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ABOUT THIS REPORT

The Biesterfeld Group publishes a separate, annual Group report without a financial focus. This report is based on a self-imposed commitment and is intended to outline our company's responsible operations and efforts on a global level for 2023.

The Biesterfeld Group includes all direct and indirect stakeholders and publishes all sustainability data and figures in full and with full transparency in the presentation of this sustainability report.

To ensure that data and analyses can be compared with previous years, the Communication on Progress in this report relates to the United Nations Global Compact (UNGC). The report is written with reference to the internationally recognised GRI Standards. The emission factors identified and presented in this report are derived from the GEMIS database (Global Emission Model for Integrated Systems) compiled by the German Environment Agency in partnership with the Öko-Institut. The Öko-Institut is one of Europe's leading independent research and consultancy institutions working for a sustainable future.

In our report on the Biesterfeld Group this year, we describe our current sustainability management and report on the further development of our operative and strategic measures to improve our sustainability balance. We also list all of the Group's global locations. We are in the process of expanding the collection of various sustainability indicators to make it global. For the first time, scope 1 and scope 2 emissions have been calculated on a global basis and are now presented in this sustainability report.

All references to customers, suppliers and partners relate to the company in question rather than individuals.

DEAR READER,



The challenging year of 2023 is now behind us. During this year the after-effects of the COVID-19 pandemic were still being felt, while the global economy experienced the effects of inflation and the war in Ukraine. High energy and raw material prices, combined with weaker demand in the chemical industry, made for a particularly difficult year. We were not exempt from these trends, but in spite of everything we were able to further advance our sustainability agenda and ended the year in a good position.

Following two years in which we achieved exceptionally positive results, in 2023 we, like many companies, experienced some downturns. Overall, however, we have managed to continue the positive growth path of previous years. In the process of internationalisation, for example, we have made further progress by working shoulder to shoulder with our suppliers and in close dialogue with our customers. Once more, sustainability was an important aspect of this process this year. As well as steadily increasing the number of sustainable products in our portfolio, we

have invested in the further expansion of our consulting expertise in sustainability and regulatory affairs. Our sustainability team has grown and is being further professionalised. Like our business, our commitment to sustainability is becoming ever more global.

For the first time, this report shows our scope 1 and scope 2 emissions for the whole of the Biesterfeld Group. Scope 3 emissions, which are produced in our upstream and downstream

value chain – for example through transport and distribution – cannot yet be reported across the Group as a whole, but we are in the process of preparing this data for the next report.

As a member of the UN Global Compact, we are also committed to the Sustainable Development Goals (SDGs). In particular, we have defined SDG 13, climate action; SDG 12, responsible consumption and production; and SDG 8, decent work and economic growth, as the key guidelines for us and our business:

- We aim to reduce emissions in our supply chain, e.g. by using renewable energy and more environmentally friendly methods of transport.
- We aim to continuously add new sustainable and innovative products to our portfolio and to provide our customers with comprehensive advice on applications and regulatory requirements to promote a low-impact circular economy.
- As a family business, we continue to focus on our employees as the foundation of our success and we aim to support and encourage them.

In this, our tenth sustainability report, you will find a variety of projects and initiatives that show how we put this into practice in 2023. As a 100% family-owned business, we at Biesterfeld have always thought in terms of generations, making long-term thinking and sustainability part of our DNA. As an increasingly global concern, we see long-term profitable growth and sustainability as two sides of the same coin. We strive to continually develop in both areas.

This demands an outstanding team and strong partners on both the supplier and the customer side. I would like to take this opportunity, on behalf of the Executive Board and the Biesterfeld family, to thank our team of over 1,100 colleagues who have contributed their ideas, confidence and commitment throughout a challenging year to continue to take Biesterfeld forward into the future.

We are confident that Biesterfeld is well set up for the future and will enjoy long-term – and sustainable – success even in a challenging market environment.

I hope you enjoy reading this year's sustainability report.

Stephan Glander

Chief Executive Officer







OUR BUSINESS MODEL

The Biesterfeld Group was founded in 1906 as a trade and service company with headquarters that have remained located in Hamburg ever since.

The Biesterfeld Group is a wholly family-owned business to this

day and is now one of the world's leading distributors of plastics, rubbers and specialty chemicals. In addition to traditional chemical distribution services, the company offers technology-based expertise and consulting on a broad product portfolio. In all of our business divisions (Biesterfeld Plastic, Biesterfeld Performance Rubber and Biesterfeld Spezialchemie), we cultivate close business relationships based on trust with our partners.

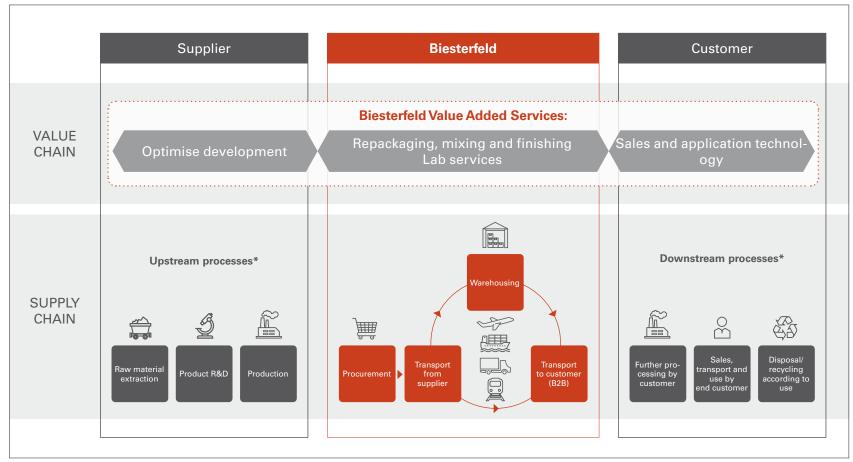
Geopolitical challenges, structural changes in the European industrial landscape, growing regulatory requirements, volatile markets, increasing international competition and consolidation processes are all fundamentally changing the framework in which the chemical markets operate. As the number of challenges and the level of complexity increase, so do the demands on distribution partners. Long experience and expertise in consulting on technically complex products and

applications, as well as services relating to sustainability and regulatory affairs, are more important now than ever before. Drawing on our network of suppliers built up over many years, we offer our customers an extensive product portfolio and development-based technical consulting. In line with our motto 'Competence in solutions', we often supply the ideas for innovative new solutions – especially when the market conditions in which we operate are undergoing fundamental changes. We are a long-term partner, working with and for our customers and suppliers to open up and develop new markets.

The stable corporate culture we have built on the basis of trust and responsibility, and the mutual trust between our employees, customers and suppliers are an essential part of our success. We ensure that the resulting commitments are fulfilled and that we act responsibly every step of the way. To all of our employees, customers and suppliers we offer the continuity of a family-owned business built on solid foundations and traditions.

ALWAYS

OUR SUPPLY CHAIN



*idealised, simplified processes

OUR BUSINESS DIVISIONS

The Biesterfeld Group has continually grown as a trade and service company since it was founded 117 years ago.



With more than 1,100 employees, we serve our customers in Europe, North and South America, Asia and Africa from over 50 locations and thereby generated total revenue of EUR 1.38 billion in 2023.

Biesterfeld AG, based in Hamburg, Germany, is the strategic holding company of the Biesterfeld Group. The holding company takes charge of all central strategic and management activities and encompasses our Finance & Accounting, Controlling, Corporate Strategy, HR & Legal and Corporate Communications and Marketing departments. The subsidiary b.yond ventures has opened up new opportunities for innovation and collaboration with start-ups since it was founded in 2021.

Through our subsidiaries Biesterfeld Plastic, Biesterfeld Performance Rubber and Biesterfeld Spezialchemie, we operate in the plastics, rubbers and specialty chemicals divisions. The two service companies Biesterfeld ChemLogS and BIT-SERV support and supplement the operating business divisions in quality and safety management, compliance and IT.

OPERATING BUSINESS DIVISIONS OF BIESTERFELD AG

Biesterfeld Plastic is a leading international distributor in the plastics industry. Building on long-term sales partnerships with leading global manufacturers, this business division offers its customers in Europe, North Africa, Brazil and – since the majority acquisition of GME – the ASEAN countries a comprehensive, very homogeneous product portfolio consisting of technical plastics, styrene polymers, high-performance polymers, acrylates, standard plastics and thermoplastic elastomers. The Biesterfeld Plastic division is characterised by a high degree of customer orientation, an extensive, decentralised sales and distribution structure and locally integrated services in the areas of technical consulting, project support through application technology, warehousing and logistics. The division serves customers worldwide, predominantly through local subsidiaries.







The Biesterfeld Spezialchemie division is a leading European distributor of specialty chemicals that also operates outside Europe. It offers its customers a comprehensive product portfolio based on long-term sales partnerships with leading manufacturers worldwide. The division is organised into eight market segments: LifeScience (ingredients for cosmetics and detergents, and intermediate products for organic synthesis and domestic chemicals), Healthcare (medical devices, human and veterinary medicine), Nutrition (food additives and nutraceuticals), CASE (additives for varnishes/paints, adhesives, sealants and elastomers), Polymer Additives (additives for plastics and lubricants), Performance Products (adhesive formulations, casting resins, encapsulants and composite materials for technical and industrial applications), Essentials (base chemicals in the field of specialty chemicals) and Trade (trade in base chemicals and salt). The Biesterfeld Spezialchemie division operates throughout Europe and also through subsidiaries in other regions. Activities in the ASEAN region have been further expanded. The establishment of the joint venture Biesterfeld Hildose Specialty Chemicals Pvt. Ltd is strengthening our position in India, both in sourcing and, in future, in distribution.



The **Biesterfeld Performance Rubber** division is an international distributor for the rubber-processing industry. Its core business activities are distribution, technology-based consulting and the development of innovative customer solutions. On the basis of long-term partnerships with market leaders in the rubber sector, Biesterfeld Performance Rubber provides a complete product portfolio in Europe, Latin America, North Africa and, as of 2021, the ASEAN countries. The product portfolio comprises synthetic rubbers, fillers (carbon blacks), additives (e.g. anti-ageing agents, accelerators, flame retardants and metal oxides) and silicone rubber compounds.



BIESTERFELD SERVICE COMPANIES

It falls to **Biesterfeld ChemLogS** to ensure the responsible and correct implementation of quality and safety management systems (quality, safety, health and environment) within the Biesterfeld Group. The team is responsible for the introduction and support of management systems such as ISO and compliance, the implementation of Responsible Care standards and the creation and checking of safety data sheets for Biesterfeld Group products. International regulations are followed and complied with throughout all processes.



