

INTERQUELL PETFOOD

SUSTAINABILITY REPORT 2023 | 2024



Short version



Dear readers,

Sustainability is more than just a strategic goal for us as an eighth-generation family business – it is part of our identity and our long-term self-image. In 2023 and 2024, we were able to build on the strong foundation of our sustainability initiative and successfully develop numerous projects along the value chain. As a result, Interquell is now making an active contribution to shaping a sustainable pet food industry.

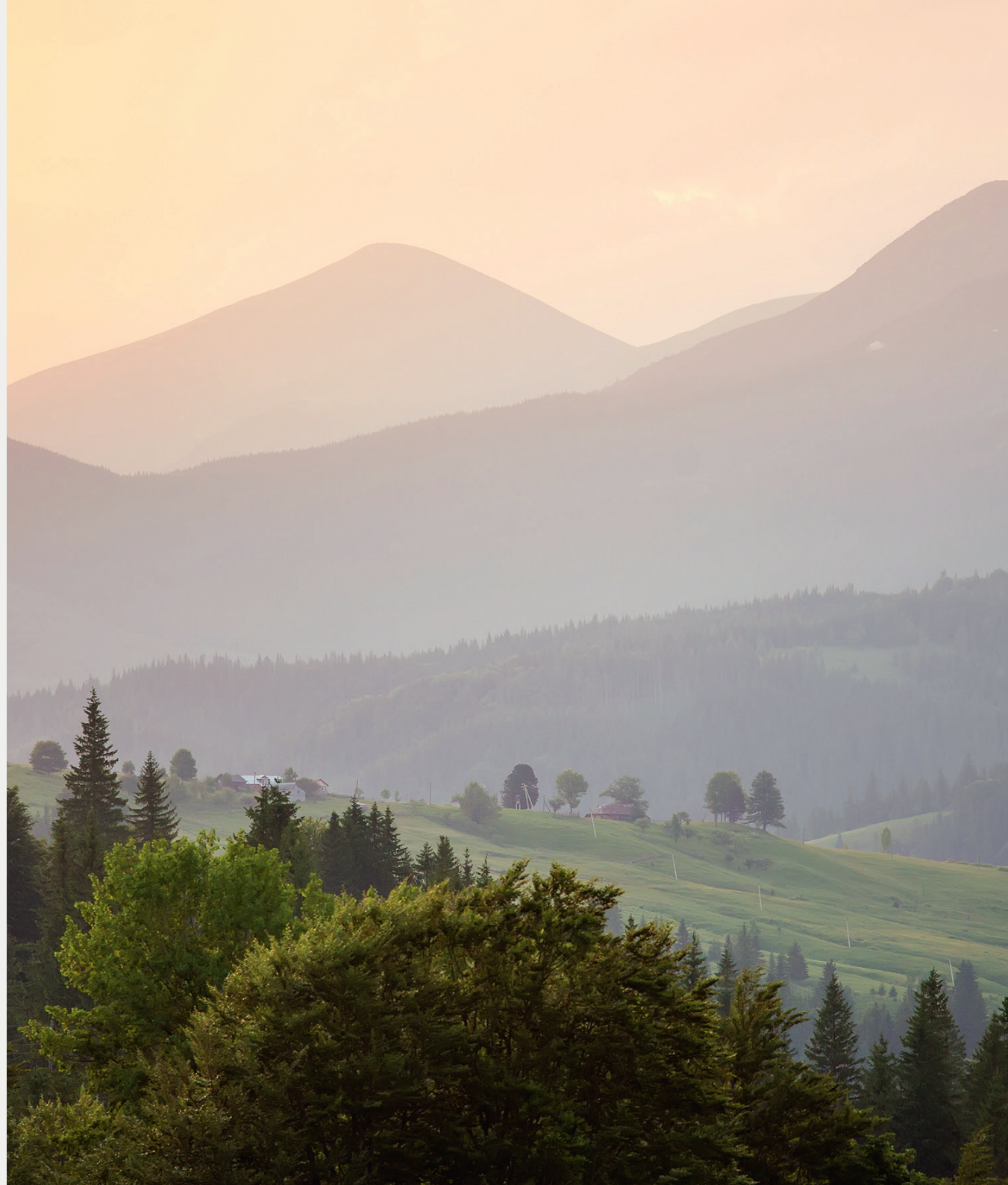
We are particularly proud of the growing understanding and commitment within our company. Sustainability depends on the attitude of each individual – and this is precisely where we have achieved a great deal together: through openness, a willingness to engage in dialogue and the desire to take responsibility. In a complex environment characterised by global challenges, we have grown together as a team and have been able to make concrete progress through our joint efforts. Our employees have provided new impetus, taken on challenges and initiated real change with creativity and commitment.

We want to continue along this path consistently. For us, it is not just about implementing individual measures, but about a holistic change that combines environmental awareness, social responsibility and entrepreneurial behaviour. In doing so, dialogue with our partners remains just as important as our willingness to continuously learn. This is the only way we can create the conditions for a sustainable future today – for ourselves, our customers and future generations.

Many thanks to everyone who has accompanied us on this journey.

GEORG & ANDREAS MÜLLER,

Managing Director and Commercial Director of Interquell GmbH



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Sustainability initiative

With the sustainability initiative launched in 2020, Interquell Petfood is pursuing the goal of anchoring sustainability permanently and holistically in the corporate strategy. On this basis, numerous projects in areas such as energy efficiency, renewable energy, sustainable product development, digitalisation and corporate culture have been initiated and successfully developed in recent years.

We owe this positive development to the commitment of many employees and the close collaboration with our partners. The continuous development of our initiative is a dynamic process that builds on a broad foundation of shared values, responsibility and transparency.

The current, third sustainability report documents the progress made in 2023 and 2024. It is based on the internationally recognised standards of the Global Reporting Initiative (GRI) and will increasingly incorporate the requirements of the EU Corporate Sustainability Reporting Directive (CSRD) in future.

The focus is on linking the 17 Sustainable Development Goals of the United Nations (SDGs) and the ESG criteria with our responsibility as a manufacturer of high-quality pet food. We consider ecological, social and economic aspects to be equally important pillars of sustainable action – and drive their implementation forward with a sense of proportion, innovation and open communication.



The 17 Sustainable Development Goals of the United Nations (SDGs).

Note:

This report follows the GRI principles and is based on the 2021 materiality analysis. Unless otherwise stated, the content relates to Interquell Petfood GmbH and the financial years 2023 and 2024. Rounding differences in tables and charts are possible. If you have any questions, please contact the Sustainability Management team at: info@interquell.de

Our vision

„We want to give every pet a long, healthy and happy life.“

As a family business, we have had a special responsibility for the nutrition of humans and animals for generations and stand wholeheartedly behind our values. Every day, we take care of the holistic and healthy nutrition of pets.

In doing so, we ensure that our high-quality pet food does not harm the environment, animal welfare or future generations. **We are convinced that pets have a positive influence on our society and want to strengthen the human-animal bond in the long term.** The quality and sustainability of our pet food is reflected in the entire food production process, because only healthy and responsibly fed animals are happy animals.

„The greatness and moral progress of a nation can be measured by the way it treats its animals.“ Mahatma Gandhi

Our brand values

- We have a passion for innovation and are thought leaders for natural and healthy pet food.
- We attach great importance to the origin and quality of our ingredients.
- We do not use artificial colourings, flavourings or preservatives, sugar and pay attention to genetically unmodified ingredients.
- With our natural formulations, we are always guided by the latest scientific the latest scientific findings.
- We strictly and independently control all pet food ingredients and products and independently, in the same laboratories as the ingredients and products from our food production and especially baby food.
- We not only work honestly, but also declare our products products honestly, transparently and to the best of our conscience.
- We do not carry out animal testing.
- We are verifiably committed to the protection of species, animals and the environmental protection and other sustainability-orientated projects.
- We rely on modern, environmentally friendly production methods and reduce our ecological footprint.
- We are socially committed and always endeavour to treat our employees, business partners and all customers responsibly.

The Interquell company

Interquell GmbH is an innovative and powerful company that can look back on an impressive history and a wide range of products. **For over 250 years, we have been a pioneer as a family business and see ourselves as a pioneer and home of healthy nutrition.** We produce food, baby food and pet food from the best natural raw materials with dedication and responsibility.

For generations, Interquell Petfood has stood for healthy and varied pet food and takes responsibility for people, animals and the environment. Our roots go back to the 18th century. At our plant in Wehringen, Bavaria, we produce high-quality dry pet food that is exported worldwide. Storage and dispatch take place at our site in Bobingen. The food division, Interquell Cereals GmbH, is based in Großaitingen.

Our recipes and ingredients for dogs and cats are the result of years of refinement and are always based on the latest scientific findings. Our product range focuses on the production of high-quality premium pet food for dogs and cats, including the popular Happy Dog, Happy Cat and Goood brands. In addition, we produce customised private label products for customers worldwide. Our product range also includes specialities for pond and ornamental fish under the fisch-fit brand.

WITH OUR PREMIUM BRANDS WE STAND FOR HIGH-QUALITY AND HEALTHY PET FOOD:



Production and office Wehringen.



