



# From responsibility to results: Vion's ESG Actions



Food that Matters



## About Vion



**8,383\***

Employees (FTEs), including flex workers



**4,770**

Own employees



**3,613**

Flex workers



**4.6\***

Revenue for 2024 (in billions of euros)



### our locations

**6** Benelux

**8** Germany

**3** Food Service

\*Including continuing and discontinued operations

# Vion strategy in a nutshell

## Our vision

A future where people have access to responsibly produced food – in partnerships with the best regional farmers and in line with the values of our society.

## Mission

We bring all partners in the chain together to deliver Food that Matters – meat and plant-based solutions that respect people, animals and the planet.

## Ambition

We aim to lead the transition towards responsible and resilient food systems in Europe – raising standards in our industry, being a frontrunner in animal welfare and making high-quality products affordable and accessible for millions.

## ESG Ambition

By 2030, we will be leading in sustainable meat and plant-based production.

# Introduction

At Vion, sustainability means taking responsibility in our own operations but also at every step of the value chain. As one of Europe's leading meat producers, we recognise both the impact we have and the important role we play — a role that we embrace not just out of duty, but out of choice. Every day, we are committed to producing safe, nutritious meat while simultaneously reducing our environmental footprint and promoting fair, transparent practices across the entire value chain.

We believe that sustainable food systems can only be achieved together. Farmers, (feed) suppliers, retailers, employees, and consumers – all are part of the solution. This belief guides our partnerships, investments, and ambition to become the leading sustainable meat and plant-based company in Europe. We want to lead by example and show that responsible meat production is possible, necessary and already underway.

This sustainability leaflet is based on the CSRD and ESRS. It provides a transparent overview of our sustainability strategy and how we act on our most material topics which are part of the Environment Social Governance (ESG) framework.

## Our Sustainability strategy – From vision to action

Our approach is structured, data-based, and continuously evolving. We focus on the areas where we have the greatest (financial) impact: producing safe, healthy, traceable food; strengthening animal welfare; ensuring safe working conditions whilst further reducing emissions; protecting biodiversity; and using resources efficiently.

On the next pages you will find a short overview of our goals and achievements so far per topic. If you are interested in more details on all or one of the topics, please feel free to read our full sustainability statement via this QR code.



# ESG Ambition

By 2030, we will be leading in sustainable meat and plant-based production.

## We produce sustainably, together (E)

### ...on Climate

We assure that the greenhouse gas emissions in our entire supply chain stays within the boundaries of the 1.5°C global warming scenario. We set green standards and reduce emissions throughout our value chain with Vion being net-zero by 2050.

### ...on Biodiversity

We assure land-conversion-free supply chains in 2030 with farmers that produce responsibly in local ecosystems.

### ...on Resources

We assure we use our resources responsible. We reduce usage and minimize waste production. We recycle and renew resources where possible throughout the value chain with Vion being circular in 2050.

## We offer social value, together (S)

### ...on Safe & Healthy Food

We offer wholesome foods for a balanced diet in a healthy lifestyle according to the highest food safety norms that we safeguard by strict traceability and product integrity standards.

### ...on our Workforce

We offer a stable, safe, inclusive & empowering workplace and aim to be the employer of choice.

## We apply high standards, together (G)

### .... on Animal Welfare

We improve Animal Welfare throughout our value chain, by ensuring that animals are treated according to 'Five Freedoms' and strive for a positive emotional state of the individual animal.

### ...on Business Conduct and value chain

We ensure process and product integrity throughout the supply chain, an equal level playing field and a fair income for all.