As a full-service IT provider, **BIT-SERV** specialises in the development, implementation and operation of business applications. Employees provide a range of IT services for head office and all other locations around the world. The company's services range from SAP support to web development and system technology. BIT-SERV therefore enables secure, fault-free working and contributes to the creation and optimisation of modern business processes and workflows.



OUR CUSTOMERS' INDUSTRIES



OUR STAKEHOLDERS

Transparent communication is one of the most important pillars of our sustainability strategy.

The volatile market environment in which Biesterfeld finds itself and the changing requirements of our stakeholders demand an exceptional ability to adapt. To action this accordingly, at Biesterfeld we rely on open communication via various channels and in doing so promote a proactive approach to communication with all our stakeholder groups.

To consistently operate sustainably and achieve our sustainability goals, we also motivate our partners and suppliers to act in accordance with our shared goals. Our goal is to work together when it comes to protecting the planet, using resources respon-

sibly and upholding human and labour rights. This is another area in which proactive updates on our company's progress with its sustainability efforts and ongoing and transparent communication with all our stakeholders is essential to enable us to achieve our goals.

Our employees are a central pillar of our organisation and are one of our most important groups of stakeholders. Their commitment and trust are crucial to the successful implementation of our goals. As a solid family business, we want to offer secure and attractive jobs and the means to achieve personal potential.

To support these goals, we foster an open culture of communication. Regular discussions, open Q&A sessions and surveys enable us to understand our employees' priorities and act accordingly. One example of this is the Biesterfeld Dialogue for structuring open feedback meetings. This measure is intended to promote open, transparent and confidential dialogue between employees and managers. As part of our global communications we use the Biesterfeld Intranet 'B Connect'. It not only functions as a tool for our group-wide communications, but also enables interactive discussion between our team members around the world. Furthermore, our Intranet serves as a central platform for access to company documents like accounts, plans, policies and forms as well as event details.

The satisfaction of our business partners, customers and suppliers, with whom we work closely and collaboratively and establish mostly long-term business relationships built on trust, is of paramount importance in what we do. We identify our customers' needs through regular dialogue with a view to offering our partners excellent reliability and transparency, and responding to their requirements. We use the knowledge we gain to better understand our markets and to implement new requirements without delay. In addition, we drive forward sustainable product



development together with our suppliers, customers and other partners.

We also publish regular updates on our website so that we can reach all stakeholder groups at once. These updates cover current developments, new and existing partnerships, our innovation activities and upcoming events. Because we assign central points of contact for each product and/or area, all interested parties can contact the right person every time and get the answers

they need. All other enquiries can be dealt with via the contact form on the corporate website. In addition to communication via digital and print media as well as our website, we use social networking sites like LinkedIn to distribute information. This ensures that all stakeholder groups have a comprehensive insight into our company and always have access to up-to-date information about the latest products, company news, events and job vacancies.



In keeping with our obligations, we naturally keep our investors, including the Biesterfeld family and banks, regularly informed about the financial status of the Biesterfeld Group. We provide insights into our economic development and explain our long-term corporate strategy. The Biesterfeld Group's operating results are published in the Federal Gazette in line with German trade law.

We use our presence at national and international trade fairs and various industry events and conferences to strengthen our network and make new contacts. Here, customers have the opportunity to meet directly with our experts and learn about new products and solutions. Many formats now also take place digitally, and we capitalise on digital solutions to enhance our day-to-day communications. This gives us a high degree of flexibility.



To maintain an active insight into the development of our industry and to share experiences and information with other companies in our industry, we are a committed member of various chemical associations. By taking part in the Responsible Care programme run by the German Chemical Distribution As-

sociation (VCH) and the German Chemical Industry Association (VCI), we fulfil our responsibility to integrate the principles of running a business responsibly into the very fabric of our company. This also allows us to continually improve. Every year, we communicate our KPIs to an external company that performs regular audits on our efforts.

INITIATIVES:

- AGA Unternehmensverband (Business Association)
- FECC (European Association of Chemical Distributors)
- United Nations Global Compact
- VCI Verband der chemischen Industrie e.V.
 (German Chemical Industry Association)
- VCH Verband Chemiehandel e.V.
 (German Chemical Distribution Association)
- PlasticsEurope e.V.
- Operation Clean Sweep®



OUR LOCATIONS AND SALES REGIONS



Biesterfeld AG

Hamburg, head office (DE)

Biesterfeld locations

Malmö

Abingdon Norrköping Athens Nuremberg Bangkok Pargas Barcelona Porto Bratislava Prague Budapest Puchong

Culemborg Rueil-Malmaison

Florianopolis Shanghai Grodzisk Mazowiecki São Paulo Hamburg Singapore Hanoi Speyer Ho Chi Minh City **Taguig City** Istanbul Tangerang Cologne Vestby Kyiv Warsaw Vienna Liestal Milan Zagreb

Biesterfeld sales regions

Egypt Morocco Macedonia Algeria Argentina Mexico Belgium Montenegro Bosnia and Herzegovina Netherlands Brazil Norway Bulgaria Austria China **Philippines** Denmark Poland Germany Portugal Estonia Romania Finland Sweden France Switzerland Greece Serbia **United Kingdom** Singapore India Slovakia Indonesia Slovenia Ireland Spain Iceland Thailand

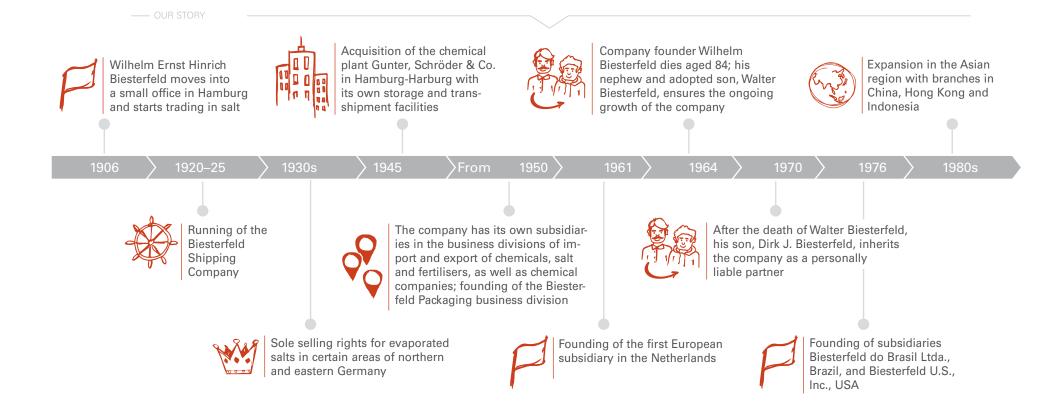
Italy Czech Republic

Tunisia Croatia Latvia Turkey Lithuania Ukraine Luxembourg Hungary Malaysia Vietnam

OUR STORY

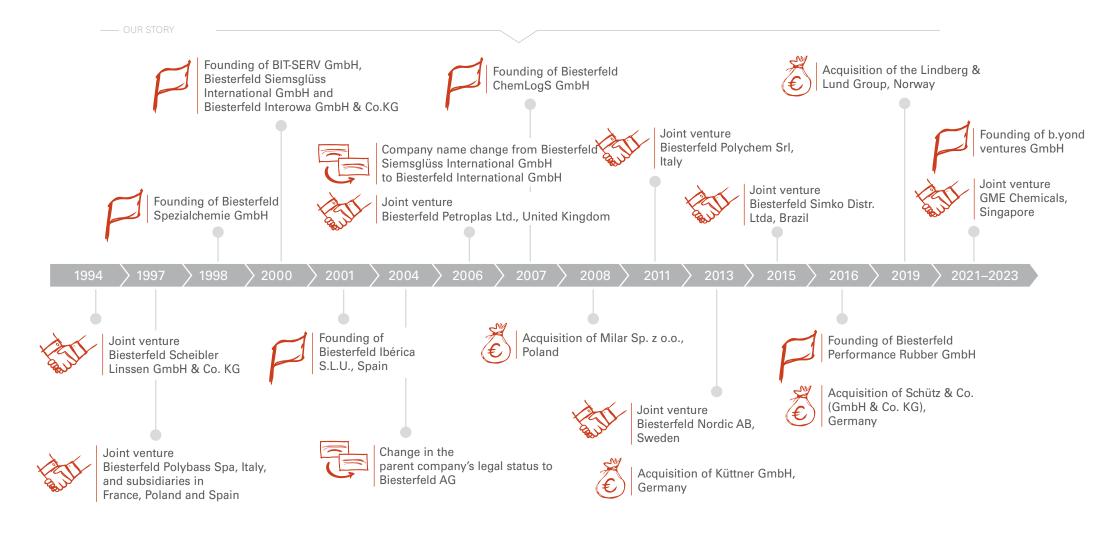
In 1906, the wholesale and export merchant Wilhelm Ernst Hinrich Biesterfeld founded the company W. Biesterfeld & Co. in Hamburg. Initially, the core of the business was in the salt trade, but subsequently chemicals and fertilisers also became important pillars

of the business. The company added its own products and international trade began. Since then, the Biesterfeld Group has continually expanded to become an internationally active business with more than 50 subsidiaries around the world.



The company is 100% family-owned. The third and fourth generations of the family are represented on the Supervisory Board, with Dirk J. Biesterfeld serving as the Chair of the Supervisory

Board of Biesterfeld AG and his daughter Carola Biesterfeld as the Deputy Chair.



FACTS AND FIGURES

Pulling together for a sustainable future

2023 was a challenging financial year. The macroeconomic situation continued to feel the after-effects of the COVID-19 pandemic and the raising of central bank interest rates to combat inflation. The ongoing war in Ukraine also had a significant impact on the global economy. Due to the high prices of energy and raw materials, combined with weaker demand, the chemical-pharmaceutical industry had a particularly difficult year in 2023. Biesterfeld was not alone in being affected by weak demand in international markets combined with decreases in production, and after two exceptionally successful years, like many other companies in the industry, experienced significant downturns compared with the previous year. Nonetheless, as a fundamentally solid family business, Biesterfeld is well set up for the future.

> We continue to pursue our strategy of focusing our business activities in the areas of plastics, rubbers, and specialty and base chemicals as well as international trading activities. This concentration and the targeted expansion of our operating business divisions secure our long-term profitable growth. Clear alignment with our corporate strategy, targeted expansion in selected international markets and strategic expansion of the product portfolio provide a framework

for our business activities. Over and above this, we attach great importance to identifying and exploiting synergy effects within the Biesterfeld Group. Drawing on the expertise, experi-

ence and problem-solving skills of our employees, we intend to handle additional services for our suppliers and provide a comprehensive consulting service for our customers. This includes the expansion of our sustainability activities.

OUR MANY SUSTAINABILITY TOUCH POINTS

As a family-owned business that is aware of its responsibilities, we naturally believe that people and the environment should be treated with respect. Sustainability therefore forms a central pillar of our larger corporate strategy. Whether in relation to the sale of our products, our services or our commitment to employees worldwide - we keep our focus in sustainability.