Organisational profile

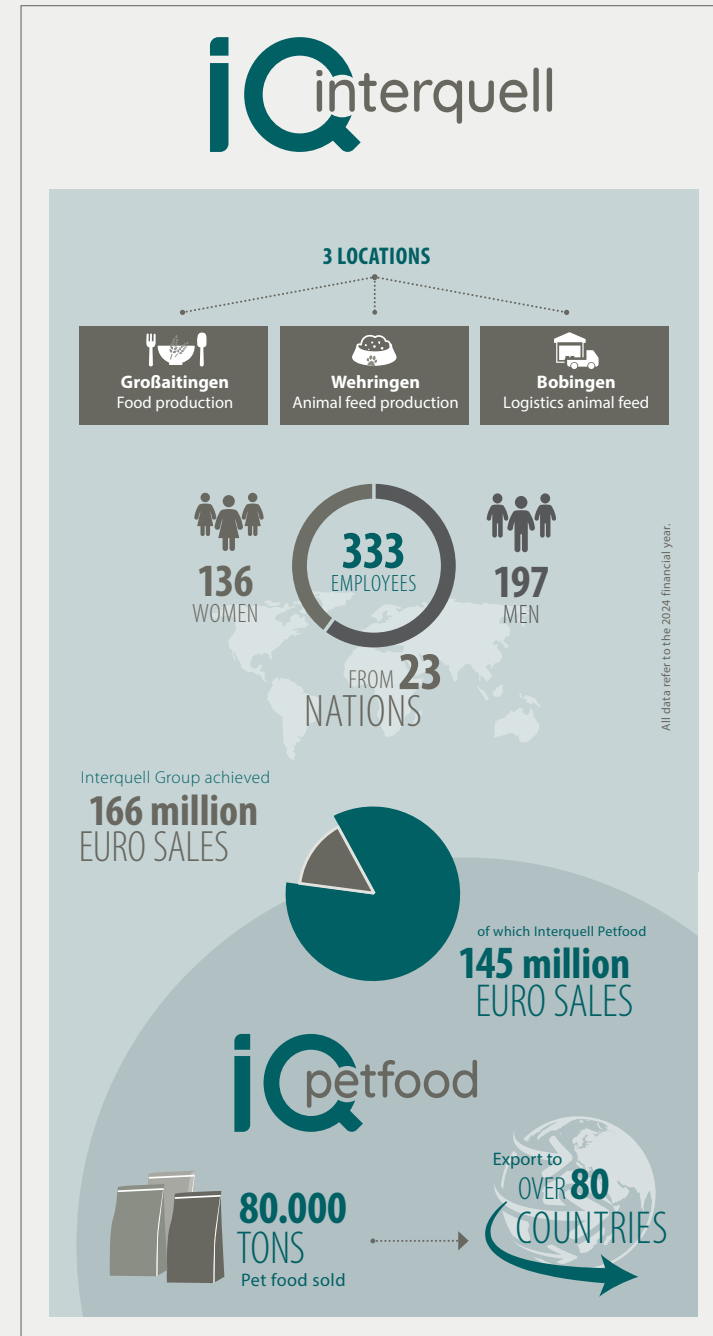
Interquell is wholly owned by the Müller family and comprises Interquell GmbH (Interquell Petfood) with sites in Wehringen and Bobingen and Interquell Cereals GmbH in Großaitingen. Interquell Petfood is one of the leading companies in the pet food industry and mainly operates a classic B2B business with pet shops in Germany.

From 2024, we will be modernising our umbrella brand Interquell Petfood and will be operating it under the new umbrella brand name IQ Petfood.

Thanks to its historical development and a strong commitment to innovation and quality, Interquell Petfood is a true pioneer in the industry. We set standards in the areas of product innovation, production standards and sustainable product range development. Our commitment goes far beyond the business world – we feel socially responsible and support numerous initiatives. These include the K9 search dogs, animal welfare organisations in Germany, rabies vaccination campaigns by Vets Without Borders and climate protection projects by myclimate and natureOffice. **A flagship initiative since 2009 has been the support of the SOS Children's Village through the construction and expansion of the primary school in Rutana/Burundi and the current project „Education for a better future in Africa“.**

Most of our high-quality raw materials come from the region around Augsburg, as short transport routes protect the environment. We work with carefully selected agricultural partners and source as many plant-based raw materials as possible, such as cereals, potatoes and local herbs, from regional farms. In recent years, we have driven forward the expansion of renewable energies, the modernisation of our production and the development of sustainable products.

A total of 80,000 tonnes of pet food were sold in 2024. IQ Petfood brands are exported to over 80 countries worldwide. The infochart on the right shows an overview of the key facts in 2024.



Key facts about the company

01

OUR SUSTAINABILITY APPROACH

Our sustainability approach

Our world is facing major environmental, social and economic challenges. To meet these challenges, the United Nations adopted the 17 Sustainable Development Goals (SDGs) in 2015 – as a global orientation framework for a sustainable future. We at Interquell Petfood also see it as our corporate and social responsibility to actively support these goals and integrate them into our business strategy.

As part of our sustainability initiative, we carry out a structured **SDG impact assessment** every two years. We systematically analyse which goals are particularly relevant for our company and evaluate both the positive and potentially negative impact potential of our activities. In a multi-stage process, we take into account both the global significance of the individual SDGs and their relevance for our internal areas of action. The analysis helps us to target where we can make the greatest contribution.

We align our sustainability strategy with established international standards for better categorisation and effectiveness monitoring: The current 2023/2024 report follows the principles of the Global Reporting Initiative (GRI) and is also based on the requirements of the EU's

Corporate Sustainability Reporting Directive (CSRD). We also use the ESG criteria (Environment, Social, Governance) as a structural guideline. These three pillars also form the content structure of this report.

- **ENVIRONMENT** stands for our commitment to ecological responsibility along the entire value chain. The aim is to develop products with the smallest possible ecological footprint.
- **SOCIAL** focuses on our employees and partners. Their diversity, knowledge and commitment are key drivers of our sustainability work.
- **GOVERNANCE** forms the framework for responsible corporate management and ensures that our decisions are in line with our values and goals.

With this combination of strategic focus, internationally recognised standards and genuine commitment, we consistently pursue the goal of anchoring sustainability in Interquell Petfood's core business and making an active contribution to the sustainable development of the pet industry.



Our sustainability management

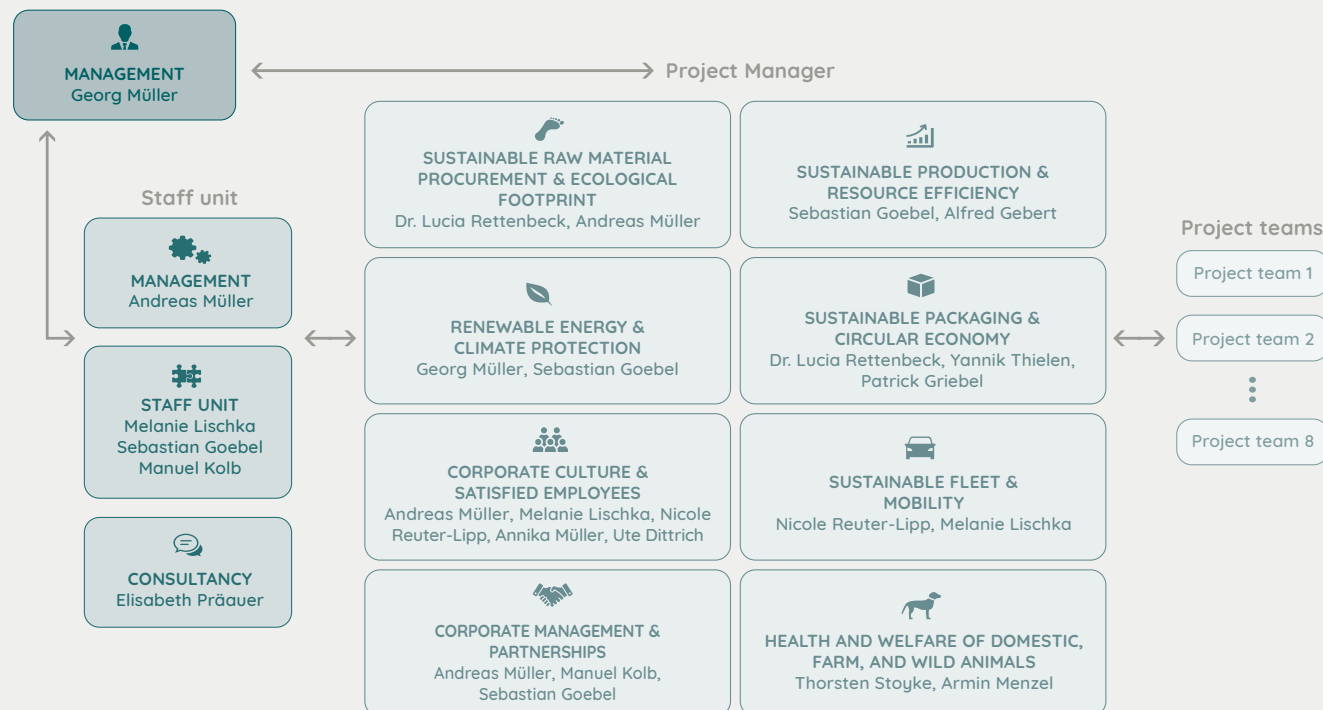
Sustainability management at Interquell Petfood is controlled centrally by the management and the sustainability department. Specialist expertise is provided by external consultants and institutes, who also support the implementation of improvement measures.

The staff unit consists of project manager Andreas Müller and the team of Melanie Lischka, Sebastian Goebel and, from mid-2024, Manuel Kolb – all of whom report directly to the management.

The project managers and their teams report to the staff unit, which ensures a structured and efficient process. Decisions are made through dialogue; semi-annual meetings of the core group ensure transparency.

Our goal: to clearly define sustainability, make it measurable, communicate it openly and review it independently – in order to achieve real impact in the long term and play a pioneering role in the industry.

