands for Environmental, Social, and Governance, and it refers to the three key factors used to evaluate the sustainability and ethical impact of a company or organization. ESG criteria are increasingly being used by Interovo to assess the company's operations, risk management, and overall contribution to sustainable development. The following page provides a further explanation of the aspects.



Environmental (E)

This aspect focuses on a company's impact on the environment, like:

- ✓ Climate change
- ✓ Resource management
- ✓ Pollution
- ✓ Biodiversity



Social (S)

The social component examines how a company manages relationships with employees, customers, suppliers, and the communities where it operates.

- ✓ Labor practices
- ✓ Community engagement
- ✓ Human rights
- ✓ Diversity and inclusion



Governance (G)

Governance refers to the company's leadership, management practices, and accountability. It focuses on the company's internal processes, transparency, and ethical behaviour.



Environment

The Environmental factor in ESG (Environmental, Social, and Governance) refers to how a company's operations, policies, and strategies impact the natural environment. It involves managing a business's footprint in relation to climate change, resource consumption, pollution, and sustainability. The growing importance of environmental issues has made this aspect of ESG critical for investors, regulators, consumers, and other stakeholders.

KEY ASPECTS ENVIRONMENT FACTOR:

- E1. Climate change Reducing emissions**
Carbon footprint minimization
- E2. Pollution Waste reduction**
Emission control
- E3. Water and marine resources**
Pollution prevention
Sustainable use of water
- E4. Biodiversity and nature**
Sustainable use of land Ecological balance
- E5. Resource use and circular economy**
Resource efficiency
Sustainable materials



Social

The social factor in ESG (Environmental, Social, and Governance) focuses on how a company interacts with its employees, customers, suppliers, and the communities in which it operates. This dimension evaluates the company's commitment to social responsibility, ethical practices, and human rights.

KEY ASPECTS SOCIAL FACTOR:

- S1. Own workforce**
Employee engagement
Health & Safety
- S2. Workers in the value chain**
Fair labour practices
Supply chain responsibility
- S3. Affected communities**
Social responsibility
Partnership
- S4. Consumers and end-users**
Ethical sourcing Customer satisfaction



Governance

The governance factor in ESG (Environmental, Social, and Governance) focuses on the systems, practices, and processes by which a company is directed and controlled. It evaluates the accountability, transparency, and ethical conduct of a company's leadership and decision-making processes.

KEY ASPECTS GOVERNANCE FACTOR:

- G1. Business conduct**
Transparency & accountability
Compliance of governance

2.2 SUSTAINABILITY APPROACH OF INTEROVO

Interovo has translated the ESG aspects of the CSRD guideline into its own 8-point sustainability approach. Interovo's Sustainability Approach is categorized as follows within the ESG framework:



Environment

Highly Efficient Transport Fleet

The company operates a fleet of vehicles with Euro 6 engines, which adhere to the EU's highest emission standards, contributing to minimal environmental impact during transportation.

Sustainable Waste Management

Interovo is focused on circularity, promoting recycling, composting, and re-use to minimize waste and contribute to the circular economy.

Generating Green Power

The company invests in renewable energy sources like solar panels, wind turbines, and biomass plants, reducing dependence on traditional energy sources and lowering their carbon footprint.

Constant Focus on Energy Consumption

Interovo prioritizes energy efficiency in its operations, from existing facilities to new constructions, using energy-saving technologies and management practices to optimize energy consumption.

Social

Local for Local Strategy

Interovo emphasizes local sourcing and distribution to reduce logistical challenges, lower emissions from transportation, and strengthen ties with local suppliers and communities.

Responsible Sourcing

The company ensures that its raw materials, such as soy for poultry feed, are sourced responsibly and meet sustainability and ethical production standards.

Governance

Certifications and Memberships

Interovo holds various sustainability certifications (e.g., Measure of Sustainable Livestock, Beter Leven Keurmerk) and is a member of organizations like SEDEX and Pro Planet, demonstrating its commitment to ethical business and sustainability.

Commitment to Science-Based Targets

Interovo actively participates in the Science Based Targets initiative (SBTi), aligning its emission reduction goals with the latest climate science to address climate change effectively.

These efforts reflect Interovo's dedication to sustainability, both in terms of environmental impact and ethical business practices.

2.3 PATH TO A SUSTAINABLE FUTURE

In its pursuit of sustainability and environmental responsibility, Interovo has embarked on a comprehensive greening initiative spanning from 2024 to 2030. This initiative reflects the company's commitment to reducing its environmental impact through targeted actions across its operations.