Thanks to our diverse core competencies across our business divisions, we are in a position to exploit synergies and put them to efficient use as part of our sustainability efforts. With over 117 years of experience in our industry, our colleagues are available to more than 20,000 customers around the world. We offer comprehensive services and consulting, an innovative product portfolio, extensive market knowledge and solution-orientated and technology-based expertise. As one of the world's leading distributors of plastics, rubbers and basic and specialty chemicals, we are committed to responsibly and sustainably shaping our role in the global economy.

A GROWING

MEANS GROWING

RESPONSIBILITY

COMPANY

In close partnership with our suppliers, we use our expertise to ensure that our customers' products can be made steadily more sustainable by continually expanding our portfolio with sustainability in mind and advising our customers on sustainability requirements. Here are just a few examples of the many sustainability activities within the product portfolios of our three business divisions, Biesterfeld Plastic, Biesterfeld Spezialchemie and Biesterfeld Performance Rubber:

ELASTOLLAN® BMB (Biomass Balance) from BASF is a sustainable version of the thermoplastic polyurethane (TPU) Elastollan It is manufactured in line with the Biomass Balance (BMB) approach, in which fossil raw materials are partly replaced by renewable resources such as bio-naphtha. This approach helps to reduce carbon emissions across the complete life-cycle without impairing the properties of the material. Elastollan BMB therefore combines the familiar advantages of Elastollan, such as flexibility and durability, with a smaller environmental footprint, thus supporting more sustainable production.

MACALINE® is upcycled from by-products of the maca root.

Macaline® is an upcycled active ingredient extracted from the leaves of the Peruvian maca plant, a by-product of maca root. The growing and processing of maca often concentrates on the root, which is known for its revitalising and energising properties, while the leaves are regarded as a waste product. Instead of discarding this raw material, Laboratoires Expanscience converts the leaves into a valuable active ingredient for the cosmetics industry. Upcycling reduces waste and reduces the consumption of new resources. The aim is to minimise the environmental footprint by maximising the use of raw materials without extracting

new natural resources. Local communities also benefit from an additional source of income, making them less dependent on a single industry. Macaline® is also certified by the Fair For Life programme. Laboratoires Expanscience works with local partners to take concrete steps to strengthen producers' social and economic framework. The Fair For Life certification in Peru supports the company's vision of offering consumers fairly traded products from field cultivation to active ingredients.

EVOLVE™ – Sustainable Solutions

Carbon blacks are one of the most important fillers used in the rubber-processing industry. EVOLVE[™] – Sustainable Solutions is a new technology platform from Cabot.

Its aim is to develop sustainable high-performance products originating from circular value-added chains and materials such as used tyres and renewable or bio-based materials.

In 2023 the company introduced two circular, more sustainable reinforcing carbon blacks for the tyre industry. STERLING® SO-RC110 is a semi-reinforcing carbon black containing 10% recovered carbon black. It is the equivalent of the N550 with consistently high quality and processability in rubber compounds. VULCAN® 7H-C is a reinforcing carbon black manufactured on the basis of tyre pyrolysis oil. It delivers a comparable quality to VULCAN 7H or ASTM N234 carbon black. Both products are ISCC Plus certified.

WE CONTINUALLY DEVELOP OUR SERVICE PROVISION AND OPTIMISE DISTRIBUTION

We aim to offer our customers and suppliers the best service at all times, by finding customer-specific solutions and offering our comprehensive technology-based consulting. In 2023, we offered our customers technical service and support across various product segments from our application laboratories in Hamburg, Norway and Turkey, as well as working together to identify current market trends and create specific solutions. Our local experts work closely with our customers and suppliers and offer, among other things, customer seminars, training events and customised services. Beyond our own application laboratories, we also work with external laboratories and institutes and develop custom solutions for our customers.

INTEGRATED MARKET EXPANSION IN SOUTH-EAST ASIA

After achieving another milestone for our regional expansion in 2021, the opening of our own locations in South-East Asia, we were able to combine our core competencies with those of our joint venture partner GME Chemicals. With our entrance into the

growth market of South-East Asia, we are continuing to progress with our geographical growth strategy and laying the foundation for strategically and sustainably strengthening our market position in one of the fastest-growing regions in the world with a focus on our core operations.

GME Chemicals operates within the markets for performance and industrial chemicals, food, pharmaceuticals, elastomers and specialty polymers and also develops innovative solutions for its customers. The company was founded in Singapore in 1999 and has grown successfully since then. It has operating subsidiaries in Malaysia, Indonesia, Vietnam, Thailand and China and employs around 76 people.

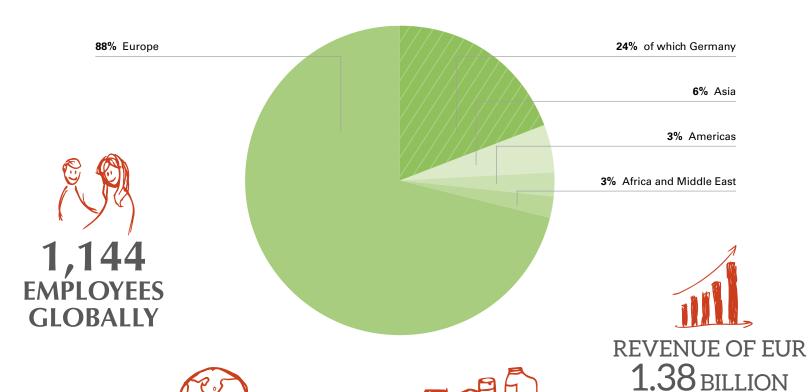
INTERNAL ORGANISATIONAL STRUCTURES SUPPORT OUR BUSINESS

In 2023, we were once again able to strengthen and expand important existing distribution partnerships and win new partners for close collaboration based on trust. The newly acquired distribution rights improve our market position, which will be supported by optimisations in our internal organisational structures. Work processes were not the only thing we were able to standardise in line with our "One Biesterfeld" corporate strategy – we were also able to develop new fields of activity.

We have further strengthened our IT landscape and improved its efficiency, laying the foundations to improve internal processes in individual business divisions worldwide. Progress was made on several digital projects to offer our partners and colleagues a standard that is as uniform as possible. In addition to the implementation of SAP S/4 HANA in the first region, preparations for the replacement of our existing CRM system were stepped up. By bringing everything in line, resources can be used more effectively and regulatory requirements can be fulfilled more easily.

First and foremost, we have the outstanding hard work and commitment of our employees to thank for our continued strong growth. Despite the challenging global economic situation, together we managed to achieve an excellent operating result for the Biesterfeld Group.

DIVISION OF REVENUE BY REGION IN 2023







KEY FINANCIAL FIGURES FORTHE BIESTERFELD GROUP IN 2020–2023*

	2023	2022	2021	2020
Revenue	1,389,258	1,660,612	1,372,121	1,033,691
Operating costs	1,250,235	1,479,317	1,206,689	924,528
Wages and employee benefits	88,031	89,882	77,756	66,318
Payments to investors	10,448	10,043	29,439	19,683
Payments to the government (taxes)	13,647	25,984	23,970	10,806

^{*} Amounts given in thousands of euros; profit and loss account not presented in full; other financial data is published in the Federal Gazette.

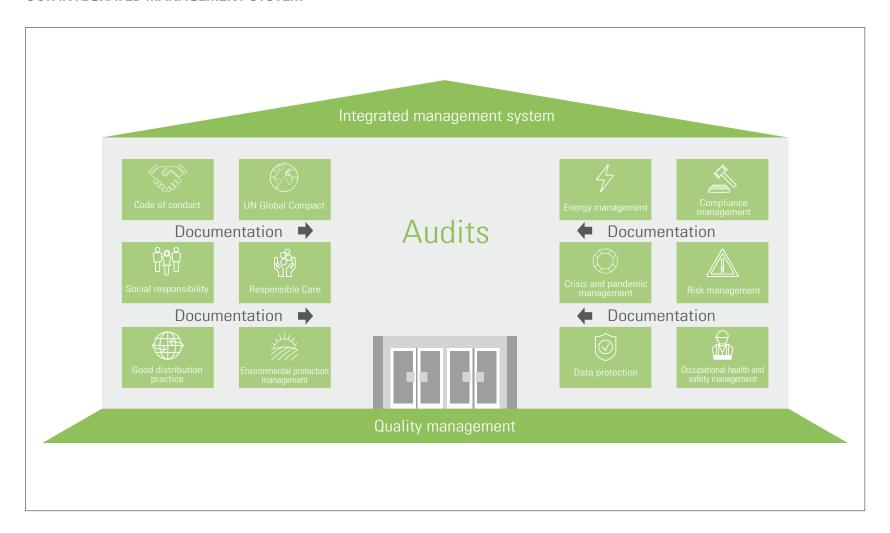
COMPLIANCE

We create a framework in which our employees can operate with confidence.

For Biesterfeld, integrity is a core value of our compliance culture. As a company operating internationally, it is incredibly important that we demonstrate that we act with integrity and stay true to ourselves and our values. If trust-based collaboration between employees, customers and suppliers is to be guaranteed, compliance with internal and external rules and regulations and legal provisions is non-negotiable. We strictly adhere to all legally binding requirements and stick to the commitments we have chosen to make. Our central compliance business unit reports directly to the Executive Board. This contributes to the implementation of our voluntary commitments and strengthens our culture of integrity as an integral component of the Biesterfeld philosophy. In addition, the compliance business unit supports all subsidiaries in implementing national and international legislation and guidelines. This team is on hand to advise all specialist departments across the Biesterfeld Group. Our activities and processes are based on the Biesterfeld Group Code of Conduct and the integrated management system. This system includes all relevant areas such as data protection, occupational safety, security and compliance as well as quality, environmental, health, risk and crisis management.



OUR INTEGRATED MANAGEMENT SYSTEM



The fundamental principles and behavioural guidelines of our company are set out in the Biesterfeld Code of Conduct. This code includes standards and guidelines that apply to everyone in the group and thus provides the basis for our daily dealings with one another. In particular, it governs our interactions with

our business partners and functions as an important part of our efforts to prevent misconduct that could be damag-

ing to the company's reputation, such as corruption.

The Code of Conduct is binding for all activities in the company and applies to the entire Biesterfeld Group as well as all employees around the world. It covers specific issues such as compliance with antitrust and competition law, safety and social standards and human rights. Any breaches of one or more of the principles set out in the Code of Conduct are dealt with immediately to minimise the risk of further breaches.