Team Overview



Our sustainability goals

We have jointly defined our targets for 2030 in the IQ Sustainability Agenda 2030 and aim to achieve this development compared to 2019. As the technical limit cannot yet be predicted with 100% accuracy, the targets are considered individually and can be adjusted depending on technological progress and market demand. We can only advance our sustainability initiative with clear and ambitious targets. Here are our 10 most important targets that we want to achieve by 2030.

- 1st GOAL** at least **20%** less energy, water and resource consumption per tonne of food
- 2nd GOAL** at least **30%** electricity from our own renewable energies
- 3rd GOAL** at least **30%** less operational waste per tonne of feed
- 4th GOAL** at least **70%** of raw materials are sourced from a maximum distance of 700 km
- 5th GOAL** at least **80%** of packaging is recyclable, reusable or ecologically recoverable
- 6th GOAL** at least **30%** of branded products have an ecological orientation (veggie, organic, free-range, insects, in vitro, etc.)
- 7th GOAL** at least **35%** reduction in the lead time of processes through simplification, improvement & digitalisation of workflows
- 8th GOAL** Constant further development of employee satisfaction and creation of an active, value-orientated and **honest corporate culture**
- 9th GOAL** Performance and company success-based remuneration for all employees and a strong focus on the **personal development of employees**
- 10th GOAL** Creation of a strong partner network, a shared understanding of sustainability & a **clear vision** for a future worth living

Our sustainability partners

To achieve our sustainability goals, we work hand in hand with specialists, industry experts and committed organisations in the field of sustainability. Because only together can we achieve real progress. In recent years, we have expanded our partnership network and are proud to work with inspiring and sustainable partners. Together, we are working towards a better future.

Sustainability Partnership Network



Our methodology & materiality

Interquell Petfood has identified the key sustainability issues through a comprehensive materiality analysis – taking into account the SDGs, GRI standards and a structured stakeholder dialogue with external experts (including Terra Institute) and internal managers. The results were anchored in a materiality matrix and form the basis of the sustainability strategy. Regular reviews and the involvement of relevant stakeholders ensure that the topics are up to date and strategically relevant.

Key stakeholder groups were identified, prioritised and actively involved in the first stakeholder dialogue back in 2020/21. Feedback from this dialogue played a key role in the development of the materiality matrix. The current 2023/2024 report is based on this methodology and follows on from the 2019/20 and 2021/22 reports, which is why the methodology is not described in detail in this report.

In 2024, the dual materiality analysis was updated as part of the CSRD preparation. Initial results are already included in this report; full integration will follow in the next cycle. The report is based on the ESG criteria and GRI standards (2021 version), primarily covers the Wehringen and Bobingen sites (pet food division) and covers the period from January 2023 to December 2024. Data from outsourced production volumes in 2024 (approx. 17,000 tonnes) could not yet be taken into account due to a lack of available information. Apart from the personnel structure, the Großaitingen site and Interquell Cereals GmbH are not the subject of this report. The report is based on the three ESG pillars (environment, social, governance) and the SDGs – supplemented by the first elements of future CSRD reporting.

For each key sustainability topic, we present our overarching objective, the area of impact, the management approach and relevant key performance indicators (KPIs). We also provide insights into current projects, planned next steps and the link to the SDGs. Responsibilities within the company and the respective handling of the topic are thus shown transparently. The key figures provide an up-to-date overview of developments in the reporting period.

This standardised structure helps to make progress and targets comprehensible both strategically and operationally. The projects are organised according to the ESG framework (Environment, Social, Governance) and contain background information, descriptions, key figures and central milestones.

Note: Some key figures have been adjusted to improve the data basis and informative value. All sustainability projects are structured along the ESG criteria. As many topics are interconnected, a topic can be assigned to several areas at the same time.

PIER	TOPIC BLOCKS		PROJECTS	
ENVIRONMENT	1	Sustainable raw material procurement & ecological footprint	Project 1	Product footprint & life cycle
			Project 2	Purchasing guidelines & sustainable raw material procurement
	2	Sustainable production & resource efficiency	Project 3	Digitalization of production & efficiency measures
			Project 4	Renewable energies & green electricity
	3	Renewable energies and climate protection	Project 5	Climate footprint & climate protection measures
			Project 6	Sustainable packaging materials
SOCIAL	4	Sustainable packaging & circular economy	Project 7	Optimization of waste & residual material flows
			Project 8	Equality & appreciation in the company
	5	Corporate culture & satisfied employees	Project 9	Digitalization, communication & continuing education
			Project 10	Fleet of the future
GOVERNANCE	6	Sustainable fleet & employee mobility	Project 11	Sustainable mobility
			Project 12	Guidelines & code of conduct
	7	Corporate management & partnerships	Project 13	Partnerships & social commitment
			Project 14	Sustainable protein & carbohydrate sources
	8	Health and welfare of domestic, farm, and wild animals	Project 15	Species & animal protection initiatives
			Project 16	Promoting office dogs

Sustainability structure and projects of the IQ Petfood Sustainability Initiative

02

ENVIRONMENT



Sustainable raw material sourcing & ecological footprint

Sustainability is a top priority for us, especially when it comes to the plant and animal-based raw materials we use. These raw materials offer the greatest leverage for improving our environmental impact. We are therefore consistently committed to reducing the environmental footprint of our entire Interquell Petfood product portfolio. We strive to make the impact of our premium pet food production as positive as possible and our common goal is to source at least 70 % of raw materials from the local area (up to 700 km) by 2030 and to maintain this rate. The **'Product footprint & life cycle'** project is led by Andreas Müller (Sustainability Office) and Lucia Rettenbeck (Head of Quality Assurance & Product Development). The team uses basic data from the recipes and the partnership network with our suppliers.

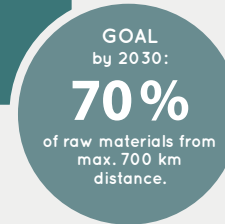
We have been measuring the environmental footprint of our most important pet food products in accordance with EU regulations since 2022. We record the success of our sub-project using the **'Product environmental footprint category rules'** score (PEFCR), which shows us the various environmental impacts of each product. The measured value 'µPt' refers to the overall ecological impact and includes over 15 environmental indicators. Our aim is to create a sound basis for decision-making when creating recipes, to present the ecological impact of various products transparently in a life cycle analysis (LCA) and then to optimise them according to sustainability criteria.

The **'Purchasing guidelines & sustainable raw material procurement'** project is being supervised by Lucia Rettenbeck (Head of Quality Assurance & Product Development), Monika Müller (Quality Management) and Margeaux Kaltenbach (Purchasing). As part of this project, we have analysed the supply routes of the raw materials we use and will from now on constantly monitor the five most important raw materials in terms of quantity and supply routes. We also have a strategic purchasing code for our suppliers in accordance with the criteria of the Supply Chain Act, so that we can create a standardised basis for improvement with our partners.



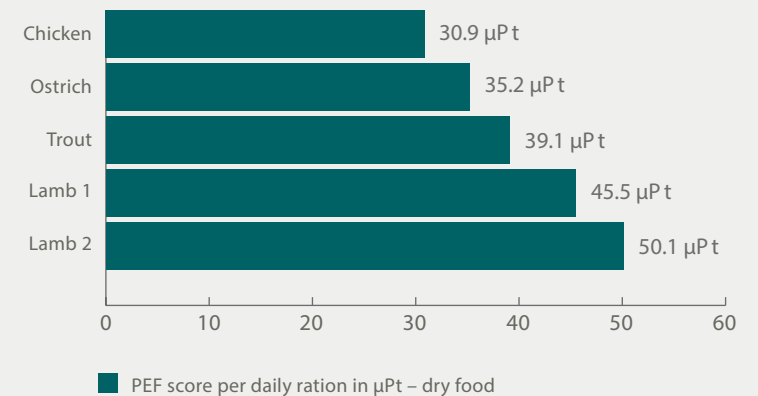
Projects

1. Footprint analysis & life cycle
2. Purchasing guidelines & sustainable raw material procurement



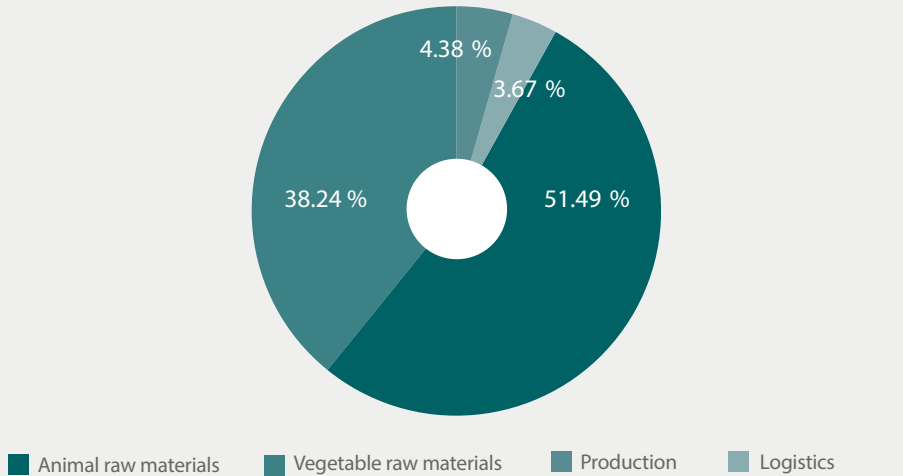
Key performance indicators

IQ KPI – PEF score of an average daily ration – comparison of different dry food varieties.