# Highlights 2024

E1: Scope 1  
ton CO<sub>2</sub>e

-19,7%

54.500 ton

E1: Scope 2  
ton CO<sub>2</sub>e

-24,7%

45.000 ton

E1: Scope 3  
ton CO<sub>2</sub>e

-21,4%

7.514.500 ton

E4: Organic  
sales volume

+4,96%

S1  
Lost Time Injury  
Frequency (LTIF)

-37,4%

12.4

S1: Safety  
culture ladder

+14,7%

3.9 total\*

S4:  
No public  
recalls

S4: Volume sold  
from plants  
with IFS PIA

92,3%

+6,8%  
(absolute)

G1  
No re-stun

99,9%

G1: Animals raised under  
certified higher animal  
welfare requirements

19%

+2,9%  
(absolute)

\*on a 5-point scale



E1



## Environmental

### Goal:

At Vion we are committed to a science-based transition towards a low- carbon, climate-resilient future. Our climate transition plan aligns with the Paris Agreement, the EU Green Deal, and the CSRD, integrating ambitious targets and emission reduction strategies across our operations and value chain. To ensure our emission reduction targets are aligned with the Paris Agreement, Vion has committed to the SBTi. Our approved target is to reduce absolute greenhouse gas (GHG) emissions by **42% across scopes 1, 2, and 3 by 2030**. Our ambition is to be net zero on scopes 1&2 in 2040 and on scope 3 in 2050. Although we are still ahead of our target, future actions are needed to achieve our goal in 2030.

### Actions to achieve our 42% reduction:

- **Scope 1:** Replace all Freon cooling systems and gas-afterburners by electric solutions by 2030. First gas and fossil fuel free production locations by 2030; 30% of own and leased trailers electric by 2030
- **Scope 2:** 100% green electricity by 2030;
- **Scope 3:** Significant reductions on feed and manure at pig farms within the Good Farming Star (GFS). Significant reduction on (dairy) beef farms by steering on methane and feed intake. Both reductions calculated with the power chain model and realised in 2030.
- **Collaboration within the chain:** It is our ambition to have at least 25% of our total volume, sold with a calculated carbon footprint in 2030.



## Biodiversity & ecosystems

### Soy-derived products

Soy plays a distinct role in Vion's biodiversity strategy, as sourcing soy from regions such as Brazil and Argentina can contribute to deforestation. In line with our commitment to deforestation-free soy supply chains by 2030, we have been advocating the use of soy certified by the Round Table on Responsible Soy (RTRS) for years. RTRS certification enforces strict requirements for the preservation of natural forests and ecosystems. Furthermore, we will proceed with several actions attempting to halt deforestation in our supply chain. These actions include: Developing a methodology to calculate the land-use change component in the carbon footprint calculation of beef and pork and starting pilots with feed companies to assess the reduction potential.

### Nitrogen emissions

Nitrogen emissions at our production sites primarily result from fossil fuel combustion, the possible processing of organic waste, and the transportation of animals and products. These emissions are regulated by environmental legislation, including nitrogen deposition.

We will continue with developing the calculation methodology for farm-specific nitrogen emissions and complete this before Q3 in 2026.

### Organic meat

To protect biodiversity, we have committed to stimulating the production of organic meat by taking a leading position within the countries we operate. Our efforts are reflected in the ~5% volume growth over the last year.





## Resource use & circular economy

We are committed to embedding circular economy principles into our operations by maximising the use of animal by-products generated in our production processes. This approach is a cornerstone of our strategy to minimise resource outflows, avoid waste, and contribute to sustainable resource management.

### Reducing animal waste and enhancing efficiency

Total animal waste reduction is executed by benchmarking production sites to identify and implement best practices. Additionally, Vion will collaborate on innovative circular economy projects with universities, research institutes, and industry partners, which support the development of new solutions for waste reduction and resource optimisation.

### Valorising animal by-products

Valorisation of animal by-products and recover animal waste that is otherwise incinerated or ends up in a land fill is a continuous process at Vion. By identifying different opportunities, Vion is effectively reducing the amount of waste that ends up in landfills and finding profitable, sustainable alternatives.

### Improving practices

Immature manure is being recognized as a valuable input for renewable biofuel generation. By converting manure into biofuels, Vion sees opportunities to a circular energy model, decreasing reliance on fossil fuels.