2024: Initiating Green Strategies

In 2024, Interovo prioritized optimizing its operations, beginning at NIVE, where planning processes were streamlined to enhance efficiency. Concurrently, discussions were initiated at WEKO to transition to green electricity, aligning with Interovo's commitment to renewable energy. At Van den Burg, the company commenced the transition to LED lighting as part of ongoing efforts to reduce energy consumption. Plans to purchase green electricity at PAP and Annahoeve were also under consideration, though final decisions had yet to be made.

2025: Advancing Sustainable Practices

In 2025, Interovo will implement concrete sustainability measures. At NIVE, automatic CIP cleaning systems will be installed, significantly reducing water consumption and chemical waste. Meanwhile, Van den Burg will initiate research into heat recovery options from steam boilers, demonstrating a proactive approach to resource efficiency. However, challenges persist, such as the delayed implementation of lighting controls at PAP to minimize energy waste outside operating hours. At Annahoeve, the transition to LED lighting will remain partially completed, reflecting an incremental approach.

2026: Sharpening Focus on Environmental Impact

By 2026, Interovo will intensify its efforts to minimize its environmental footprint. Proposed insulation projects at NIVE aim to enhance the efficiency of steam boilers. Energy management practices, including the promotion of good housekeeping, will be emphasized at WEKO and Van den Burg to reduce consumption. Despite these advancements, challenges will continue at PAP and Annahoeve, where the installation of energy-saving measures like variable-speed drives and efficient electric motors will face delays due to time constraints and logistical complexities.

2027: Transitioning to Gas-Free Solutions

In 2027, Interovo will take significant steps toward gas-free solutions. At WEKO, plans will be explored to replace high-efficiency boilers with heat pumps for hot water, marking a pivotal shift away from fossil fuels. In subsequent years, the gas-free initiative will accelerate, with decommissioning of outdated infrastructure at NIVE and electrification projects at Van den Burg. However, these transitions will bring logistical challenges and require careful planning alongside investments in innovative technologies.

2030: Towards a Fully Green Future

As Interovo's greening initiative reaches 2030, the company will remain steadfast in pursuing its sustainability goals. Long-term plans will focus on the electrification of heating systems and boilers across all sites, underscoring its dedication to environmental stewardship. These ambitious projects exemplify Interovo's vision for a more sustainable future and its ongoing commitment to corporate responsibility.



INNOVATION

"If you are not moving forward, you are falling behind." At Interovo, this principle drives our relentless pursuit of continuous improvement and adaptability, ensuring we thrive in an ever-evolving market. Innovation lies at the heart of our sustainability efforts because we understand that the health of our planet and the success of our business are inseparable. By embracing cutting-edge solutions and forward-looking initiatives, we achieve our sustainability goals while maintaining profitability and delivering value to our stakeholders.

3.1 AMBITION FOR INNOVATION

This ambition for innovation enables us to anticipate market shifts, seize emerging opportunities, and shape the future of our industry with confidence and purpose. At Interovo, innovation is more than a guiding philosophy—it's the cornerstone of our operational framework. In today's complex and dynamic marketplace, success depends on the pursuit of bold ideas and transformative strategies.

Interovo fosters a culture of creativity and forward-thinking, empowering every team member to share insights and contribute to groundbreaking solutions. Our dedication to innovation extends far beyond product development, influencing every facet of our operations. From optimizing supply chain management to enhancing customer engagement, innovation drives our efforts to streamline workflows, maximize resource efficiency, and minimize environmental impact. Product and process development are vital to nurturing and advancing innovation at Interovo. For the evolution of egg processing at Interovo, two essential components play a critical role. These components are:

1. Automation

Automation is an inevitable development, and for good reason. Automation also promotes a more sustainable working environment. By assigning routine tasks to machines and robots, employees can focus on more creative and strategic activities, leading to increased job satisfaction and engagement. In addition, automation optimizes the use of resources and energy, contributing to the environmental sustainability of the production process.

Implementing advanced automation technologies significantly reduces the physical workload for employees. This not only reduces strain and the risk of work-related injuries, but also contributes to staff well-being. Less physical effort means a lower risk of long-term health problems due to repetitive or strenuous tasks.

2. Product improvement

Innovation is at the heart of our efforts to improve our products, as we constantly strive to improve the quality and consumer appeal of our products. Through ongoing research and development initiatives, we continuously explore new ingredients, formulations, and processing techniques to enhance the taste, texture, and nutritional profile of our products.