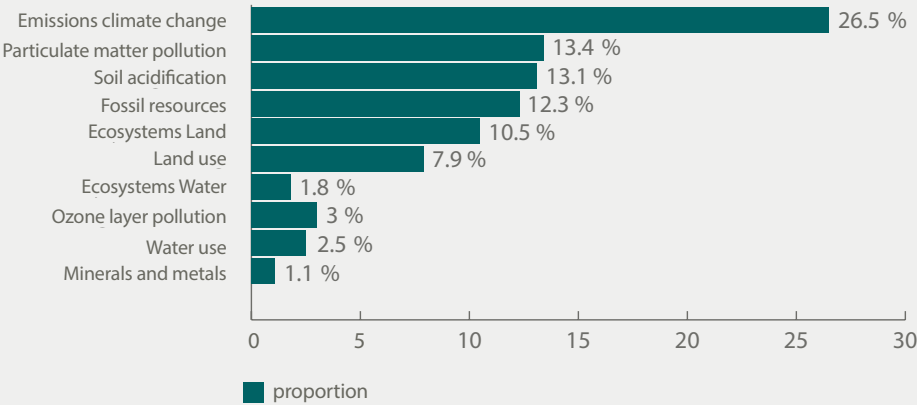
PEF score of an average daily ration

IQ KPI – Ecological impact of an average daily ration (Goood free-range chicken dry feed) along the entire value chain.



Share of the supply chain sections in the ecological impact of an average daily ration

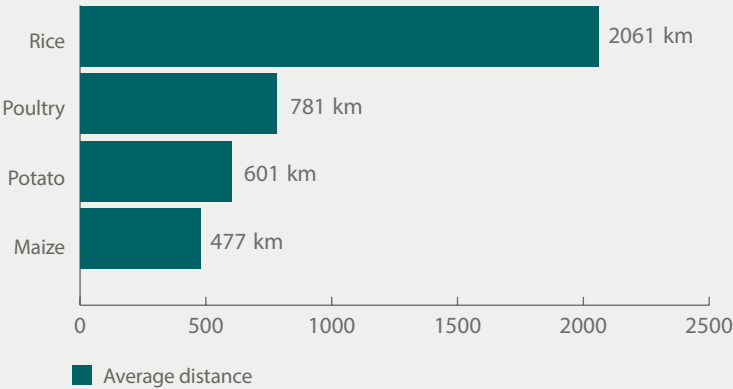
IQ KPI – Proportion of the main environmental impacts of an average daily ration (Goood free-range chicken dry feed) along the entire value chain.



Definition and proportion of the main environmental impacts of an average daily ration



IQ KPI – Average distance of the manufacturing plants of the four most important raw materials.



Average distance of the manufacturing plants of the five most important raw materials

The most important milestones



... since 2018

The first criteria for the Good brand (e.g. **at least 70 % regional raw materials**) have already been defined – we apply them, record them in writing and develop them further.



... 2018/2019

Analysis of the CO₂ values of the entire Good range and comparison of the 'PEF score' of all products in the sustainable range Good.



... 2021

Products from all our brands and different price categories were **analysed and compared** in their entirety using the PEF calculator.

... 2022

In-depth analyses of the **ecological impact** of specific raw material data (insects, rice, etc.) were conducted together with the organisation.

... 2022

Preparation of a holistic evaluation of various product categories and ecological impacts over the **entire product** life cycle.

... 2022

Overview of the **most important 5 raw materials categorised** according to supply routes, suppliers and quantity as a basis for decision-making.



... 2022/2023

Expansion of **supplier self-disclosure** to include a Code of Conduct and introduction of supplier and risk management that complies with supply chain legislation.



PLANNED PROJECTS & FURTHER OBJECTIVES: Strengthening regionality by expanding regional supply contacts, creating regional demand; analysing animal and plant components in terms of sustainability and pet health.

Sustainable production and resource efficiency

When developing and producing our healthy pet food, it is a matter of course for us to treat our environment responsibly. By using modern and digitalised systems, we save valuable energy and resources and ensure that our environmental impact remains as low as possible. Our goal is to save 20% steam, compressed air, gas and water per tonne of pet food produced by 2030 (compared to 2019).

In terms of electricity, we will primarily focus on in-house production from renewable sources. The project is anchored in production and energy management at Alfred Gebert and Sebastian Goebel (both Technology) and is based on ISO 50001 certification. It focuses on the consumption of gas, water, steam and compressed air.

We also aim to make all production lines measurable in terms of energy consumption and efficiency and to continuously optimise them.

By integrating measuring equipment and creating baseline data, we can better measure savings and consistently realise our savings targets. To do this, we record the current consumption of all our production lines in production and compare this with internal and external data. With the involvement of the external energy consultancy ETA and checks by the division managers, we evaluate all available data on a monthly basis.

* Consumption unfortunately increased in 2023 and 2024 due to construction and hygiene measures at our facilities. Nevertheless, we are sticking to our goal of continuously reducing our consumption in the future



Projects

3. Digitalization of production & efficiency measures

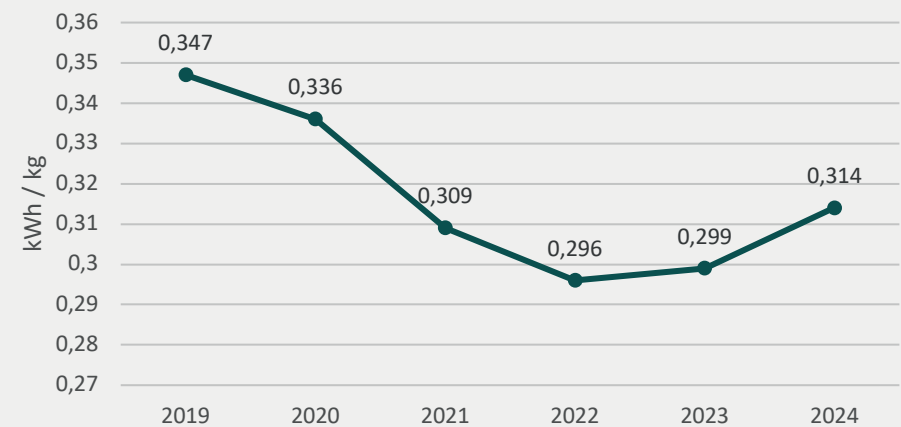
GOAL
by 2030:

20%

less energy, water,
and resource
consumption per
ton of feed.

Key performance indicators

IQ KPI – Consumption of gas and heat in kWh per tonne of pet food produced

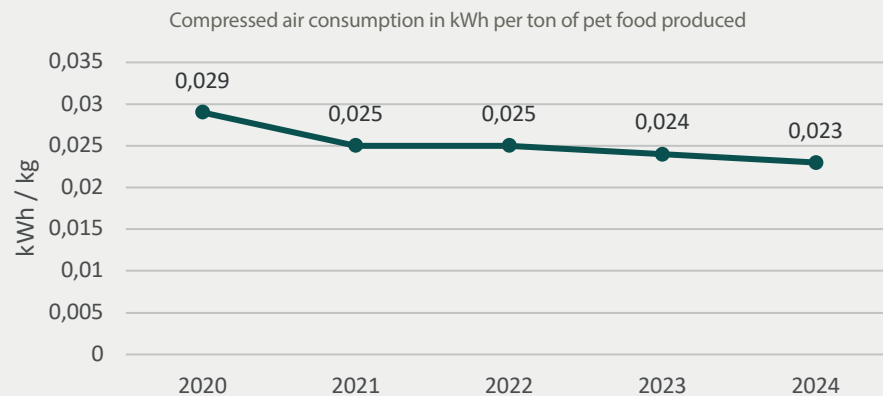


Consumption of gas and heat in kWh per tonne of pet food produced



IQ Petfood extruder line 5

IQ KPI – Compressed air consumption in kWh per ton of pet food produced



Compressed air consumption in kWh per ton of pet food produced

The most important milestones

... 2019–2023

High efficiency improvement of up to 18 % on the largest extruder line.

... im Jahr 2023

Installation of new measuring equipment on extruder lines 3 + 4.



... 2023

Softening of cooling water and reuse in various processes on several production lines.

... many years

Continuous cleaning of the heat exchangers to maintain their efficiency.



PLANNED PROJECTS & FURTHER OBJECTIVES: Evaluation of process optimisations; energy-efficient restructuring of operations; definition and elimination of weak points; ongoing optimisation of production processes and examination of whether they are transferable to the Bobingen plant.

Renewable energies & climate protection

We endeavour to make our production and office locations as environmentally friendly as possible. We therefore supply our Bobingen and Wehringen sites with a growing proportion of renewable energy, some of which we generate ourselves. In addition to this site-specific approach, we use internal and external measures to ensure that we continue to effectively reduce our CO₂ emissions and have been measuring them annually in a carbon footprint since 2021. We are also offsetting some of the CO₂ emissions generated at both sites with the help of additional compensation measures.

We carefully consider all the effects of our energy consumption and develop solutions that reduce or positively change our energy consumption – whether by choosing more environmentally friendly energy sources or expanding our own renewable sources. We are focussing on this goal by gradually increasing our own production of renewable energy at the Wehringen site. By 2030, we want to achieve a share of at least 30% of electricity from our own renewable energy sources.



This project is led by internal energy, electricity and CO₂ management under Sebastian Goebel (Technology) and focusses on the areas of renewable energies, green electricity and climate protection. The ISO 50001 certifications for energy management were introduced in 2014 as well as annual auditing and implementation of the defined measures. We find the best possible solutions for this highly topical and complex issue with the help of external expertise:

We implement all topics relating to energy and electricity with 'eta Energieberatung GmbH', which has significantly improved the environmental balance by switching to green electricity at the Wehringen site and building a solar park with a capacity of 1,000 kWp. In the future, a further solar field is to follow in order to further increase the proportion of self-generated renewable energy.



