

2024



SUSTAINABILITY REPORT BIESTERFELD GROUP

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1 ABOUT THIS REPORT

The Biesterfeld Group publishes a separate, non-financial consolidated report annually. This report is based on a self-imposed commitment and aims to present the company's responsible actions and engagement on a global level for the year 2024.

In preparing this sustainability report, the Biesterfeld Group includes all direct and indirect stakeholders and publishes all sustainability-relevant data and key figures completely and transparently.

To ensure comparability of data and analyses over past years, the progress statements in this report refer to the United Nations Global Compact (UNGC). Furthermore, reporting is carried out with reference to the internationally recognized GRI standards (Global

Reporting Initiative). The emission factors determined and presented in this report are sourced from the Eco-Invent database.

In this year's report, the Biesterfeld Group first describes its business model and the development of its business units. In addition, we list all the corporate group's global locations. Accordingly, we set out the details of our sustainability strategy. Currently, we are gradually expanding the implementation of the Corporate Sustainability Reporting Directive (CSRD). We already record globally relevant indicators in the areas E1 – Climate Change, S1 – Own Workforce, and G1 – Business Conduct.

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

DEAR READER,



Dr. Stephan Glander, Chief Executive Officer

the 2024 financial year was marked by a challenging environment and a variety of obstacles. Geopolitical crises, fluctuating demand, as well as volatile energy and raw material prices placed heavy strain on the chemical industry. We, too, were impacted by weak demand in international markets and reduced production volumes. Nevertheless, through prudent and responsible action, we succeeded in expanding our market position in key regions and further strengthening our partnerships. We have also taken initial successful steps to make our business more efficient, customer focused, and competitive.

Dynamic markets always bring new opportunities. We have actively leveraged these developments to further diversify our product portfolio and position ourselves in line with market needs. Guided by the changing requirements of our customers, we expanded our portfolio to include more sustainable products and services – meeting increasing demands for

quality and sustainability. For us, sustainability is not a short-lived trend, but a core component of our corporate vision. By shaping value chains more resource-efficiently, advising customers on more sustainable product solutions, and taking responsibility for employees, partners, and society, we combine economic success with forward-looking development.

Our international partnerships enable us to tap into key markets, utilise local expertise, and secure long-term growth. In 2024, we established a joint venture in India and acquired a company in South Africa, thereby increasing our presence in central global growth markets. By converting to a European SE, we also send a clear signal of our international strategy and our commitment to global growth markets.

We continued to advance our digitalisation strategy. Our goals are clear: create added value for our customers, work more efficiently, and enhance our competitiveness.

We are also creating a modern working environment for our employees, who benefit from our proprietary Gen AI solution "B-GPT." Innovative technologies like this help us continuously simplify our colleagues' day-to-day work. With the continuation of the SAP S4/HANA project and the implementation of the Salesforce system, a global CRM platform, we are creating the foundation for efficient, digital work processes. This enables our employees to access state of the art software solutions at any time, both within the group and when interacting with external partners.

Sustainable development and global responsibility, however, can only be achieved through the commitment of our employees. Their dedication, ideas, and sense of responsibility are crucial to our progress. Through training, initiatives, and projects, we promote sustainability awareness and anchor it in our processes.

On this basis, our sustainability report is aligned with the Corporate Sustainability Reporting Directive (CSRD), which we are already preparing to implement step by step. Our goal is to provide comprehensive reporting on ecological, social, and governance-relevant aspects of our business activities, thereby creating transparency for all our stakeholders.

Against this backdrop, this report illustrates the challenges we faced in 2024, the progress we have made, and the goals that lie ahead. We are firmly committed to continuing our course in 2025, as our ambition remains to combine economic success with responsibility for the environment and society.

I wish you an enjoyable read of our 2024 Sustainability Report.



Dr. Stephan Glander

GENERAL INFORMATION ABOUT THE BIESTERFELD GROUP

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.