Training takes place at specified intervals to ensure that all employees are familiar with the principles of the Code of Conduct. An up-to-date version of the Code of Conduct is directly available to all employees on the group-wide Intranet in their own national language, as well as German and English. The Code of Conduct is available in German and English for distribution to customers and suppliers. In addition, our Code of Conduct is freely available to all stakeholder groups on our corporate website. www.biesterfeld.com

We offer comprehensive training and information on key topics for the whole organisation through our Biesterfeld eCademy **Tool**. Through this, all employees receive customised training that is tailored to their role and is repeated at regular intervals. In addition to reminders to complete a course, tests and interactive self-study modules, employees receive certificates upon successful completion of their training. Employees must complete this online training by a specified deadline – but can do so whenever and wherever it suits them. This allows us to ensure that the training sessions are informative and offer flexible access to guarantee effective learning. Within this context, we also endeavour to make all Biesterfeld employees aware of laws, rules and internal guidelines.

Our compliance management system monitors all business activities and processes in line with our commitment to run our business responsibly and sustainably. This system identifies and prevents in advance processes and conduct with the potential to damage our business, so that we can rest assured that everything we do is legal and compliant. We regularly inform our employees about amendments to laws and legally relevant developments that are of importance to our company. Our goal is to guarantee transparent and legally compliant management that not only complies with legal requirements but also contributes to a sustainable and ethically responsible corporate culture.

OVERCOMING

LEGAL AND

CULTURAL CHALLENGES

VARIOUS

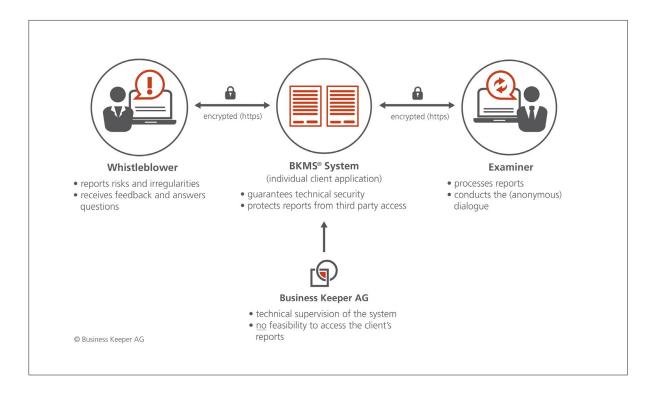
B HONEST - THE BIESTERFELD WHISTLEBLOWER SYSTEM

The Biesterfeld whistleblower system **B Honest** was introduced in 2017, significantly earlier than the legal requirement, with the goal of minimising potential compliance risks within the company and protecting Biesterfeld from any conduct that could damage its reputation. All Biesterfeld employees and external parties can use the online whistleblower system to anonymously report any grievances, criminal behaviour or special risks within or affecting the company. Every report logged is processed and

managed centrally by compliance officers. We have set ourselves the goal of improving and continually building on our compliance system and complaint management procedure.

Find out more on our website:

www.biesterfeld.com/en/xx/company/ sustainability/whistle-blower-system









We are committed to sustainability as an essential part of our corporate philosophy

We factor the principles at the heart of running a sustainable business into every decision we make in line with our commitment to the United Nations Global Compact and our own Code of Conduct.

The central pillar of our sustainability efforts is that we make sure all our employees are aware of the importance of acting in the best interests of the environment and considering social and financial aspects too. The sustainable growth of the SHARE RESPONSIBILITY Biesterfeld Group in various areas is only possible thanks AS PART OF THE TEAM to the personal commitment of every individual.

Our goal is to continually reduce our consumption of natural resources and energy so that we can reduce our impact on the planet for the benefit of future generations. In doing so, we support the following statement made by the

Brundtland Commission: "Sustainable development meets the needs of the present without compromising the ability of future generations to meet their own needs."

(From the Brundtland report "Our Common Future", 1987).

Through our membership of the UN Global Compact, we aim to underline our long-term commitment and continually improve. We actively use this network to learn and continually develop our sustainability measures. A key component of these efforts is our orientation towards the Sustainable Development Goals (SDGs). Although all of the SDGs are extremely important, we focus on those where we can have a direct impact and that we can specifically support through our business actions. We have identified the following SDGs as especially relevant to our business:



SDG 13: CLIMATE ACTION

Climate change is a scientific fact. Its consequences are already being felt in many parts of the world, with a detrimental impact on people's lives. We therefore work to reduce greenhouse gases in our own operations and in our supply chain, e.g. by using renewable

energy sources and more environmentally friendly methods of transport.

WE CAN ONLY

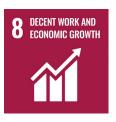


SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

As a chemical distributor with no production facilities of our own, the highest degree of control we exert is over our product portfolio. Our aim is to make our product range more

sustainable, taking into account the benefits for society as a whole. We ensure that SOCs and SVHCs are handled safely and that all legal regulations are complied with. We also actively advise our customers on selecting a product and how to work with critical substances.

A low-impact circular economy, for example through the use of recycled, recyclable or renewable second-generation raw materials, and a more sustainable and efficient use of raw materials overall, contribute to this SDG.



SDG 8: DECENT WORK AND ECONOMIC GROWTH

We are committed to fair and respectful working conditions all over the world and we constantly strive to make them even better. Our employees are the driving force behind our success, which is why we give high priority to

their needs and their well-being. Through innovation, a more sustainable product range and consulting for our customers, we strive to make our contribution to decoupling economic growth from resource consumption and environmental pollution.



This report presents the concrete projects we are involved in and the progress we have made in relation to the SDG.

OUR SUSTAINABILITY PROGRESS

Biesterfeld's goal is to actively live sustainability throughout the company and integrate it into our work processes. With this in mind, we communicate our measures and targets to our employees as part of our sustainability efforts.

In an important step towards more sustainable corporate financing, in 2022 Biesterfeld and Landesbank Baden-Württemberg (LBBW) agreed to tie their asset-backed commercial paper (ABCP) financing programme to sustainability requirements. As a result, Biesterfeld has been refinancing its trade receivables through Germany's first sustainability-focused ABCP programme since the summer of 2022. Refinancing through ABCP has been an integral component of our sustainable – that is, long-term and stable – financing strategy for many years. Within this context, Landesbank Baden-Württemberg made a donation to Hanseatic Help e.V. on behalf of Biesterfeld as part of our commitment to the ABCP programme.

In 2022, we established the Sustainability Round Table (SRT), which meets monthly to discuss current and future sustainability issues and promote sustainability together. One representative from each department takes part in this SRT. The aim of the SRT is to pool the interests and specialist knowledge of the individual departments on sustainability to discuss and work out a wide range of sustainability issues. In 2023, the SRT focused on supporting the creation of relevant sustainability documents. The round table initiated the development of a two-dimensional evaluation model for product groups, including applications, in the Scoring Model task force. Sustainability issues were also discussed in depth in the 'Maschinenraum' network. For example, with ten other member companies we participated in a multiweek format on the topic of the circular economy.

We are also working hard to promote sustainability within our operating business divisions.

All three operating business divisions organise events and seminars for partners and customers to discuss current and future sustainability trends and find tailor-made sustainable solutions together.

In 2023, the Biesterfeld Plastic business division also continued the global activities of the Regional Sustainability Team, which was established the year before. The three employees in Hamburg with lead responsibility launched a long-term road show in partnership with their regional counterparts. The idea was to train teams in the regions on relevant regulations and on regulatory and sustainability terminology, as well as honing and deepening their understanding. After all, the goal is to continue also making our plastics division more sustainable and to be able to offer customers comprehensive consulting.

In addition, our operating business divisions have maintained their external commitment to promoting sustainability through various channels. For example, Biesterfeld Spezialchemie delivered a presentation on 'Green Europe: Sustainability, Regulation and Innovation – How is the chemical industry responding to new

challenges?' at the industry event Forum der Wirtschaftschemie. The sustainability team also attended FAKUMA and the Plastics and Composites conference, where they gave presentations on sustainability and our experience with ISCC Plus. They also presented regular talks as part of the Coffee Lectures at the Eastern Switzerland University of Applied Sciences, including presentations devoted to sustainability. A variety of specialist presentations were also given, for instance at various workshops and conferences in Asia, including the Eco-Design Beauty Technical Conference and Formulation Workshops on sustainable packaging solutions.

ACHIEVING SUSTAINABILITY GOALS IN COLLABORATION WITH OUR PARTNERS

As the Biesterfeld Group, we want to support initiatives outside of our company to foster the global sustainability goals of climate protection and good living conditions. By doing this, we aim to fulfil our responsibility to support local and international projects with long-term economic, environmental and social impact.

OPERATION CLEAN SWEEP®

Plastics do not belong in nature. That is why our Biesterfeld Plastic business division is actively involved in supporting the goals of the global initiative Operation Clean Sweep®. Through our voluntary commitment, we raise awareness of the responsible and sustainable use of resources and actively promote the proper disposal and recycling of plastic materials. Our participation also raises awareness of the importance of responsible plastic use, and we are committed to preventing plastic granules, pellets, flakes and powders from entering the marine environment. Specific measures include ensuring that floors and storage areas are thoroughly cleaned to prevent excess plastic granules from entering water bodies or the natural environment. The collected raw material is then properly disposed of or, where possible, recycled. We also tell our international logistics partners about our involvement and try to get them involved in the Operation Clean Sweep® initiative.

For more details, please visit www.opcleansweep.eu.

RSPO LICENCE

RSPO stands for 'Roundtable on Sustainable Palm Oil' – an initiative of the World Wide Fund For Nature (WWF). Our Biesterfeld Spezialchemie business division has been a licensed RSPO distributor for many years now. This means we are supporting the ini-



tiative dedicated to promoting sustainable farming methods and preventing damage to the environment caused directly by extracting palm oil. If palm oil has RSPO certification, you can be sure that no rainforest damage has been caused during its production process. It also means that legal provisions have been complied with and no child labour has been involved. RSPO certification for palm oil is the globally recognised confirmation that the product has been sustainably sourced. The licence allows for certified products to be bought, stored and sold. By supporting this initiative, we are promoting transparency and sustainability along the supply chain.

You can find out more here: https://rspo.org/

OUR CLIMATE PROJECT IN NIGERIA AND KENYA

We have reduced our travel-related emissions as much as possible. To further reduce our environmental footprint, we take advantage of additional possibilities.

For the year 2023 we purchased Climate First credits for the emissions associated with our travel activities. One credit corresponds to the prevention of one ton of CO₂. Biesterfeld has retired credits amounting to 920 tons of CO₂e. This means that the carbon credits have been irrevocably withdrawn from the market.