Projects

4. Renewable energies & green electricity

5. Climate balance & climate protection measures

GOAL
by 2030 at least:

30%

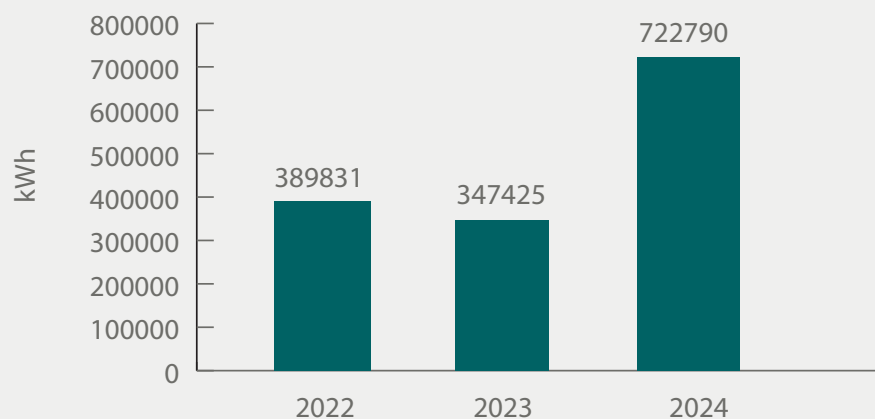
electricity from
own renewable
energies.



IQ Petfood office and production Wehringen

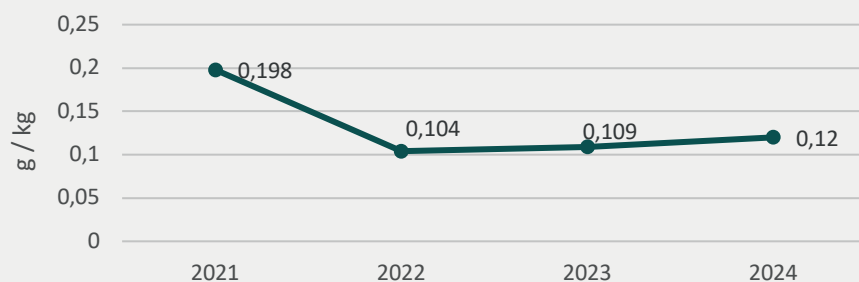
Key performance indicators

IQ KPI – In-house production of renewable electricity incl. feed-in in kWh



In-house production of regular electricity incl. feed-in

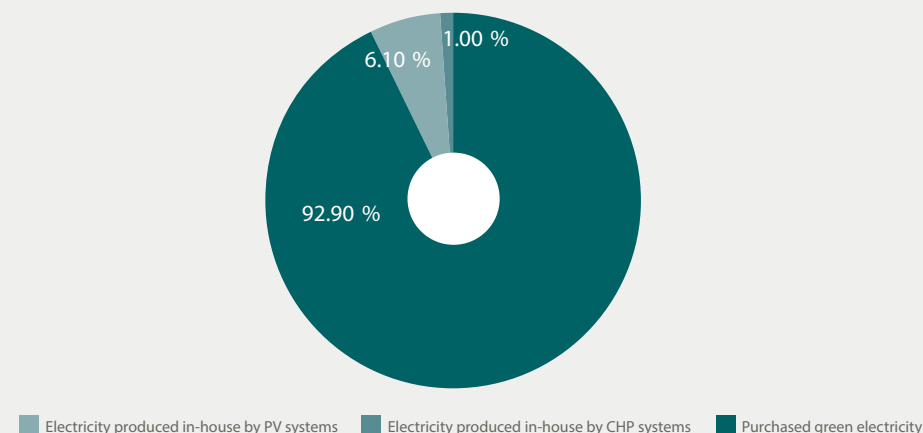
IQ KPI – CCF carbon footprint - CO₂ equivalent in g per kilogramme of pet food produced in Scope 1, 2 and 3



CCF carbon footprint

* The carbon footprint per kg of pet food increased slightly in 2024, as we had a lower production volume overall and therefore less carbon footprint efficiency.

IQ KPI – Composition of Interquell's electricity mix at the Wehringen site, in-house production and external procurement in 2024



Composition of the electricity mix in Wehringen

* As the solar park was only connected to the grid at the end of June 2024, we produced 6.1% electricity for the year as a whole, based on our total consumption in 2024.

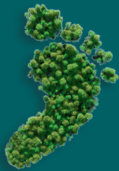
	2023	2024
Energy	7336,6	6574,8
Heating & cooling	6343,2	5387,39
Electricity	993,4	1114,31
Own energy production	–	73,1
Mobility & transport	430,2	527,03
Fuel consumption of company vehicles	216,8	263,69
Business transactions	47,1	24,81
Commuter traffic	166,3	238,52
Materials & services	127,6	94,1
Office supplies & printed matter	102,2	71,99
IT equipment	17,1	12,46
Catering & beverages	7,7	9,36
Digital working	0,6	0,29
Water	1,4	1,92
Tap water consumption of employees	0,6	0,85
Waste water consumption of employees	0,8	1,08
Waste & recycling	95,6	119,42
Company waste	93,7	117,23
Recycling	1,9	2,19
Total	7991,4	7317,27

Carbon footprint: total emissions in 2023 and 2024 in tonnes

The most important milestones

... since 2018

CO₂ measurement and compensation of the **product carbon footprint** of the Good dog food line 100% via **NATURE OFFICE**.



... since 2019

Preparation of the **carbon footprint** of the Wehringen and Bobingen sites and analysis of optimization options with **myclimate**.



... since Jahren

Supporting certified CO₂ **compensation** projects for several years with **PLANT FOR THE PLANET**.



... since 2021

100 % purchase of green electricity at the Wehringen site. Complete implementation of the defined project.



... many years

CO₂ measurement and **compensation** of the online shop shipping of all Interquell brands **100 % via shipping provider**.



... 2024

Construction and commissioning of our **new solar park** next to the company.



... since summer 2024

we produce approx. **13 % renewable electricity** based on our consumption.

... many years

Offsetting part of the CO₂ emissions generated for the Wehringen and Bobingen sites via **myclimate**.



PLANNED PROJECTS & FURTHER OBJECTIVES: Expanding our own electricity generation with the help of another solar park in the immediate vicinity of the company, direct procurement of sustainable electricity from wind power, integrating a second supply circuit as an alternative to gas and heating oil, establishing a climate-friendly value chain, finding solutions for CO₂-neutral heat generation, drawing up a detailed energy transformation plan for the sustainable orientation of our energy policy for the coming years.

Sustainable packaging & circular economy

To protect nature and the environment, our aim is to reduce packaging and packaging materials and take the principles of the circular economy into account. We achieve this, for example, by using more environmentally friendly materials or reducing material thickness so that the ecological impact is minimised while maintaining the same product quality.

We also record, optimise and reduce all residual material flows, thereby improving our overall environmental footprint and aim to achieve a joint target of a 30% reduction by 2030. We also want to make at least 60% of our packaging recyclable, reusable or ecologically recyclable by 2028. Our long-term goal is to optimise at least 80% of our packaging in this way by 2030.

The 'Circular Economy & Sustainable Packaging' project is managed centrally by the project team consisting of Yannick Thielen (Head of Production in Bobingen), Patrick Griebel (Technical QM) and Lucia Rettenbeck (Head of Quality Assurance & Product Development), but directly involves all departments and employees in the company. Our aim is to focus on the topics of 'sustainable packaging materials & circular economy thinking' and to actively tackle them together with all employees.

Our QA & QM department, the Purchasing department, production, warehouse and waste management and our packaging guidelines form the organisational framework for the project and its subject areas, and we have achieved initial milestones, such as a waste separation system in break rooms and touchless hygiene dispensers. An overview of our waste streams enables us to optimise prioritised waste in a targeted manner.



Projects

6. Sustainable packaging materials

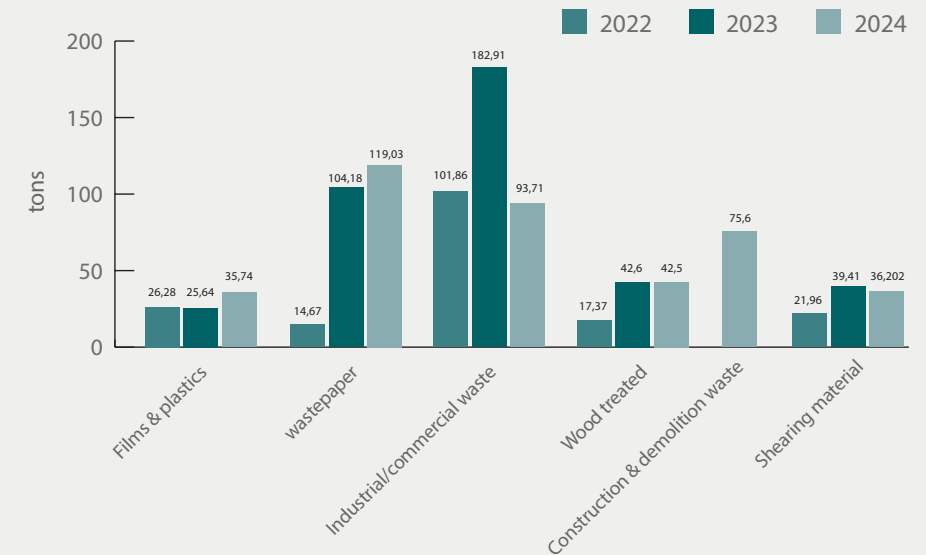
7. Optimization of waste and residual material flows

GOAL
by 2030 at least:
30 %
Less operational waste
per feed.