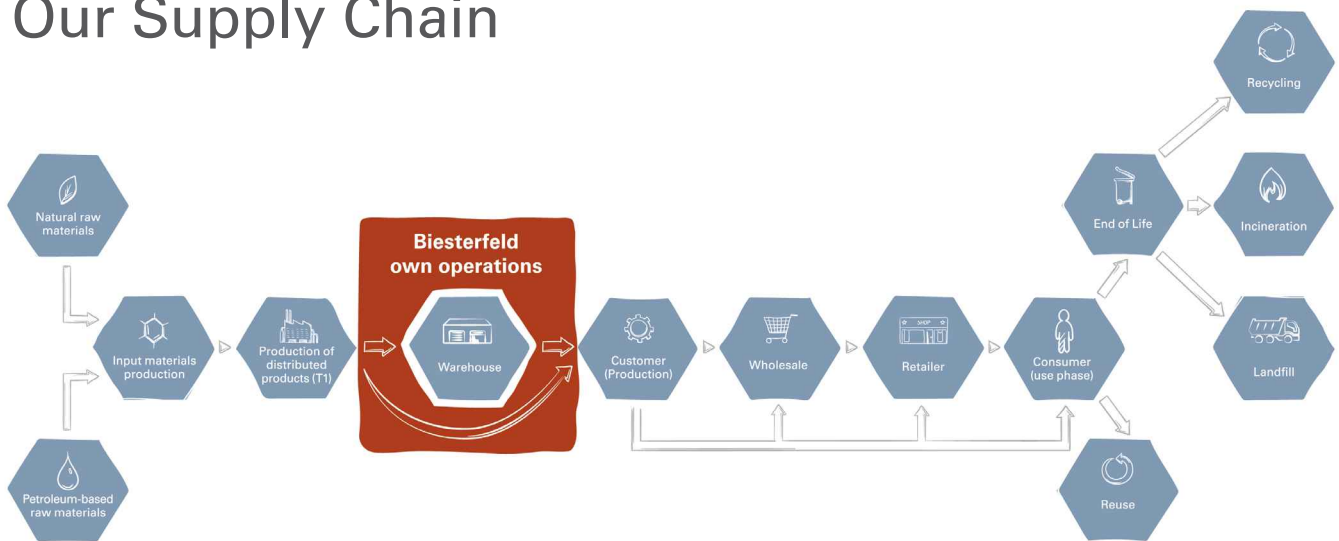
In the calendar year 2024, both the war in Ukraine and the conflict in the Middle East continued to have a significant impact on the global economy, which recovered only slowly over the course of the year. The chemical and pharmaceutical industry once again recorded a decline in sales due to the ongoing industrial recession. Nevertheless, long-standing experience and expertise in advising on technically sophisticated products and applications, as well as services in the

fields of sustainability and regulatory compliance, remain more important than ever.

Building on our network of suppliers established over many years, we offer our customers an extensive product portfolio together with development-focused technical consulting, often acting as a source of inspiration for new and innovative solutions. "Competence in solutions" – our guiding principle – is both our aspiration and our goal, especially in times of fundamentally changing conditions. We are a long-term partner, opening up and developing markets both with and for our customers and suppliers.

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 our employees, customers and suppliers we offer the continuity of a family-owned business built on solid foundations and traditions. ■

Our Supply Chain



This is a simplified representation of our supply chain.

We serve as a vital bridge between our suppliers and customers, actively promoting transparency and sustainability across the entire value chain through proactive advisory services.

Our Business Divisions

The Biesterfeld Group, as a trading and services company, has experienced continuous growth since its foundation 118 years ago. With more than 1,100 employees, we serve our customers from over 50 locations in Europe, North and South America, Asia, and Africa, and in 2024 we achieved total sales of EUR 1.28 billion.

The strategic holding company of the Biesterfeld Group is Biesterfeld SE (formerly AG), headquartered in Hamburg. In December 2024, we completed in full the conversion of our German stock corporation (AG) into a European public limited company (SE). With this strategic step, we are further underscoring our international orientation and setting the course for a forward-looking and sustainable development of our company, the core is formed by a strong holding structure. This

holding performs central strategy and management functions and encompasses the areas Finance & Accounting, Controlling, Corporate Strategy, HR & Legal, Sustainability, as well as Corporate Communications & Marketing. Since its establishment in 2021, our subsidiary b.yond ventures has provided a place for innovation and cooperation with start-up partners.

Through our three subsidiaries – Biesterfeld Plastic, Biesterfeld Performance Rubber, and Biesterfeld Spezialchemie – we operate our business activities in the segments of plastics, rubbers, and specialty chemicals. The two service companies, Biesterfeld ChemLogS and BIT-SERV, support and complement the operational business units in the areas of quality and safety management, compliance, and IT. ■

Operational Business Divisions of Biesterfeld SE

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 (ingre-

dients 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 (basic chemicals in the field of specialty chemicals; the previously independent Trade division – trading in basic chemicals and salt – has been fully integrated into Essentials).