Through our climate project, we hope to support people in need and help improve their quality of life. So this year, we chosen the certified climate protection project in Kenya and Nigeria, where the lack of access to clean drinking water in schools is a key problem. Although water treatment technologies are available, schools often cannot afford them. By supporting Impact Water,

Photo credit: ©Impact Water

electricity grid or water network. The

we help this organisation to supply schools in Nigeria and Kenya with clean drinking water through its Safe Water Program. The project provides reliable, modern water treatment technologies which can be used even where there is no connection to the



project is a Programme of Activities (PoA), which means that it consists of multiple micro-projects. Project activities are funded by the sale of emission reductions. These reductions are achieved as water no longer needs to be boiled, which saves firewood. The project has already helped over 40,000 schools and more than 16 million children and adults.

ECOVADIS

As part of our sustainability efforts, we successfully participated in the EcoVadis assessment and were awarded a bronze medal. This recognition affirms our commitment to the environment, labour law, human rights, ethics and sustainable procurement. The EcoVadis assessment gives us valuable insights into our sustainability efforts, and shows that we are on the right path to continually improve our processes and operate responsibly.



2-28

OUR PREPARATIONS FOR THE FUTURE

In an increasingly international market, the Biesterfeld Group strives to meet the constantly changing needs of its customers, the requirements of its suppliers and the interests of its employees. To achieve this, the company is committed to continuous learning and change processes and supports its employees in their professional development.

In 2023, for example, we introduced Biesterfeld Dialogue to make feedback conversations more open. Towards the end of 2022, we reported on the launch of our group-wide Five Principles of Modern Leadership. Biesterfeld Dialogue is intended to promote open, transparent and confidential dialogue between employees and managers. A working group within the management team, made up of members of all departments, has developed a guide to preparing for and holding these discussions, which has been approved by the Works Council.

In 2022, as part of the introduction of flexible working, the Deskbird app was implemented and in 2023 it was fully rolled out at the Hamburg office. The app gives employees the flexibility to book desks as required, so they can interact with the relevant people and organise meetings more efficiently. This flexibility can also be used to book adjacent desks and foster collaboration in the office. The Biesterfeld Group also wants to help all colleagues organise their working days more flexibly and optimise their work-life balance. Remote working was introduced even before the COVID-19 pandemic. The option of working remotely has been retained and now made permanent through a company agreement on mobile and flexible working. This makes it easier to combine work with family responsibilities and to handle the everyday challenges that parents face in balancing their roles. Since 2022, our employees in Germany have been able to work remotely for 60% of their working hours across the country.

The Biesterfeld subsidiary **b.yond ventures GmbH** was founded back in 2021 with the aim of entering into start-up collaborations for the Biesterfeld Group. Working with start-ups enables us to identify and harness external sources of innovation. This allows us to respond flexibly to changing market requirements by leveraging the agility and creativity of start-ups. Since b.yond ventures GmbH's focus is not primarily on financial investment in start-ups, but rather on mutual added value in terms of further business development, the collaboration can benefit both the start-ups and the Biesterfeld Group.



In 2023, b.yond ventures GmbH once again achieved significant progress in strategic partnerships and innovations. Its core activities included a co-creation project to optimise processes in sustainability management and the BSC Startup Day in Life Science Personal Care, which opened up new potential for collaboration between our experts and relevant start-ups. Through a combination of start-up scouting and a variety of events in different formats, involving external partners with a focus on sustainable chemistry, the subsidiary was able to initiate collaborations and strengthen innovation networks. A guest lecture at WHU – Otto Beisheim School of Management on 'Balancing traditional sales business and holistic innovation strategy' underlined the role of the Biesterfeld Group as an innovation partner in an extensive ecosystem.

The **Digital Innovation Unit** (DIU) was also established in 2022. Made up of four new colleagues, it analyses digital trends, external drivers and innovations and assesses their suitability for the Biesterfeld Group. Together with colleagues from the operating and administrative business divisions, challenges are examined and processes optimised, digitalised or automated.









We are purposefully reducing our emissions

The principles of resource conservation are of central importance to us, and we are committed to acting responsibly, conscientiously, and with a forward-thinking mindset. To consistently pursue this goal, it is essential to monitor our company's consumption of various resources, analyse their potential environmental impact and implement targeted reduction measures.

This systematic approach ensures that we continuously reduce our consumption and use available resources sparingly.



Even small improvements represent a success and help to raise awareness of the importance of sustainable practices within our social environment. We also want to raise our employees' environmental awareness in order to gradually reduce our environmental footprint while promoting a sustainable corporate culture, thereby actively contributing to a greener future.

For several years now we have been recording our annual energy consumption at our German sites. In 2023, for the first time we collected this data for all our locations worldwide and calculated the associated emissions. We calculate the CO₂ emissions produced by our company based on the Greenhouse Gas Protocol (GHG Protocol) and the DIN EN ISO 14064 standard. The emission factors are taken from the GEMIS database. Due to our activities as a distributor, we consider the direct emissions produced by our company vehicles as our scope 1 emissions; at some locations, direct energy sources such as oil or natural gas are also used, and the resulting emissions also fall under scope 1. The indirect emissions arising from the purchase of energy are our scope 2 emissions. Both our scope 1 and scope 2 emissions have been recorded and calculated on a global basis for the first time. For scope 3 emissions, we are currently still focusing on our German sites and the categories of scope 3.4, upstream transportation and distribution and scope 3.6, business travel and scope 3.7, employee commuting. For our scope 3 emissions, we plan to expand both the categories we track and the locations that we cover.

DIRECT EMISSIONS AT BIESTERFELD – SCOPE 1 EMISSIONS

Our vehicle fleet and the direct energy sources used for heating have been identified as fundamental direct sources of emissions and thus scope 1 emissions arising from our activities.

As part of our fleet management, we try to keep our company cars' fuel consumption and the resulting CO_2 emissions as low as possible. For the first time, we have recorded the use of company vehicles at all our locations worldwide. We focused on company vehicles which are owned by Biesterfeld and/or for which the fuel costs are covered by Biesterfeld. At our sites in the Netherlands, Greece and Italy, electric vehicles are also used. Emissions produced by charging our electric vehicles are counted under our scope 2 emissions, as these are indirect emissions from the energy consumption required to operate the vehicles.

BIESTERFELD GROUP VEHICLE FLEET 2023*

Type of fuel	Total consumption in litres	CO₂e emissions in t per year, 2023
Diesel	508,809	1,672
Petrol	381,614	1,089
Total		2,761

^{*} Figures have been rounded.

In Germany, France and Poland, direct energy sources are used for heating purposes. The resulting emissions are classified under our scope 1 emissions.

USE OF DIRECT ENERGY SOURCES BY THE BIESTERFELD GROUP IN 2023*

Energy sources	Total consumption	CO ₂ e emissions in t per year, 2023
Oil	6000 I	19
Natural gas	397,529 kWh	93
Total		112

^{*} Figures have been rounded.

ENERGY CONSUMPTION AT BIESTERFELD – SCOPE 2 EMISSIONS

Before we can take steps to reduce emissions, we need to identify our main sources of consumption. These include lighting, air conditioning and ventilation systems, as well as small and electrical appliances (office equipment). We use modern and efficient products and solutions to reduce energy consumption. We are also striving to increase our use of green energy. In addition to a number of German sites, our subsidiaries in Sweden, Finland, Austria, Spain and Greece make partial or sole use of green electricity to cover their energy needs. Overall, we use green energy for 27% of our electricity needs.

To calculate the greenhouse gases in accordance with the Greenhouse Gas (GHG) Protocol, indirect emissions from the use of purchased energy (scope 2 emissions) are calculated using two different approaches.

The location-based method calculates the average emission factors of the electricity mix in the geographical supply area in which the energy is consumed. This method represents the physical electricity mix of the power grid in a given area and reflects regional differences in energy generation. To calculate our location-based scope 2 emissions, we used the emission factors from the GEMIS database.

ENERGY CONSUMPTION AT BIESTERFELD COMPANY LOCATIONS IN 2023*

Energy source	Consumption in kWh	CO ₂ e emissions in t (scope 2 – location-based)	CO ₂ e emissions in t (scope 2 – market-based)
Electricity	1,519,322	414	409
District heating (for heating purposes)	788,028	134	197
Total	2,307,350	548	606

^{*} Figures have been rounded.

3-3, 302-1, 302-3, 305-2

The second option is the market-based method. This method takes into account the specific contractual agreements our company holds, for example the purchase of green electricity or proofs of origin.

Our market-based scope 2 emissions are higher than the location-based emissions. The main reason for this is the electricity we purchase in Norway. Although Norway has an almost carbonneutral electricity mix from hydropower, by contractual agreement we purchase an electricity mix with a significantly higher emission factor than the typical comparison value in Norway. This has a significant impact on our scope 2 emissions, as Biesterfeld Norge accounts for almost 40% of the Biesterfeld Group's total power consumption. Biesterfeld Norge has a higher demand for electricity than other Biesterfeld locations due to cold winters and the use of industrial 3D printers.

Viewing these two approaches side by side allows us to present our scope 2 emissions transparently, illustrating our performance in a regional context and demonstrating the effectiveness of the steps we take to encourage the use of renewable energy sources.

As part of our sustainability strategy, we are working towards our long-term goal of recording the emissions and energy consumption of the entire Biesterfeld Group such that our published figures are comparable. As we are still in the process of rolling out sustainability management internationally within the Biesterfeld Group, we do not have emissions data for all sites in 2022. For this year's comparison we are therefore focusing on the electricity consumption at our German headquarters.

Here, we have successfully reduced our energy demand. The increase in our $\mathrm{CO}_2\mathrm{e}$ emissions despite our declining use of district heating is due to the continually changing emission factors provided to us by our district heating supplier. Since we purchased green electricity for our headquarters in both 2022 and 2023, the $\mathrm{CO}_2\mathrm{e}$ emissions associated with our electricity consumption remain at 0 t.

ENERGY CONSUMPTION AT HAMBURG HEADQUARTERS, 2023 AND 2022*

	2023		20	22
Ferdinandstr. Hamburg	kWh	CO ₂ e emissions in t	kWh	CO ₂ e emissions in t
Electricity	218,067	0	230,515	0
District heating	383,375	107	426,054	103
Total	601,442	107	656,569	103

^{*} Figures have been rounded up.

EMISSIONS IN BIESTERFELD'S UPSTREAM AND DOWNSTREAM VALUE CHAIN IN GERMANY – SCOPE 3 EMISSIONS

The emissions produced as a result of the activities in our upstream and downstream value chain are our scope 3 emissions. Scope 3 emission can be subdivided into 15 categories, of which we currently record category 3.4, upstream transportation and distribution; category 3.6, business travel; and category 3.7, employee commuting, for our business activities in Germany. We plan to expand the monitoring of our scope 3 emissions by including more locations and adding to the number of categories monitored.