GOAL
by 2030 at least:
80 %
of packaging is
recyclable or
reusable.

Key performance indicators

IQ KPI – Amount of waste streams of the most important categories



Amount of residual material streams of the most important categories tonnes

* The quantities of residual materials show certain fluctuations due to external service provider data and modernisation work within the company.

The most important milestones

... 2010 and 2018

Cardboard packaging and paper shreds used for parcel shipping are **100% FSC certified**.
Partial use of **recyclable packaging materials** for bags/foils.



... in 2020

Testing of **monomaterial** and control of barrier layers in export.

... since 2022

Switch to **thinner packaging material** for snacks, following joint trials with manufacturers.



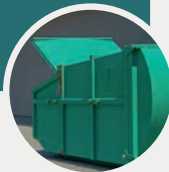
... for years

We dispose of incoming and outgoing products in organic waste and recycle a large proportion of the organic waste (over 90 %) in a **biogas plant**.



... for years

Extensive waste separation: Containers available in Bobingen and Wehringen for general plastics (including coloured foil), organic waste (especially start-up and take-away products), wood, metal and residual waste.



... 2023

The packaging (bags and film) of our largest own-brand customer has been converted to **recyclable material (mono-material)**.

... 2024

Toilet paper and towel rolls are rolled up in **recyclable plastic**, which is collected after use and returned for recycling.



PLANNED PROJECTS & FURTHER OBJECTIVES: Optimisation of our packaging materials; improved data collection, reduction of plastic outer packaging and further reduction of cardboard packaging throughout the company; optimised waste separation in the office, definition of sustainability factors for small packaging, digital evaluation of shrink bags via production orders.

03 SOCIAL



Corporate culture & satisfied employees

In our company, people take centre stage. We create an environment and corporate culture in which all employees and partners feel welcome and valued. Our motto: Working time is life time. Work should be meaningful, which is why our goal is to promote healthy and satisfied employees who can fully realise their potential. Together, we are shaping a culture of respect, appreciation and openness, and a key milestone in the further development of our corporate culture is the definition of 'how we treat each other'.

In 2023/2024, we successfully pursued the goal of creating a common set of values with guiding principles on corporate culture and a vision for the future of Interquell GmbH that the majority of our employees can identify with. In two workshops that brought together employees from all departments and subsequent interactive discussions via MS teams, uniformly formulated guidelines and principles were created, which resulted in a common 'canon of values' in 2024.

We take into account the individual needs of all those involved and recognise the diversity of the people in our corporate network, which is why we promote equal rights and fair, respectful treatment of one another. We want to further develop our employee programmes, safety and health measures and expand digitalisation and training. Various measures to digitalise the working environment, communication, workflows and processes are being implemented step by step to create a modern workplace. In 2025, we plan to implement an intranet in Microsoft and improve the use of Microsoft 365 apps.

Projects

8. Equality and appreciation in the company

9. Digitalisation, communication & further training

GOAL
by 2030:
35 %
Reduction in the lead time of work processes, strengthening of teamwork.



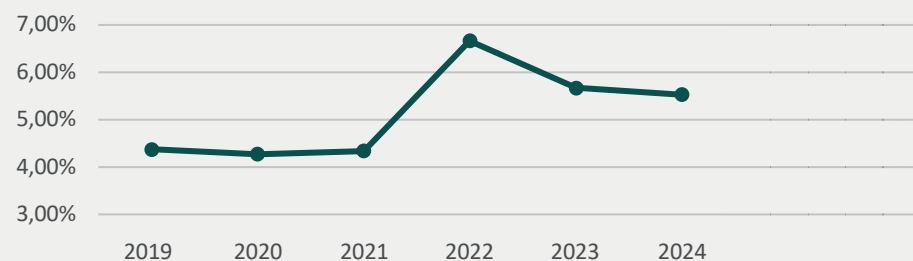
In addition, an online training portal focussing on employee training has been set up. Occupational safety is a high priority at Interquell: safety officers regularly inspect operations, accompany audits and identify risks at an early stage. Annual training courses organised by Arbeitsschutz aktuell GmbH ensure and continuously improve the standard, and these projects are managed by cross-departmental cooperation between Andreas Müller, Melanie Lischka (both from the Sustainability department), the secretariat, the IT and HR departments and actively incorporated into the respective departments.

Structure of the workforce by fixed term	2024	2023	2022	2021	2020	2019
Permanent employment contracts, women	117	112	108	106	106	97
Permanent employment contracts, men	182	177	173	161	139	140
Fixed-term employment contracts, women	14	10	12	11	14	21
Fixed-term employment contracts, men	20	28	30	33	41	23
Total	333	327	323	311	300	281

Structure of the workforce by type of employment contract

Key performance indicators

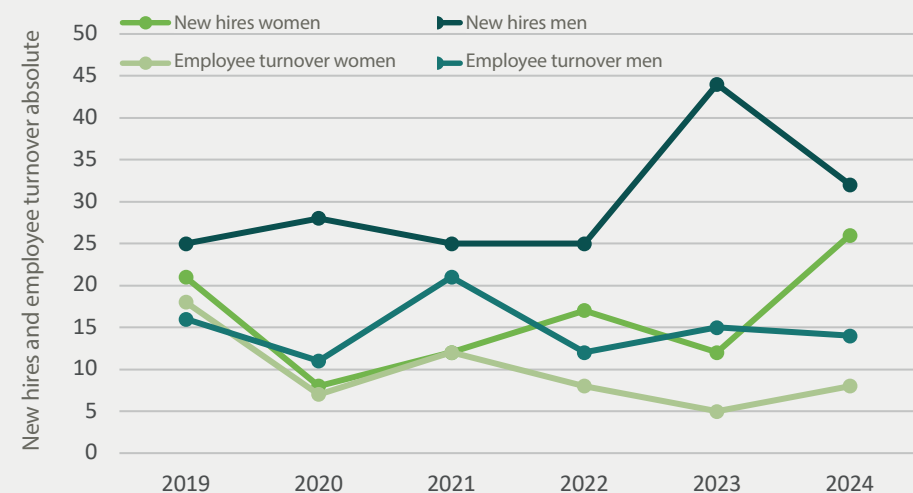
IQ KPI – Percentage of absenteeism in relation to total performance



Percentage of absenteeism in relation to total performance

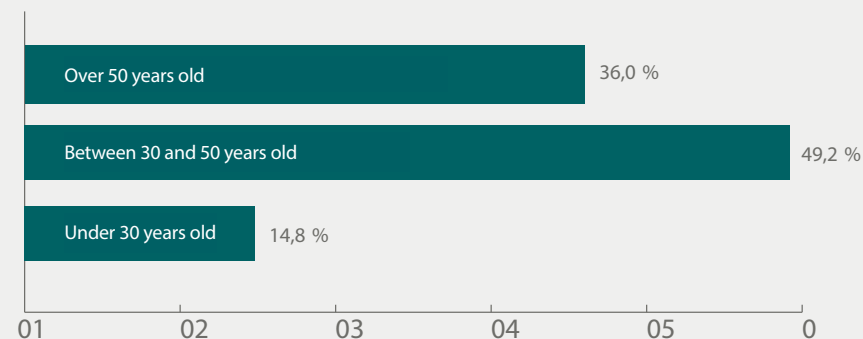
* Absenteeism peaked after the coronavirus pandemic.

IQ KPI – Number of new hires and employee turnover



Number of new hires and employee turnover

IQ KPI – Age distribution in the company



Age structure of employees in 2024

	2024	2023	2022	2021	2020	2019
Employee training on occupational health and safety, in hours per year per employee	1	1	1	1	0,75	0,75
Average number of hours for all education and training, in hours per year and employee, including training on occupational health and safety	13	13,5	13	12	12	11,5

Average hours of occupational health and safety training and education and training programmes

The most important milestones

... 2020

Brand document & exhibition:
Vision & values
of the company.



... 2020

Establishment of a personal
support & IT service centre
in the head office (mail & hotline).



... End of 2022

Introduction of an **Interquell**
training portal and planning of
an **intranet for information**
and training.



... 2024

Code of conduct
for employees,
canon of **values**
with guidelines
and principles
for treating each
other.



... Mid-2024

Improve communication
structures by introducing
regular **information**
meetings for all
employees.



... End of 2024

Introduction of **Microsoft**
Modern Workplace together
with the agency Addhucate
in several workshops with
internal key users.

... End of 2024

Fundamental integration of
Microsoft ModernWorkplace
and **optimisation of the**
M365 infrastructure.



PLANNED PROJECTS & FURTHER OBJECTIVES: Optimisation of our communication structures, team-building events, survey on employee satisfaction, work/life balance at Interquell, family-friendly company, expansion of health programmes, promoting knowledge transfer via the company academy (older generation to younger generation), making suitable work equipment available to all age groups in the company; creating suitable documentation templates for employee initiatives, designing a better safety strategy in the warehouse and production, intercultural management, enforcing a uniform, gender-equitable and respectful language in the company and in everyday interactions with each other.

Sustainable vehicle fleet & employee mobility

Climate-friendly and sustainable mobility is a clear goal for us. This is why we are making our employees' mobility more environmentally friendly in future and reorganising our vehicle fleet over the next few years. In concrete terms, this means: less travel – but more digital conferences; fewer flights and hire car kilometres, more rail travel.

An internal fleet management system has been set up, into which further internal data will be integrated on an ongoing basis. The aim is to create a sound and reliable database in order to derive targeted measures for the vehicle fleet.

We promote the motivation of our employees for sustainable mobility by leasing and supporting the purchase of e-bikes and e-cars and offering the opportunity to charge vehicles at the charging stations on the company premises at favourable conditions during working hours.