3.2 INNOVATION AND QUALITY

The highest standards in the egg industry, including rigorous benchmarks for food safety, microbiological and chemical integrity, and robust biosecurity measures. By prioritizing these aspects, we ensure our products consistently meet stringent industry requirements.

The Quality Assurance department oversees every facet of product quality assurance at Interovo. Through process optimization and a strong food safety culture, we are committed to continuous improvement. Recent initiatives underscore our dedication to innovation and technology. With increased automation, advanced machinery, and preventive maintenance strategies, we have elevated our processes to new levels of precision and reliability.

Quality control at Interovo is meticulous. Every batch of products undergoes thorough testing in our in-house laboratory to ensure it meets our high standards before reaching the market. This rigorous approach guarantees that our products are always safe and of superior quality.

Innovation and technology are pivotal to our quality improvement efforts. Automation streamlines our processes, reduces errors, and enhances precision, enabling us to maintain—and often exceed—industry standards.



3.3 INNOVATION AND SAFETY

Safety is paramount in any industry. At Interovo, ensuring a safe environment is a top priority. The implementation of safety protocols and procedures to protect employees and assets is the responsibility of the Corporate and Safety Manager.

From developing robust safety protocols to fostering a safety-conscious culture, we explore the measures taken to create a safe work environment. To improve the employee safety, several measures have been implemented. The appropriate control measures after conducting risk assessments to identify potential hazards. In addition, Interovo has increased social control through improved supervision and employee training.

Recently, Interovo has invested in innovative initiatives such as securing hazardous machinery and improving the digitization and automation of production processes. These measures have led not only to a safer working environment, but also to more efficient and sustainable production practices.

Safety performance is regularly monitored and assessed through inspections, audits and incident tracking. We aim for a maximum of two relevant accidents per year as a guideline for our safety performance.

Training and education play a crucial role in our efforts to improve safety. We provide regular training to our employees on safety procedures and recognizing potential hazards.

Incidents and accidents are thoroughly evaluated to learn lessons and improve future safety measures. Our aim is to foster a culture of continuous improvement, with the safety of our employees always the top priority. At Interovo, we believe that a safe working environment and high-quality products go hand in hand with sustainability. By investing in safety measures and continuously improving our processes, we contribute to a healthy and sustainable future for our employees, customers and our planet.



INTEROVO'S RESPONSIBILITY

We recognize a moral duty to reduce our environmental footprint, with lowering CO2 emissions as a key pillar of this commitment. This dedication not only contributes to a more sustainable world but also brings tangible benefits to our business. Below, we explore three core advantages: regulatory compliance, fostering innovation, and ensuring future resilience.

4.1 REDUCING CO₂ EMISSIONS

Interovo's commitment to reducing CO2 emissions not only supports a sustainable world but also delivers significant business benefits. Compliance with regulations minimizes legal and reputational risks. Sustainability-driven innovation leads to more efficient processes and pioneering products. Finally, enhancing future resilience ensures our continued success in an evolving world. At Interovo, we take pride in building a future where sustainability and business excellence go hand in hand.

Compliance with Regulations

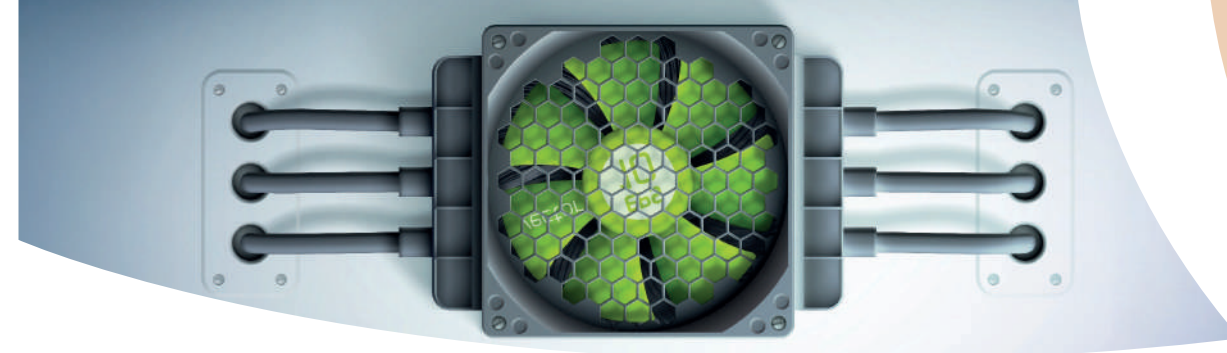
Environmental regulations are becoming increasingly stringent on both national and international levels. Governments are mandating businesses to reduce CO2 emissions, making proactive action essential. By taking early steps to reduce emissions, we not only ensure compliance with current and future legislation but also solidify Interovo's reputation as a responsible and forward-thinking company.