HOW OUR EMPLOYEES TRAVEL TO WORK IN HAMBURG IN 2023

The pollutant emissions produced by employees travelling to and from company sites are classed as indirect company emissions. Thanks to the favourable transport links around our company sites in Hamburg city centre, most employees are able to leave their cars at home and instead use public transport to get to work. To encourage this behaviour and increase the number of employees taking public transport to work, Biesterfeld pays an allowance towards the monthly costs charged by HVV (Hamburger Verkehrsverbund, Hamburg Public Transport Association). Since it was introduced, this has been replaced by the Deutschland-ticket, the monthly local public transport pass valid throughout Germany. A total of 315 employees at our German sites took advantage of the Deutschlandticket offer in December 2023.

With the increase in home working, many employees no longer travel into the office every day. We assume that the average use of the office is three out of five days per week.

EMPLOYEE COMMUTING IN 2023*

Mode of transport	Outward and return journey in km per working day and employee	CO₂e emissions in t in 2023**
Bicycle	10	0
Long- distance train	117	8
Car	48	51
Local public transport	38	60***
Total		119

^{*}Figures have been rounded and indicate the average distance per working day and

BUSINESS TRAVEL BY GERMAN EMPLOYEES AT BIESTERFELD IN 2023

Business trips are essential to our work at Biesterfeld because of our international activities and our customer-centric service ethos. However, we are working to reduce our business travel wherever possible by promoting the use of the latest technologies and increasing the use of telephone and video conferencing.

We have been using carbon offsetting for our business trips since 2016. Given the scant opportunities to fly using fuels other than fossil fuels, we intend to offset the CO_2 emissions caused by our necessary business trips through a certified climate project. Since 2016, we have therefore been supporting various projects to provide clean drinking water in Malawi and Kenya, which benefit both the environment and local communities.

BUSINESS TRAVEL IN 2023*

Aeroplane	Distance in km	CO₂e emissions in t in 2023
International flights	3,054,500	849
Domestic flights	215,858	69
Total	3,270,358	918

^{*} Figures have been rounded.

^{**}Emission values are calculated by multiplying the GEMIS emission factors by passenger kilometres.

^{***}The emission factor for local public transport use is based on primary data from Hamburger Verkehrsverbund (HVV). The 2023 sustainability report of Hamburger Hochbahn gives an average value of 43.35 g/pkm as specific carbon emissions (market-based, in g/passenger kilometre). This is the figure we use for our calculations.

TRANSPORTATION AND DISTRIBUTION IN BIESTERFELD'S GERMAN BUSINESS ACTIVITIES IN 2023

As a distributor, the transportation of our goods is a core component of our business operations, our operating business divisions serving as the link between the producer and the customer. In 2023 we had a substantially smaller transport volume than in the previous year, which resulted in lower emissions. It is also worth underlining that we substantially reduced emissions per ton of goods transported. This is thanks to the efforts of our logistics team, who are continually optimising supply routes and storage locations with the aid of optimisation programmes and well-thought-out route scheduling.

TRANSPORTATION OF GOODS 2023*

Type of trans- port	Volume in t	Average dis- tance in km	CO ₂ emissions in t in 2023**
Road transport	140,309	473	2,970
Inland waterways	10,245	152	60
Maritime shipping	51,813	7,971	5,874
Air freight	128	4,807	529
Rail transport	7,665	380	78
Total	210,160		9,511

^{*}Figures have been rounded. Volume and distances have been calculated from the ERP system. Figures are based on deliveries (incoming and outgoing) that relate to Germany.

As a family-owned company, we always strive to act responsibly in line with our corporate values. As our economic growth increases, so do our indirect emissions, so we are increasingly trying to introduce efficiency measures to reduce our direct and indirect emissions. We strive to take additional measures to reduce our environmental footprint. We also help save energy and reduce emissions through the use of innovative and efficient technologies. Despite the obstacles presented by our indirect emissions, our goal is to actively contribute to a more environmentally friendly operation.

This year we have recorded scope 1 and scope 2 emissions at all our sites worldwide for the first time, so as yet there are no previous figures available for comparison purposes. However, it can already be observed that we have succeeded in reducing our energy requirements at our headquarters compared with the previous year. Our scope 3 emissions, which we have analysed for our German business activities, have been substantially reduced. The lower emissions due to employee commuting were achieved through an improved emission factor, which is now based on primary data from HVV (Hamburger Verkehrsverbund, Hamburg Public Transport Association). The number of business trips made has returned to the level of the pre-COVID years. Our focus for the coming years is to achieve a further significant reduction in the number of domestic flights. The emissions caused by goods transportation depend heavily on the volume of goods transported over the course of the year. While they rose significantly in 2022 due to business restructuring, in 2023 the transport volume was much lower as a result of the challenging economic situation.

^{**}Emissions values are calculated by multiplying the GEMIS emission factors by transport kilometres.

Overall, we are continually seeking to identify and reduce our carbon footprint through global emissions tracking. To achieve this, we will continue to implement targeted measures over the next few years that contribute to continuous emission reductions, while maintaining our economic success, which is the basis for bringing more sustainable products and solutions to the market.

KEY ENVIRONMENTAL FIGURES 2023*

Type of emissi	ons	CO ₂ e in t 2023	CO ₂ e in t 2022	CO ₂ e in t 2021
Scope 1	Worldwide			
	Vehicle fleet	2,761		
	Use of direct energy sources	112		
Scope 2	Worldwide			
	Location-based	548		
	Market-based	606		
Scope 3	Germany			
	Employee journeys to work in Hamburg	120	211	192
	Business trips	920	619	79
	Transport of goods	9,511	33,673	16,913
Total		14,578	34,503	17,184

^{*}Figures have been rounded.







TRUE SUCCESS CAN ONLY BE ACHIEVED AS A TEAM

Each and every employee contributes to a unique corporate culture through their active involvement in the company.

This culture is not only lived within the company but is also presented to the outside world and is constantly evolving. Our employees act responsibly and are actively involved in maintaining and developing the Biesterfeld Group corporate culture.

Social responsibility is a part of every employee's job within our group of companies. To us, it goes without saying
that we should always behave morally and ethically.
Collaboration between all teams and respectful interaction with each other are essential to our sustainable economic growth. Biesterfeld supports its employees by participating in events such as the MOPO
Staffellauf relay race and the Cyclassics cycling race
and by hosting company events such as Christmas
parties and the annual summer party.

It is in our interest to maintain a stable and diverse workforce within the Biesterfeld Group. Even in the recruitment process, we make it a priority to ensure that potential new colleagues fit in well with the Biesterfeld Group culture.

INTERNATIONAL NETWORKING AS AN INTEGRAL PART OF BIESTERFELD

As an international company, worldwide networking is increasingly important to us. This is why we actively encourage dialogue across our sites to give our colleagues the opportunity to take on new challenges at a different site, allowing them to get to grips with different tasks and cultural diversity. Motivated colleagues from other countries who want to take on product or project responsibility in Hamburg are also regularly offered the opportunity to apply for posts that are specifically advertised internationally.



In 2023, **Merle Jepsen** began a 14-month stint in Singapore as a Medical Expert to develop the healthcare business in South-East Asia.



Merle Jepsen

"My time as an expat in Singapore was an unforgettable, formative experience, both professionally and personally. As part of Biesterfeld's medical team I played an active role in developing the healthcare business in South-East Asia, which included putting together our team, initiating projects and establishing new business relationships. It was especially satisfying to see how we could open up new avenues together and take the development of the business forward. Outside of work, it was incredibly enriching to live in such a multicul-

tural region and get to know amazing people. I have wonderful memories of my time in Singapore and I'm grateful for all the moments I was able to experience there."

This is how **Paulina Aw**, a former product manager at Biesterfeld Plastic, came to work for our newly formed joint venture with GME Chemicals at our new site in Singapore in 2022. In her role as Integration Manager, she is helping to integrate GME Chemicals into the Biesterfeld Group.



Paulina Aw

"My advice: figure out your goals in life, and don't be afraid to communicate them openly to management. Taking the initiative has brought me many advantages so far, but even without that, you should always try to make the most of all the opportunities available to you. Small steps add up and get you closer to your goal."

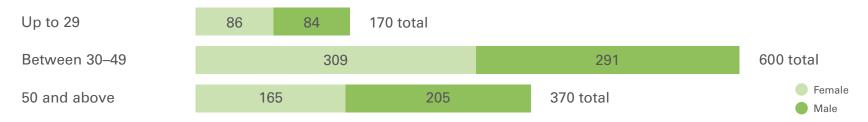
Ronja Haß, a former commercial assistant in Biesterfeld Spezialchemie's healthcare division, also took the opportunity to relocate to Norway for two years at the start of 2023. There, she is looking after customers in the Nordic region from our Norwegian site Biesterfeld Norge AS as Sales Manager for the HealthCare and LifeScience divisions.



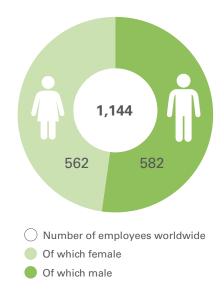
Ronja Haß

"My conclusion after the first year is that it's a fantastic, challenging job that I enjoy every day. Actively driving the development of the healthcare business in Norway gives me a unique opportunity and the chance to make a significant contribution to the further development of Biesterfeld Norge. I am grateful for all the insights and experiences I have gained so far. I look forward to the future at Biesterfeld."

NUMBER OF EMPLOYEES WORLDWIDE BY AGE AND GENDER 2023



EMPLOYEES BY GENDER 2023



NEW HIRES AND DEPARTURES IN 2023

	Female	Male
New hires	92	91
Departures	44	45
Turnover: 7.78%		

MANAGEMENT AT BIESTERFELD GROUP 2023

Management level	Female	Male
Executive Board and Supervisory Board	10%	90%
Top-Management*	10%	90%
Managers with disciplinary and/or professional leadership responsibilities	29%	71%

^{*}Top-Management in the Biesterfeld Group is defined as the first management level below the Executive Board. In companies outside Germany, this is the General Manager level.

PROVIDING OPTIMUM SUPPORT TO OUR EMPLOYEES IN UNCERTAIN TIMES

OUTSTANDING PERFORMANCE REWARDED WITH TAX-FREE ONE-OFF PAYMENTS

The uncertain times pose challenges to us all and demand a great deal from us. In these extraordinary circumstances, we want not only to fulfil our responsibilities as a company but also to give our employees around the world the support they deserve. Thanks to the exceptional, unflagging commitment of every member of our team, we have managed to sustain our successful performance even in difficult times. It is important to us that our employees are remunerated at a level above the standard pay scale for wholesale and foreign trade. To help alleviate the financial pressures associated with these difficult times, in both 2022 and 2023 we awarded all employees a tax-free one-off payment.

This was intended not only to recognise the hard work they do, but also to provide them with tangible support. This one-off payment expresses our appreciation for their exceptional hard work under demanding conditions. We are proud to be a responsible business that is able to offer dependable support in challenging times and show our employees how important they are to our shared success.