CO₂ limits of max. 120 g/km (WLTP) will apply to new vehicles from 2024; electric vehicles are preferred. In addition, a dedicated HVO diesel filling station has been put into operation at the Bobingen site.

The 'Vehicle fleet of the future' and 'Sustainable mobility' projects are key components of our current sustainability efforts at Interquell. They strengthen our employees' identification with and commitment to sustainability and are organised by the management.

The projects are supervised by Nicole Reuter-Lipp (secretariat) and Melanie Lischka (sustainability staff unit), who are also involved in Interquell's energy management and carbon offset management.



Projects

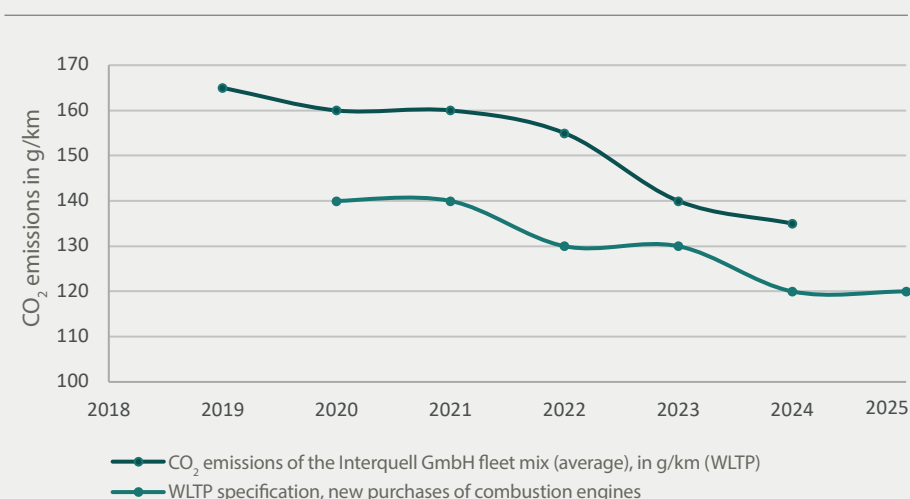
10. Vehicle fleet of the future

11. Sustainable mobility

GOAL
by 2030:
Establish
climate-friendly and
sustainable
mobility.

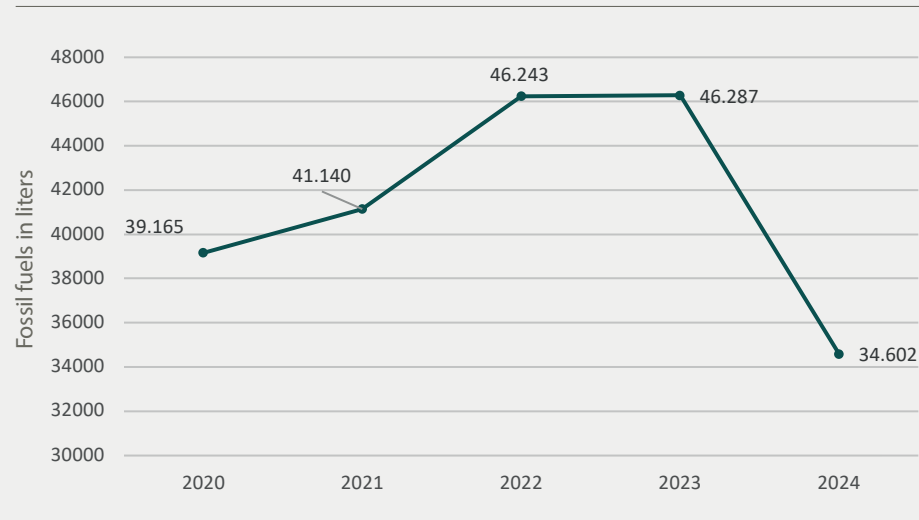
Key performance indicators

IQ KPI – Actual WLTP value and target for new purchases

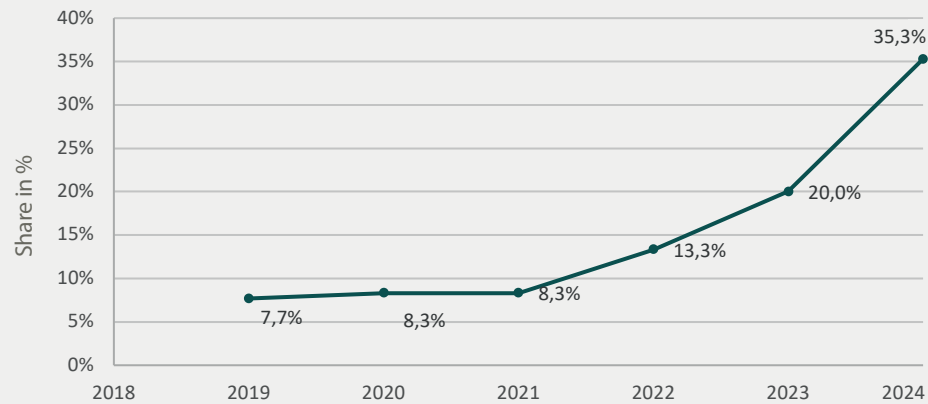


03 SOCIAL

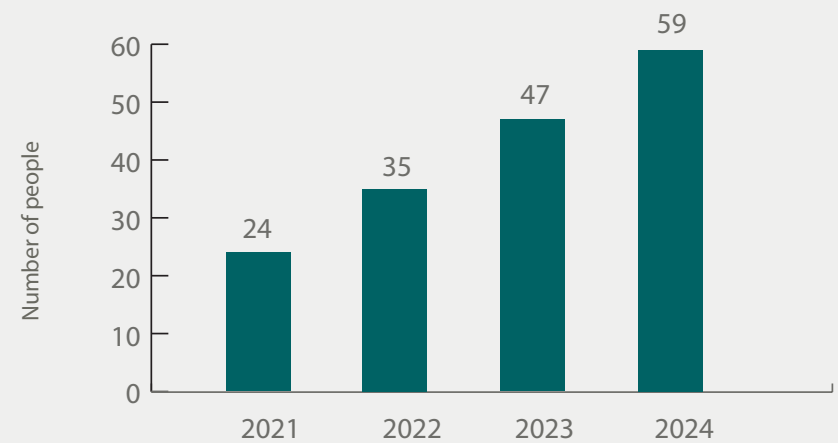
IQ KPI – Total annual consumption of fossil-based fuels by the fleet (litres of diesel + petrol/year)



IQ KPI – Share of e-cars in total fleet



IQ KPI – Employees who use an e-bike from the leasing programme



The most important milestones



... 2023

Rail kilometres increased from 4,000 km (2019) to 31,000 km. In 2024, rail use was slightly lower than in 2023 due to fewer business trips, but it was twice as many as in 2019.



... 2023/2024

Maximum emissions of 130/120 g/km for new cars, with a **focus on e-cars**. 2024 over a third of vehicles were e-cars.



... 2024

CO₂-emissions of the vehicle fleet **reduced** by 18.2 % compared to 2019.

... 2024

Fossil fuel consumption of the fleet reduced by 25 % due to **more e-vehicles and HVO diesel**.

... 2024

Electric vehicle kilometres increased almost tenfold since 2019.



... 2024

Construction of an **HVO diesel filling station** in Bobingen for the **truck fleet**, which is refuelled with low-emission **AVIA NEXTDIESEL HVO100**.



... 2024

Rental car kilometres were reduced by a **fifth** compared to 2019.

... 2024

104 employees use **bike leasing**, including the bikes they took over after leasing, which we have been offering since 2021. This corresponds to 31 % of the workforce. Bike use promotes health and reduces CO₂ emissions.



PLANNED PROJECTS & FURTHER OBJECTIVES: Reduction of fossil fuel consumption in employee mobility on journeys to work, fuel-saving training and energy-saving driving training as well as training and tools for optimised route planning for employees, survey of employees on mobility and deductions for the sensible promotion of local transport (e.g. Bobingen-Wehringen shuttle bus).

04 GOVERNANCE



Governance & partnerships

For us, governance means responsible, transparent and compliant corporate management. It creates trust – both internally and externally – and forms the foundation for sustainable corporate development with integrity. We rely on clear responsibilities, reliable compliance management, regular reviews of internal guidelines and conformity with international standards. With projects such as 'Guidelines & code of conduct', we are actively working on a company-wide set of rules that includes IT, compliance and travel expense guidelines as well as two existing codes of conduct for employees and suppliers. A third, expanded code of conduct is being planned. In addition, an internal whistleblower system and a supplier management system that complies with supply chain legislation and is based on systematic risk analysis have been introduced, and a structured crisis management system is currently being set up in the QA/QM/PE department.

Governance is not an end in itself, but a binding framework for corporate responsibility. The focus is on corporate ethics, transparency, accountability and operational appropriateness. In a medium-sized company like IQ Petfood, we pursue a pragmatic approach that combines continuous improvement with the real framework conditions.

Our governance structure also actively involves stakeholders. As part of the 'Partnerships & Social Commitment' project, we maintain an international partner network, build and maintain long-term partnerships, based on our updated partnership register, and our long-standing social commitment – for example through fundraising campaigns in favour of SOS Children's Villages – is an integral part of our responsibility. Internal events such as the cross-location barbecue or networking events at Interzoo also strengthen team spirit and cooperation. By focussing on long-term cooperation and partnerships, we are creating a sustainable corporate network that offers added value for everyone involved. To support this development, we promote the involvement of all stakeholders in decision-making processes. Responsibility for governance lies with the Management Board in close coordination with the management team, specialist departments and the sustainability team.