## Own workforce

In order to continuously provide our workers with a workplace and environment that is as safe as possible, Vion has set ambitious goals to further improve safety within our organization. We undertake several actions to achieve this:

- **Internal Safety Culture Ladder:** A valuable tool that helps measure and improve the safety culture within our organisation. It provides structured insight into employees' safety awareness and encourages continuous improvements. We aim to achieve an average score of 4.0 (on a 5 points scale) on the Internal Safety Culture Ladder by 2030. This score reflects a high level of safety awareness and a strong safety culture within the organisation. Last year our score went up with almost 15%.
- **Training:** Training and instructions play a crucial role in improving safety. They increase awareness, reduce accidents, ensure compliance with regulations, and promote a proactive safety culture.
- **Safety team:** A strong safety team, consisting of qualified and well-trained members, is essential for effective risk management, regulatory compliance, rapid incident response, and promoting a strong safety culture.
- **Risk analyses:** Risk analyses help identify hazards, prevent accidents, ensure compliance, and proactively improve workplace safety.
- **LTIF (Lost Time Injury Frequency):** Another target is to keep the number of fatal accidents at zero each year. This requires continuous attention to safety, training, and risk management. Finally, the goal for LTIF (Lost Time Injury Frequency) is evaluated and adjusted annually, meaning that we continuously strive for improvement and adapt to new insights and