THE SITUATION IN UKRAINE

As an international company, we had offices in both Russia and Ukraine and served our regional customers from these locations when the war broke out. From the very beginning, the owner family, the Executive Board and many colleagues from other countries supported our Ukrainian colleagues. This included tangible, unbureaucratic financial aid and practical support measures, such as the provision of generators. With the outstanding support of many colleagues, as a company, we took in family members of colleagues from Ukraine and arranged for safe accommodation, care, and the necessary rest for them. The company has also always been a source of support for our colleagues in Russia, even more so since May 2022, when the Biesterfeld Group decided to adjust its activities to the global economic situation and cease its business operations in Russia until further notice. Biesterfeld has already managed to resume operations at its Ukrainian site.

THE WORKS COUNCIL – PROMOTING SOCIAL RESPONSIBILITY

The Works Council of Biesterfeld AG plays an essential role in the partnership between employees and the company at all of our German sites. Its work focuses on maintaining harmonious industrial relations and ensuring an appropriate balance between the interests of both sides.

By working closely with HR & Legal and the Health and Safety Committee, the Works Council actively contributes to achieving continuous improvement in areas such as health protection, occupational safety and data privacy. Together, they develop new measures to promote health and optimise the work situation. Whenever new IT systems are introduced, the Works Council reviews the data privacy aspects, identifies the need for training and works with the company to put company agreements in place that protect the interests of employees.

The Works Council also serves as an expert point of contact for employees on all job-related issues at the company. Works meetings are held several times a year, at which the Works Council updates employees on completed and ongoing projects and gives them the opportunity to ask guestions or submit sugges-

tions anonymously. The Works Council and the company management maintain open, constructive communication and cooperate with mutual trust, in the best interests of employees and the company.

IN BRIEF: ACTIVITIES OF THE WORKS COUNCIL IN 2023

The Works Council actively contributes to ensuring a fair and respectful working environment through its complaints management activities. In 2023 it received 13 complaints, all of which were remedied.

In addition, the Works Council worked to promote social dialogue and standardised communication between supervisors and employees. In close collaboration with the Works Council, the company developed a set of guidelines, 'Biesterfeld Dialogue – Holding open feedback meetings', to help make the annual feedback meetings uniform across the company.

NUMEROUS HEALTH PROMOTION MEASURES IMPLEMENTED WITH THE HELP OF THE WORKS COUNCIL

In 2022 the Works Council stepped up its efforts to adapt the company's occupational reintegration management system to new case law and, together with HR, developed a new occupational reintegration management procedure, which was rolled out in summer 2023. Since then the three-strong occupational reintegration management team - consisting of one representative each from HR, the Works Council and the Severe Disability Representation – has contacted, advised and supported employees who have cumulatively been absent for more than 6 weeks within 365 days due to illness or who proactively get in touch with the team. The shared objective is to find solutions to overcome incapacity for work, prevent further absences and maintain an individual's ability to work, potentially with appropriate adaptations in the workplace. In 2023, 21 occupational reintegration management cases were opened, of which 10 were closed in the same year.

At the company meeting, the Works Council also introduced employees to another health-related measure, the **prevention programme** R+V Fit, which is designed to detect and address health risks early on.

During the Health and Safety Committee round, the Works Council worked to ensure that all employees receive new **health and safety training** via the e-learning tool. The Works Council has

also advertised for more fire wardens and first aiders, resulting in an increased number of volunteers who have received training and been appointed.

In 2023, a company-wide **risk assessment for psychological stress** was carried out, and the Works Council was involved in the preparation, process planning and evaluation, as well as handling suggestions for improvements. This ensured that employees are free to give feedback and important problems that are identified in the departments can be addressed with targeted improvement measures.

The Severe Disability Representation at Biesterfeld, which has been active since 2019 and is currently in its second term of office, supports employees with severe disabilities, those with a lesser degree of disability lesser degree of disability, and those at risk. It helps employees with applications for an officially recognised degree of disability, provides information about specialised advice services and rehabilitation measures, and writes expert opinions. Together with the Works Council, the SBV monitors the discrimination ban, provides support during application and dismissal processes for employees with severe disabilities, and advises on increasing the employment rate. Working in partnership with the Inclusion Officer, it highlights opportunities to increase inclusive participation and actively contributes to creating an inclusive working environment.

BENEFITS FOR OUR EMPLOYEES IN GERMANY

Continually promoting and improving our employees' safety, health and well-being is extremely important to us. This also includes occupational health and safety. We make sure that work-place safety standards always meet the latest requirements. Our employees receive information and training from our Health and Safety Officer through Intranet posts and online briefings.

TEAM SPIRIT, SPORT AND WELL-BEING AT BIESTERFELD

We organise various activities outside the typical office routine to build team spirit between the different departments. These measures promote dialogue and mutual understanding while providing an outlet for relieving any stress encountered in day-to-day work. Our employees demonstrate team spirit and overcome challenges together by regularly participating in various sporting events. Running events at our headquarters in Hamburg, the Hamburg MOPO StaffellaufTeam Relay, the Hamburg City Cycle and the Hamburg Cyclassics cycle race are examples of these.

We are also happy to support participation in regional sporting events, for example by providing professional sports equipment or paying entry fees.

HEALTH BENEFITS AT BIESTERFELD IN HAMBURG

We provide an annual eye test at our Hamburg headquarters. Biesterfeld covers the cost of any recommended computer glasses. Every year, together with the company doctor at our Hamburg site, we organise optional vaccination advice and free flu vaccinations for all employees. We also support our employees with tips for maintaining a safe and healthy working environment when working remotely. All workstations in the Hamburg office are equipped with height-adjustable desks and two monitors for optimum workplace ergonomics.

To make commuting more sustainable, Biesterfeld supports the new local public transport pass, the Deutschlandticket. All employees in Germany can use the Deutschlandticket as a Jobticket, which is generously subsidised by Biesterfeld. With the support of the company suggestion system and the Works Council, in 2022 the bicycle leasing programme BusinessBike was introduced for all German colleagues at Biesterfeld, providing an additional option to local public transport. Employees can receive up to two bicycles with a maximum gross value of €6,000 each. The bicycle is leased for a fixed term of three years, and personal use is permitted. The leasing instalments are paid through a





salary sacrifice arrangement. As well as motivating our employees to take part in sporting activities, switching to cycling for daily journeys can also help to protect the local environment.

Biesterfeld offers a wide range of sporting events, such as monthly bowling evenings and football matches, as well as a regular massage programme, all of which are extremely popular. Biesterfeld also provides subsidies for local and national fitness centre chains and swimming pools in Germany.

The Biesterfeld Running Circle was established to allow our running enthusiast colleagues to network while promoting their sport.

Coffee Pals allows employees to meet new colleagues and get to know each other without having to pack a suitcase. When a group of colleagues are in the same area, they can meet up in person. Coffee Pals decide for themselves what activities to do together, from lunch to a walk or a cup of coffee. Or if it isn't possible to meet up in person, they can organise a virtual coffee via Webex or Teams.

In addition to sports activities and discounts, we provide our employees in Hamburg with complimentary hot and cold drinks in the office buildings. Lunch breaks are also catered for, with an off-site canteen near the company's headquarters in Hamburg offering fresh, healthy and varied meals at a reasonable price. Thanks to a subsidy of more than 50%, all employees can enjoy affordable, high-quality meals there and start the afternoon full of energy.

BIESTERFELD #HEALTHFORYOU

A GOOD BALANCE

IS ABSOLUTELY

NECESSARY

FOR US

We have also launched the #Healthforyou initiative to promote the health of our employees. The #Healthforyou posts on our Intranet, which can be accessed by all employees worldwide, cover a range of key topics and provide information and

advice on how to lead a healthy lifestyle. As well as recipe ideas, information on healthy eating and exercise, activities such as a health guiz with attractive prizes have been organised. At the company's headquarters, themed snacks such as nuts and fruit are sometimes provided in the kitchen areas to complement the Intranet posts. Other campaigns focus on outdoor exercise, or provide tips on staying positive during the cold and sometimes bleak season. All employees have also been given information about taking a con-

scious approach to using digital media and tips on keeping physically fit when their role is mostly sedentary or consists primarily of screen work.



SUSTAINABILITY INITIATIVES AND BENEFITS FOR EMPLOYEES AT OUR WORLDWIDE LOCATIONS

We don't just offer support to our employees in Germany; employees at our subsidiaries around the world can take advantage of a whole range of benefits.

COMMITMENT TO GREATER SUSTAINABILITY IN AUSTRIA AT BIESTERFELD INTEROWA

As part of the sustainability efforts at Biesterfeld Interowa, the project Green Interowa was launched back in 2020. Over the last few years the company has taken a wide range of measures to reduce its environmental footprint. These include switching to recycled toilet paper and kitchen roll, consistent waste sorting in offices and regular deliveries of organic fruit for employees.

In 2023, the company took further steps to promote sustainability. Since April it has been using reusable plastic food containers to avoid single-use packaging. In July, motion sensors were installed in some areas to reduce energy use. And since October, employees have been able to lease bicycles through the tax-deductible LeaseMy-Bike programme.

These measures, together with ongoing initiatives such as the provision of public transport tickets, the promotion of carpool-

ing, annual flu vaccinations and opportunities to discuss additional energy-saving measures demonstrate the continuous commitment of our colleagues in Austria to a more sustainable future.

COMMITMENT TO GREATER SUSTAINABILITY IN POLAND AT BIESTERFELD CHEMIA SPECJALNA AND BIESTERFELD POLSKA

2023 saw the implementation of many initiatives to promote sustainability and social responsibility at Biesterfeld in Poland. Donation campaigns raised money for Wielka Orkiestra Šwiatecznej Pomocy and Fundacja Chleb Žycia. Both organisations support people in need. Donations were also collected for those affected by the floods in Poland.

In the field of healthcare, employees were invited to register as stem cell donors with DKMS to help leukaemia patients. Employees' own health matters too, and the start of spring was celebrated with fresh fruit and vegetables in the office. New home office guidelines have also been implemented to improve ergonomics, for example through the use of additional monitors and laptop stands, to protect employees' long-term health.

To increase energy efficiency, old windows are gradually being replaced with efficient modern ones – an ongoing process with a

WE SUPPORT

WORLDWID

number of windows being replaced each year. A highlight of the year was the planting of a tree in front of the Warsaw office, symbolising the company's long-term commitment to protecting the environment. The tree is watered with collected rainwater. To promote environmentally friendly lifestyles, a competition was held to encourage employees to use eco-friendly means of travel to work, such as cycling, taking local public transport or walking.

In 2023, Biesterfeld Polska were awarded ISCC PLUS certification – an important recognition of our sustainable practices.