Projects

12. Guidelines & code of conduct

13. Partnerships & social commitment

GOAL
by 2030:

Creation of a clear
community vision for
a future worth
living.

GOAL
by 2030:

Company performance-
related remuneration
& focus on employee
development.



Fundraising campaigns for SOS Children's Villages.

Photos: © SOS-Kinderdorf e.V.

The most important milestones

... since 2002

Long-term partnerships with institutions such as the Augsburg ice hockey club, guide dog school for the blind, dog sports, IVH, SOS Children's Village, animal shelters, animal charities, VDH, Augsburg Zoo and breeding associations.



... since 2021

Social commitment with trustworthy partners, including K9 search dogs, animal welfare organisations in Germany, rabies vaccination campaigns by **Tierärzte ohne Grenzen** and climate protection projects by **myclimate** and **natureOffice**.



... 2023/2024

Participation in **Interzoo** and **Zoomark**, the world's largest trade fairs for the pet trade, and organisation of the **Interquell Petfood evening** for international partners.



... 2023

Completion of the SOS Children's Village project '**Building a primary school in Rutana/Burundi**' with a project sum of over 2 million euros and support for new projects such as 'Education for a better future in Africa'.



... 2023

Introduction of the **code of conduct** for suppliers and risk management.



... 2023

Introduction and company-wide communication of the **whistle-blower protection system**.

... 2023/2024

Introduction of comprehensive and documented **crisis management**.



... 2023/2024

Standardisation, further development and training of **existing guidelines** in the company.



PLANNED PROJECTS & FURTHER OBJECTIVES: Introduction of a Code of Conduct Governance, compliance management, communication of guidelines and increased acceptance, conformity with international standards, certification management.

Health & welfare of domestic, farm and wild animals

We love animals. We respect nature. That's why we want to give every pet a long, healthy and happy life and guarantee species-appropriate, natural nutrition in premium brand quality. We make sure that our products and brands have the smallest possible ecological footprint and endeavour to source raw materials from livestock raised as regionally and species-appropriately as possible. We are also committed to active animal and species protection and warmly welcome employee dogs in the office. We are currently focussing on several projects relating to the protection of domestic, farm and wild animals. Together, we want to increase the proportion of our branded products with an ecological focus (veggie, organic, free-range, insects, in vitro, etc.) to 30% by 2030, concentrating on the effects that directly and immediately influence the health and welfare of pets and the species-appropriate husbandry of farm animals.

We promote animal welfare measures for farm and wild animals in those areas where our company and our partnership network can have an impact.

In order to positively influence the topics of 'Health & Welfare of Pets, Farm Animals & Wildlife' in the future through various projects, we work together across departments within the company. All projects in this area are managed centrally by Thorsten Stoyke and Armin Menzel (both from the Marketing department) and Angelika Müller (Service department). Our quality management and in-house laboratory carry out quality controls, the service team analyses complaints and our marketing department works with the development department to develop sustainable products. In order to promote animal welfare in all its facets, we focus on important topics relating to pet health. We develop new products with alternative protein sources, expand regional supplier networks, support innovative species and animal welfare projects and promote the keeping of office dogs locally.

We have been able to demonstrate small but continuous successes in recent years with the projects 'Sustainable protein sources', 'Animal and species protection initiatives' and 'Colleague office dog'. We are also preparing further projects for the future. Following an improvement in 2029, the number of complaints per 100 tonnes of pet food has remained constant at a low level in recent years.

Projects

14. Sustainable protein & carbohydrate sources

15. Species & animal protection initiatives

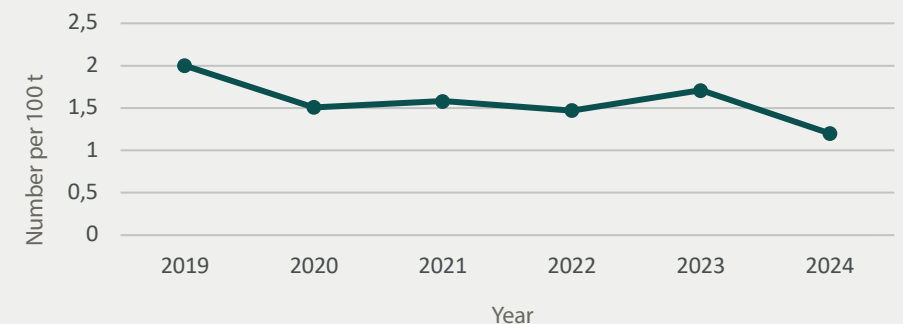
16. Promoting office dogs

GOAL
by 2030 at least:
30 %
of the brand products
have an ecological
focus.



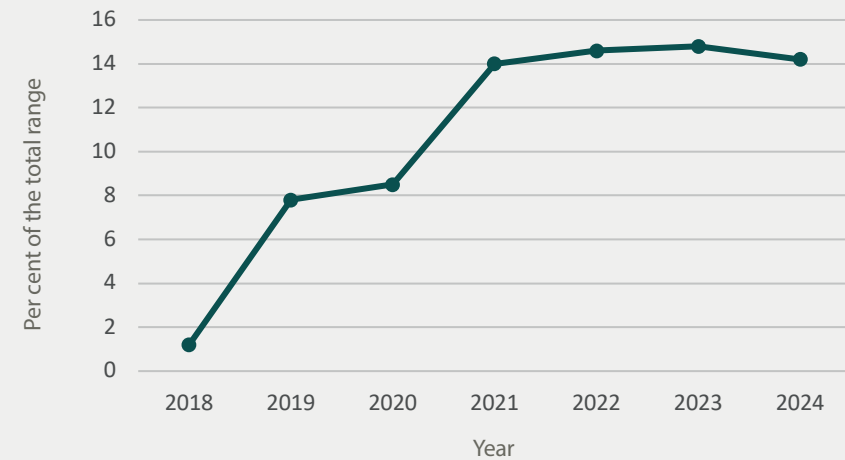
Key performance indicators

IQ KPI – Customer health and safety (here: related to pets; measured by the number of complaints per year / 100 t of food sold)



Pet health and safety

IQ KPI – Share of products with alternative protein sources (APT) in the total product portfolio (GPP) of all Interquell Petfood brands (number of APT products / Interquell GPP)



Share of products with alternative protein and carbohydrate sources

* By the end of 2022, the share had risen to over 14% and remained stable in 2023/2024. Despite new organic products, the Goood dry food range was streamlined for reasons of efficiency; the mini range was integrated into the main range – without any loss of variety, but with savings in energy, production and packaging.

Goood

Our sustainable premium brand Goood was the first German pet food brand to be honoured with the ETHICAL AWARD, SCORING 100 POINTS

The independent institute checks in the areas of:
ANIMAL WELFARE, ENVIRONMENTAL PROTECTION, AND SOCIAL COMMITMENT.

GOOD™
SHOPPING
GUIDE
ETHICAL



The most important milestones



... since 2018

Training of professional conservation dogs who, together with rangers, look after the last remaining rhinos in collaboration with 'Save the Rhino'.



... 2020

Launch of the **first vegetarian all-in-one food** (Happy Dog India) in the Interquell brand portfolio.



... since 2021

Support for **flowering meadows** to promote the habitat of insects and biodiversity in the region.



... 2022

Planting of over 105,000 trees with '**Billion Tree Campaign & Eden Reforestation Projects**' to give animals back their habitat.

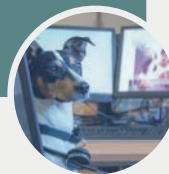
... 2022

Launch of the **first insect food** (Goood brand) in the Interquell brand portfolio.



... 2023

The first internal **office dog brochure** including everyday office tips was created and will be distributed in the course of 2023 and supported by various measures.



... 2023 & 2024

The Goood brand is the first German brand to receive **100 points** from both independent **certifications of the Ethical Company organisation** and also the **eco-label** for the new veggie variety.



... 2024

At the Interquell Petfood site in Wehringen, **28 office dogs** will already be a permanent part of the office team by the end of 2024 and enjoy a high level of acceptance there.



PLANNED PROJECTS & FURTHER OBJECTIVES: Accurately record the amount of pet food donated to animal shelters, pet food banks or charitable organisations worldwide, educate people about appropriate pet ownership, promote animal nutrition advice, cooperate to promote the welfare of farm animals.

Outlook

In the coming years, we will systematically expand the project group and develop new areas, while intensively pursuing existing initiatives and successively expanding their scope. In doing so, we are proactively preparing for future EU regulations, implementing industry-leading sustainability standards and ensuring consistently transparent reporting. The key building blocks for our success are a holistic understanding, the personnel capacity and the motivation of each individual – which is why we rely on open communication and the close involvement of all stakeholders in order to create the best possible framework conditions for project implementation. Our aim is to establish IQ Petfood as a pioneer in the field of sustainable pet food. As there is no magic formula for sustainable change, we subject all measures to continuous evaluation and adapt them flexibly to new requirements.

At the same time, we maintain our holistic approach by continuously reviewing topics that currently have a low priority and focussing on them where necessary. Our dual materiality analysis and established ESG methodology form the basis for a gradual alignment with the upcoming CSRD requirements. We see sustainability as a dynamic process that we want to develop year on year and firmly anchor in our corporate culture.

***This self-image is reflected in the mission statement of our family business:
„WE CARE“. We take responsibility***

for our **EMPLOYEES.**
for our **CUSTOMERS.**
for our **PARTNERS.**
for our **PETS.**
for our **PLANET.**
for future **GENERATIONS.**

ANDREAS MÜLLER,
Project Manager of the IQ Sustainability Initiative