Biesterfeld Spezialchemie operates across Europe and also maintains branches in other regions. Activities in

the ASEAN region have been further expanded. With the establishment of the joint venture **Biesterfeld Hildose Specialty Chemicals Pvt. Ltd.**, we have strengthened our position in India, both in sourcing and, in the future, in distribution. Furthermore, through the acquisition of **Aerontec Pty. Ltd.** in South Africa, we have successfully expanded our presence and prepared additional initiatives to develop our locations in the Baltic region. [↗](#)

Biesterfeld Performance Rubber acts as an international distributor for the rubber-processing industry. Its business activities focus on distribution as well as application-oriented consulting and the development of innovative customer solutions. Based on long-standing partnerships with market leaders in the rubber sector, Biesterfeld Performance Rubber offers a full product range in Europe, Latin America, North Africa, and, since 2021, in the ASEAN countries. The product portfolio includes synthetic rubbers, fillers (carbon black), additives (such as antidegradants, accelerators, flame retardants, and metal oxides), and silicone rubber compounds. ■ [↗](#)

Biesterfeld Service Companies

Since its founding in 2021, **b.yond ventures**, as a strategic unit of the Biesterfeld Group, has been supporting start-ups from a wide range of industries that approach us with innovative ideas. We offer them individual, tailor-made support and see ourselves as an active development partner, jointly advancing products and business models, optimizing processes, and opening up new growth perspectives. At the same time, we act as a bridge between market needs, customer challenges, and emerging technologies. Numerous international colleagues contribute their interdisciplinary expertise to the projects and provide hands-on guidance to start-ups in areas such as procurement, sales, and logistics. In addition, our partners benefit from our international network, which gives them visibility and facilitates access to new markets. In this way, strategic partnerships are created that bring benefits both to the start-ups and to ourselves. ■ [↗](#)

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. ■

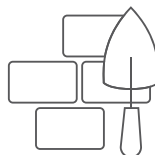
Our Customer Industries



Adhesives & Sealants



Mobility



Coatings & Construction



Composites & Tooling



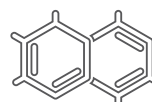
Electro, Electronic & Energy



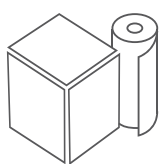
Food & Feed



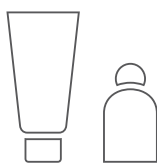
Household & Consumer Goods



Industrial Markets & Synthesis



Packaging



Personal Care & Cleaning



Pharma & Healthcare



Plant Protection & Plant Nutrition

As an international distribution partner for plastics, rubbers, and specialty chemicals, we offer a diverse range of products and consulting services to customers across various segments – from consumer-oriented industries to sectors with high regulatory requirements. We rely on long-term partnerships with

both suppliers and customers, working together with our partners to develop innovative solutions. Our focus lies in designing processes efficiently and ensuring applications are resource-friendly. In doing so, we actively contribute to building a more sustainable future. ■

Our Stakeholders

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

The volatile market environment in which Biesterfeld operates, as well as the changing requirements of our stakeholders, demand a high level of adaptability. To meet these demands, Biesterfeld relies on open communication through various channels, thereby promoting active dialogue with all stakeholder groups.

To consistently live up to our commitment to sustainability and to achieve our targeted sustainability goals, we also encourage our partners and suppliers to act in accordance with our shared objectives.

Our aim is to work together – combining our strengths – to protect the environment and conserve resources, as well as to safeguard human and labor rights. Proactive information-sharing about our sustainable corporate development and ongoing, transparent communication with all our stakeholders are essential to achieving our goals.

Our employees form a central pillar of our organization and belong to our most important stakeholder groups. Their commitment and trust are critical to successfully implementing our objectives. As a stable family-owned company, we are committed to offering not only secure and attractive jobs but also exceptional personal development opportunities. To support these aims, we maintain an open communication culture. Regular discussions, open Q&A sessions, and surveys enable us to understand and respond to our employees' concerns. One example of this is the Biesterfeld Dialogue, designed to create open feedback sessions. The goal of this measure is to foster open, transparent, and confidential exchanges between employees and management.

As part of our global communication, we use the Biesterfeld intranet, B Connect. It functions not only as a tool for company-wide communication but also enables interactive exchange between team members worldwide. In addition, our intranet serves as a central platform to access company documents

such as plans, policies, forms, and to provide event announcements.

In our activities, the satisfaction of our business partners, customers, and suppliers – whom we meet on equal terms and with whom we predominantly maintain long-term and trust-based relationships – is of central importance. To meet our partners with high reliability and transparency, and to address inquiries effectively, we identify our customers' requirements through regular exchanges. The knowledge gained in this process is used to deepen our market understanding and to implement new requirements promptly. Together with our suppliers, customers, and other partners, we also drive the sustainable development of products.