COMMITMENT TO GREATER SUSTAINABILITY IN ITALY AT BIESTERFELD POLYBASS AND BIESTERFELD POLYCHEM

As part of our social commitment, we value a healthy work-life balance. Flexible working hours enable employees to plan their day-to-day schedule in line with their individual commitments. Employees' health also takes high priority. Wide-ranging insurance protection covers accidents both at work and elsewhere. To improve working conditions, in 2023 ergonomic curved monitors with integrated lighting were introduced. These screens reduce eye strain, particularly in low light conditions. In addition, all employees benefit from medical and eye check-ups every two years, and flu vaccinations are offered during the winter.

Sustainability is also taken into account when it comes to energy. Oggionni Srl, our warehouse partner in Trezzo sull'Adda, is supplied with solar power thanks to a photovoltaic system, with surplus energy being sold to third parties. We also make our logistics as efficient as possible, with multiple deliveries in the

same area being combined into a single journey to avoid unnecessary trips and emissions.

The key principle of protecting the environment is reflected in various measures. Instead of purchasing iPads and iPhones, these devices are leased. In offices, waste sorting is strictly observed and the consumption of paper is reduced by using electronic alternatives, such as electronic meal vouchers.

Quality and sustainability are further strengthened through certification. In May 2022 we were awarded ISCC Plus certification for the first time, and this has been renewed each year. These measures promote employee well-being as well as helping to protect the planet.

WE PLACE A STRONG EMPHASIS ON TRAINING AND EDUCATION

Continuous learning and training are essential for progress and innovation. That's why we have developed a diverse programme of further training opportunities for all our employees worldwide at Biesterfeld, which includes virtual, hybrid and in-person formats.

Regardless of their area of expertise and responsibility, all employees are regularly informed about this programme and, where appropriate, are specifically invited to participate in certain topics. The programme goes far beyond the limits of specific disciplines. It includes sessions on developing media literacy and improving health by implementing stress- or time-management strategies, among other topics. These sessions are led by both internal and external experts. They are subsequently reviewed through surveys as part of a quality assurance initiative and improved where necessary.

LEARNING TOGETHER AND SHARING KNOWLEDGE

Each team member's individual skills contribute to our company's uniqueness. For this reason, we place great emphasis on the strategic development of our employees' potential. In addition to a comprehensive range of general training opportunities for all employees, we also offer specialised training courses. These are aimed at our specialists, up-and-coming talents and our managers. Our aim is to build on existing strengths at all levels of the organisation.

To achieve this, several formats were launched at Biesterfeld in 2021, which we successfully continued and expanded in 2023.

The **Meet the Manager** event series was continued every quarter in 2023. First-level managers introduced themselves to the participating colleagues and answered their questions. Employees who register on our Intranet can ask German senior management representatives questions on a range of topics. This covers strategic and operational aspects and provides insights into professional career paths and personal matters.

The Biesterfeld Management Circle programme was also continued in 2023 following successful previous runs. This format allows second- and third-level managers to submit innovative ideas for expanding business relationships or optimising processes and organisational structures. They can also participate in all events and discussion formats with first-level management for one year. By enabling active participation in discussions on key strategic topics and insight into senior management processes, the programme aims to prepare managers for a potentially higher management position. The development programme is supported by internal mentoring, offered by a senior manager of the participant's choice, and an external development programme.



Martin Rathke, Engineering Polymers Business Manager at Biesterfeld Plastic, presented his idea to senior management in 2023.

"Last year I had the honour of winning the Management Circle at the Biesterfeld Group and being part of the management team for one year. I also took part in an executive training course, which helped me to develop my skills. As part of the one-year Management Circle programme, I analysed Biester-

feld Plastic's portfolio management in depth to answer the question of whether we are optimally set up for the future with the right portfolio."

The **Biesterfeld Talent Circle**, which in 2021 for the first time gave our colleagues at all German sites the opportunity to apply with an innovative idea, was extended to all international sites in 2023. Over the course of the year-long programme, monthly events with managers and external speakers provide an opportunity to exchange ideas on various strategic topics and to develop the submitted idea further. This allows all Biesterfeld colleagues worldwide to submit their own innovative ideas they would like to see developed further within the Talent Circle. They can also take advantage of the opportunity to network with other colleagues and discuss ideas and experiences both with each other and with external speakers.

At the end of each round, all participants remain in the development programme as alumni. Next year, the Biesterfeld Talent Circle will include a new intake of colleagues whose ideas have proved successful in the application process, and the programme will continue.

We look at current trend topics in the annual **Trend Explorer** format and discuss them in interactive workshop formats. All our employees can register, discuss trends and their implications for the Biesterfeld Group and develop exploratory ideas. The first of this year's four core topics was glocalisation, or the question of how we can harmonise global growth with the strengthening of local structures. Secondly, we discussed ways of sustaining competitiveness in supply chain management. Finally, we discussed dataism and innovation and their significance to our future.

The Biesterfeld Group has been a member of the Maschinen-raum network, an ecosystem of innovative family companies and SMEs, since 2022. Once again this year, many of our employees took the opportunity to get involved in 20 different topic circles, including sustainability, and participate in various dialogue and training formats. We have already provided our own input by participating in various digital and face-to-face events to give our colleagues an additional channel for individual development.

OUR YOUNG TALENT WILL SHAPE OUR FUTURE

We also offer attractive and varied opportunities to individuals at the start of their careers. They can start their professional career at the Biesterfeld Group by undertaking in-company training, a work-study programme, a traineeship or an internship. In each of these programmes, participants rotate through different areas of our internationally operating business. For vocational training two contact persons are available in each business division, while for other programmes participants have access to contacts in HR and the specialist departments. Trainees are integrated into our business activities right from the start as full employees. For example, they accompany colleagues on visits to customers and suppliers, take part in trade fairs and events, and complete their own small projects. This gives them a broad insight into the activities and structures of our international company as they gradually learn to take on more responsibility.

Our trainees have also shown their dedication beyond their day-to-day work, fulfilling the wish of many colleagues at the Hamburg site by renovating the roof terrace, such that it can now be used for a variety of internal and external events. As well as gaining an insight into project management, our trainees have created a beautiful vantage point high above the roofs of Hamburg which is very popular and regularly used by Biesterfeld employees.



The high level of interest among young people in starting their careers at our company strengthens our commitment to supporting and encouraging the next generation.

KEY EMPLOYEE FIGURES 2023

By employment contract	Female	Male	Total	In %
Permanent	535	559	1,094	96
Temporary	27	23	50	4
By working hours				
Full-time	457	560	1017	89
Part-time	105	22	127	11
Parental leave*				
Entitled to parental leave in 2023	24	9	33	2.9
Actually taken	23	7	30	2.6
Returned to work in 2023	17	7	24	2.1

^{*}In the Biesterfeld Group, 1,112 employees or 97% of them are entitled to parental leave should they become parents.

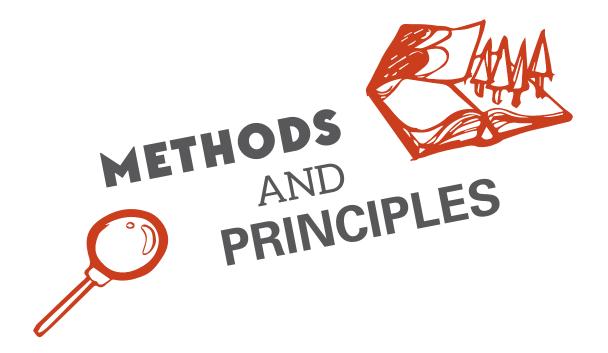
HEALTH MANAGEMENT IN THE BIESTERFELD GROUP 2023

Number of work-related accidents	8*
Number of work-related injuries	1
Number of days not worked due to work-related accidents or injuries	239.5

^{*}The rate of work-related accidents involving absences for Biesterfeld Group employees is therefore 4.0. This is calculated by multiplying the total number of work-related accidents by 1,000,000 and then dividing by the total number of hours worked. The stated rate is therefore the number of cases per million hours worked.







SUSTAINABILITY IS A JOURNEY WE CAN ONLY TAKE TOGETHER

Every day, we strive not only to meet but also exceed the expectations of our employees and business partners. As a family-owned business with a strong sense of tradition, we believe it is fundamental to our corporate culture to always act in a trustworthy and responsible manner.

As an international company, we believe that the obligation to act in a sustainable manner at a global and local level is one of our most important responsibilities. That is why we encourage our suppliers and customers to become increasingly sustainable so that more and more companies are committed to protecting the environment, conserving resources and safeguarding human and labour rights.

Our clear commitment to sustainable practices is reflected in our joining the world's largest sustainability initiative, the UN Global Compact, in 2014. The goals we have set are consistent with the applicable environmental and social standards. Our Sustainability Report explains our key principles to all interested parties, such as respecting and upholding human rights, treating our employees responsibly and respectfully, and effectively reducing our carbon footprint through the efficient use of technology. Although we are strongly committed to the SDGs, please be aware that the content of this publication has not been approved by the United Nations and does not reflect the opinions of the

United Nations, its officials or member states. The Sustainability Report has been validated internally and not subjected to any external review.

This Biesterfeld Sustainability Report has been created with reference to the Global Reporting Initiative (GRI), which is the world leader in sustainability reporting. The GRI allows companies to handle information transparently using clearly defined disclosures and to ensure consistent comparability of that information based on a globally recognised standard. Our chosen reporting method, with reference to the GRI standards, ensures that the key data which a business needs to monitor to ensure sustainable corporate governance is transparently presented. These disclosures indicate how the company is performing from an economic, environmental, social and management perspective. We provide these disclosures in line with the ten principles of the United Nations that deal with human rights, labour standards, environmental protection and anti-corruption.

THETEN PRINCIPLES

Principles of the United Nations Global Compact

PRINCIPLE 1	Businesses should support and respect the protection of internationally proclaimed human rights.
PRINCIPLE 2	Businesses should make sure that they are not complicit in human rights abuses.
PRINCIPLE 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
PRINCIPLE 4	Businesses should uphold the elimination of all forms of forced and compulsory labour.
PRINCIPLE 5	Businesses should uphold the effective abolition of child labour.
PRINCIPLE 6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.
PRINCIPLE 7	Businesses should support a precautionary approach to environmental challenges.
PRINCIPLE 8	Businesses should undertake initiatives to promote greater environmental responsibility.
PRINCIPLE 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.
PRINCIPLE 10	Businesses should work against corruption in all its forms, including extortion and bribery.





GRI INDEX

Biesterfeld AG has reported the information cited in this GRI content index for the period 01.01.2023 until 31.12.2023 with reference to the GRI Standards.





For the Content Index – Advanced With Reference option Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting with reference to the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders. The service was performed on the German version of the report.

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