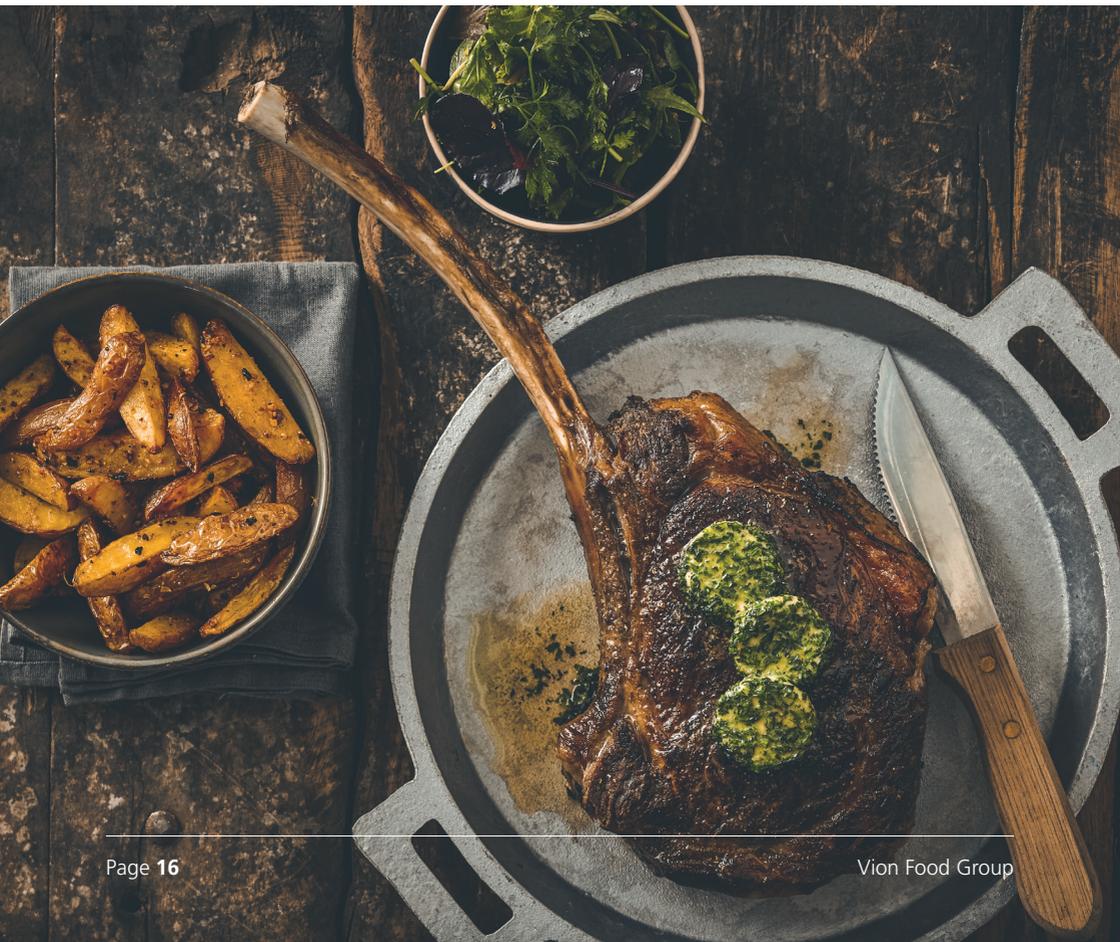


circumstances to ensure the safety of our employees. Last year our efforts resulted in a drop of ~37% in our LTIF.

- **Plant with independent supplier workplace certification:** Customer and social audits play a vital role in monitoring and improving working conditions across our operations. These audits are becoming an increasingly important tool to demonstrate our commitment to ethical working conditions, employee well-being, and continuous improvement. This can be seen through the percentage of external sold volume produced by plants with independent supplier workplace certification which was 78.9% in 2024 compared to 37.3% in 2023.

## Health and safety - Food safety

Vion, along with customers and consumers, plays a vital role in ensuring food safety. We continuously monitor hygiene and safety performance to support year-round access to safe, nutritious food. **Our food safety system is world class and sets the standard in the market.**



We have established comprehensive quality assurance systems that encompass all aspects of meat processing, from sourcing to distribution, with regular internal and third-party audits as well as government supervision and assessments. We also engage with our suppliers to ensure they adhere to food safety standards and implement relevant quality assurance programs. Regular testing is conducted on raw materials, finished products, and the production environment to detect contaminants, pathogens, and other potential hazards. We maintain 10- to 100-fold stricter internal norms than those required by law, supplemented with continuous monitoring of production processes and hygiene to identify and address any deviations from those norms

### Targets

- **Microbial compliance:** We monitor Enterobacteriaceae bacteria daily on production locations and set strict internal limits on the daily average bacterial count. Given these strict norms, it is unlikely that all samplings will always comply. However, by striving for a percentage that is as high as possible, we achieve continuous improvement in food safety. For both pork and beef, we saw such an increase of 2,7% in 2024 compared to 2023. The targets for pork and beef for 2025 are set to 90% of the daily averages falling below the limit. The targets for 2030 are >95% for both pork and beef.
- **Sales volume from GFSI approved plants:** The two private food safety standards we use are the International Featured Standards Food (IFS Food) and the British Retail Consortium (BRC) standard. The percentage of sales volume from such GFSI-approved plants for 2024 is 96%. The target for 2030 is 100%.

## Access to (quality) information - Product integrity

Our traceability and product integrity systems build a transparent, trustworthy supply chain. By connecting farmers and consumers, we highlight the craftsmanship behind our products. Any failure to meet regulations or provide accurate information could impact stakeholders – making vigilance essential.

### Actions

- **Separate supply chains for specific retailers:** To ensure that individual supply chains are dedicated to one customer. These retailer specific supply chains are also a good opportunity to demonstrate full transparency to consumers and society as a whole.
- **Integrity of Vion Good Farming Star pork verified by DNA:** We have already implemented process integrity control systems involving verification by product, balanced throughout the supply chain. In addition, we have now added the monitoring of product integrity through the DNA testing of consumer products. We have started to establish the same DNA monitoring system for the organic pork supply chain.
- **IFS product integrity assessment:** To prove that our traceability and integrity system is world class, Vion has implemented IFS PIA audits on most of its production sites. All Vion production plants are in scope and we carry out quarterly intermediate updates for progress monitoring. In 2024 Vion Crailsheim had the first IFS PIA assessment. Due to this, the percentage of sold volume from plants with IFS PIA increased to 92%. The target for 2030 is 95%.