Fostering Innovation

Our focus on reducing CO2 emissions drives innovation across the company. Achieving these reductions requires the development and adoption of new technologies and processes. This fosters greater efficiency, lowers operational costs, and spurs the creation of new, sustainable products. By aligning with the growing demand for environmentally conscious solutions, sustainability-driven innovation provides us with a competitive edge while reducing our environmental impact.

Enhancing Future Resilience

Reducing CO2 emissions enhances Interovo's resilience against future challenges. Climate change poses risks such as extreme weather events and supply chain disruptions, which can threaten business continuity. By investing in sustainability today, we strengthen our ability to adapt to these challenges. Moreover, investors and consumers increasingly prioritize companies with strong sustainability commitments, reinforcing our market position and securing long-term success.



4.2 IMPORTANT ENVIRONMENTAL CHOICES

By making strategic changes to its operations, Interovo is dedicated to fostering a more sustainable and environmentally friendly future. Recognizing its environmental impact, the company is committed to reducing this footprint through a series of targeted initiatives. These efforts aim to improve energy efficiency, lower carbon emissions, and minimize reliance on fossil fuels. Not only do these actions align with global sustainability trends, but they also position Interovo as a forward-thinking leader in the industry. Below are three key initiatives the company is implementing to ensure a sustainable future:

1. Purchase of Green Energy

Interovo is committed to reducing its carbon footprint by purchasing green electricity from NIVE. By transitioning to electricity generated from renewable sources, the company will significantly decrease its reliance on fossil fuels. This shift will lower greenhouse gas emissions while supporting a sustainable energy supply for future generations. The adoption of green energy is a cornerstone of Interovo's comprehensive sustainability strategy.

2. Electrification of the Production Process

Interovo is taking a significant step towards sustainability by electrifying steam boilers at Van den Burg. Traditional fossil-fuel steam boilers are a major source of CO2 emissions. Replacing them with electric alternatives will not only cut harmful greenhouse gas emissions but also enhance energy efficiency. Electric boilers offer a cleaner and more efficient solution, contributing to a more sustainable production process and supporting the company's commitment to reducing its environmental impact.

3. Transition to Gas-Free Operations: Heat Pump Implementation

In line with its ambition to operate completely gas-free, Interovo plans to replace the traditional HR boiler at Weko with a heat pump. Heat pumps are a highly energy-efficient and environmentally friendly alternative to gas-fired systems, using ambient heat to warm water. This transition will result in a significant reduction in CO2 emissions and a decreased dependency on fossil fuels. Beyond the environmental benefits, the switch to heat pumps is expected to lower operational costs in the long term, aligning seamlessly with Interovo's broader sustainability goals.

Through these forward-looking initiatives, Interovo is taking bold steps to reduce its environmental footprint, support the transition to renewable energy, and strengthen its leadership in sustainability. These efforts reaffirm the company's commitment to a cleaner, greener future.



CONCLUSION

At Interovo, sustainability is not just a guiding principle—it is embedded in every aspect of our operations and future strategies. Through targeted actions like reducing CO2 emissions, adopting renewable energy, and prioritizing innovative, eco-friendly practices, we are not only reducing our environmental impact but also strengthening our position as a leader in the egg industry.

By integrating sustainability with compliance, innovation, and resilience, we ensure that our business remains adaptable to evolving global challenges. These efforts highlight our commitment to achieving a balance between economic success, environmental responsibility, and societal well-being.

Looking ahead, Interovo will continue to innovate and lead the way in sustainable practices.



OUR MISSION IS CLEAR:
To produce high-quality products while preserving the planet for future generations.

Together, we are building a brighter, greener future one sustainable step at a time.





Sustainability
2024-2030

PROGRESS TOWARDS A SUSTAINABLE FUTURE





Our mission is clear:
Producing high-quality products while preserving the planet for future generations.

Together, we are building a better, greener future, step by step, sustainably.

Innovation • Integrity • Professionalism

www.interovo.com





INTEROVO EGG GROUP B.V.
Bonegraafseweg 15, 4051 CG Ochten
The Netherlands
www.Interovo.com