- **Non-KPI related actions:** We have established comprehensive quality assurance systems that encompass all aspects of meat processing, with regular internal and third-party audits, government supervision and assessments. Additionally, we engage with our suppliers to ensure they adhere to integrity standards and implement relevant quality assurance programs. Vion provides continuous training to employees on integrity, identification, proper handling procedures, and the importance of product integrity. We steer on stringent implementation of the integrity and identification procedures in processing facilities, including daily monitoring and verification of these procedures.

## Animal welfare & our chains

Animal welfare stands as a cornerstone of ethical and sustainable practices within Vion, reflecting a deep commitment to responsible stewardship and the humane treatment of animals. Recognising that the welfare of animals is inseparable from the health and sustainability of our food systems, we have implemented a comprehensive framework to ensure the well-being of the livestock under our care.

### Goals

Continuously improve animal welfare levels to keep raising the bar within the industry and stay ahead of national and international standards/customer requirements. We do this by working together with stakeholders and utilizing new developments such as vision systems and artificial intelligence where such systems are accepted and/or requested in the market.

### Actions

- **Working towards non-castration of pigs:** Our goal is to achieve the target for the KPI on 'the number of uncastrated boars as a percentage of the total male pigs slaughtered', aiming for 100% of all male pigs slaughtered to be uncastrated.
- **Pig tail length:** We believe that by starting a conversation about tail size that is based on actual information from an automatic measuring system (the so-called 'vision'-system), we support farmers to alter their tail docking practices.

- **Improving animal welfare for animals we slaughter:** Vion production locations adhere to relevant quality assurance programs (QS) and animal welfare standards to ensure compliance with legislation and animal welfare requirements. To ensure continuous oversight in our lairages we use camera oversight with AI technology. Vion also participates actively in the Horizon Europe project WISH (Animal Welfare Indicators at the Slaughterhouse) where automated welfare monitoring of animal-based indicators at the slaughterhouse is being developed.
- **Optimizing animal transport routes:** At Vion, we plan the transport of livestock to ensure animals are taken to the closest slaughterhouse possible, ideally within a radius of 200 km from the start of transport.
- **Animal welfare within customer driven chains:** Within Vion we continuously work closely together with our customers and farmers to link the customer demand on e.g. animal welfare to the actual farming systems. In this way we lead the shift towards a higher percentage of pigs being slaughtered with certified higher animal welfare levels. In 2024 we achieved an increase of 2,9%. On the next page you will find an overview of our most important chains.



## Management of relationships with suppliers | Our chains



### Pork

Good Farming Balance is a demand-driven chain for the international pork market. Within GFB there are several concepts such as World, Robusto & Sustainability that respond to specific demand from the markets.



Good Farming Star is a collaboration between Vion and Dutch pig farmers who focus on better animal welfare and sustainability. The meat is processed and is recognizable by the Better Life one star quality mark in the supermarket. The entire chain, from farm to shop, is checked for quality and responsibility.

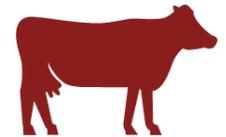


Good Farming Organic is a demand-driven concept from Vion that supplies organic pork with the Beter Leven three-star quality mark. The pigs are given organic feed, plenty of space, and can always go outside. Vion's subsidiary De Groene Weg is the market leader in organic meat in the Netherlands and a major player in Europe.



### Beef

Vion Beef specialises in the production and supply of high-quality beef for both national and international markets. We work closely with local farmers and supply meat products that meet strict quality and sustainability requirements. Our beef is intended for various customers, including supermarkets, restaurants and wholesalers, whereby we focus on the specific wishes of our customers. Thanks to our specialised teams, both at our suppliers and at our production sites, we are able to offer our customers exactly the product they require.



### Plant-based

ME-AT The Alternative specializes in R&D, production, packaging and supply chain management of plant-based private label products and third-party A-brands (contract manufacturing). ME-AT operates from a dedicated production site in Leeuwarden. Their customers are national and international retailers, foodservice, wholesalers, industrial and food processing companies.



# We are stronger together to provide Food that Matters



## Overview of our brands



TRUSTED QUALITY MEAT  
SINCE 1997