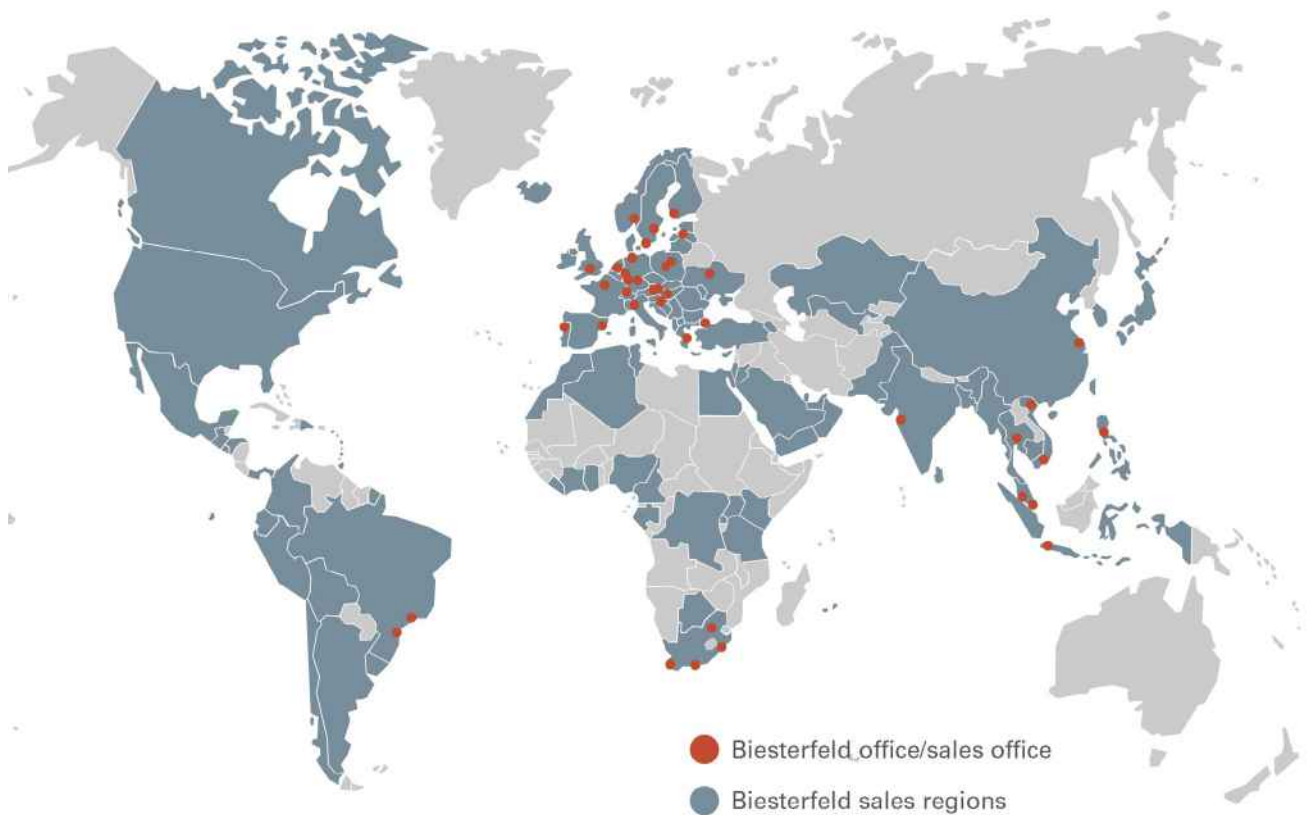
Additionally, we publish regular updates on our website so that we can reach all stakeholder groups at once. These updates cover current developments, new and existing partnerships, our innovation activities and upcoming events. Because we assign central points of contact for each product and/or area,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

ducts 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. ■

Our Locations And Sales Regions



Biesterfeld SE
Hamburg, head office (DE)

Biesterfeld office/sales office

Abingdon	Milan
Athens	Mumbai
Bangkok	Norrköping
Barcelona	Nuremberg
Bratislava	Parainen
Budapest	Porto
Cape Town	Prague
Cologne	Puchong
Culemborg	Riga
Durban	Rueil Malmaison
Florianopolis	São Paulo
Grodzisk Mazowiecki	Shanghai
Hamburg	Singapore
Hanoi	Speyer
Ho Chi Minh City	Taguig City
Istanbul	Tangerang
Jeffrey's Bay	Vestby
Johannesburg	Vienna
Kyiv	Warsaw
Liestal	Zagreb
Malmö	

Biesterfeld sales regions

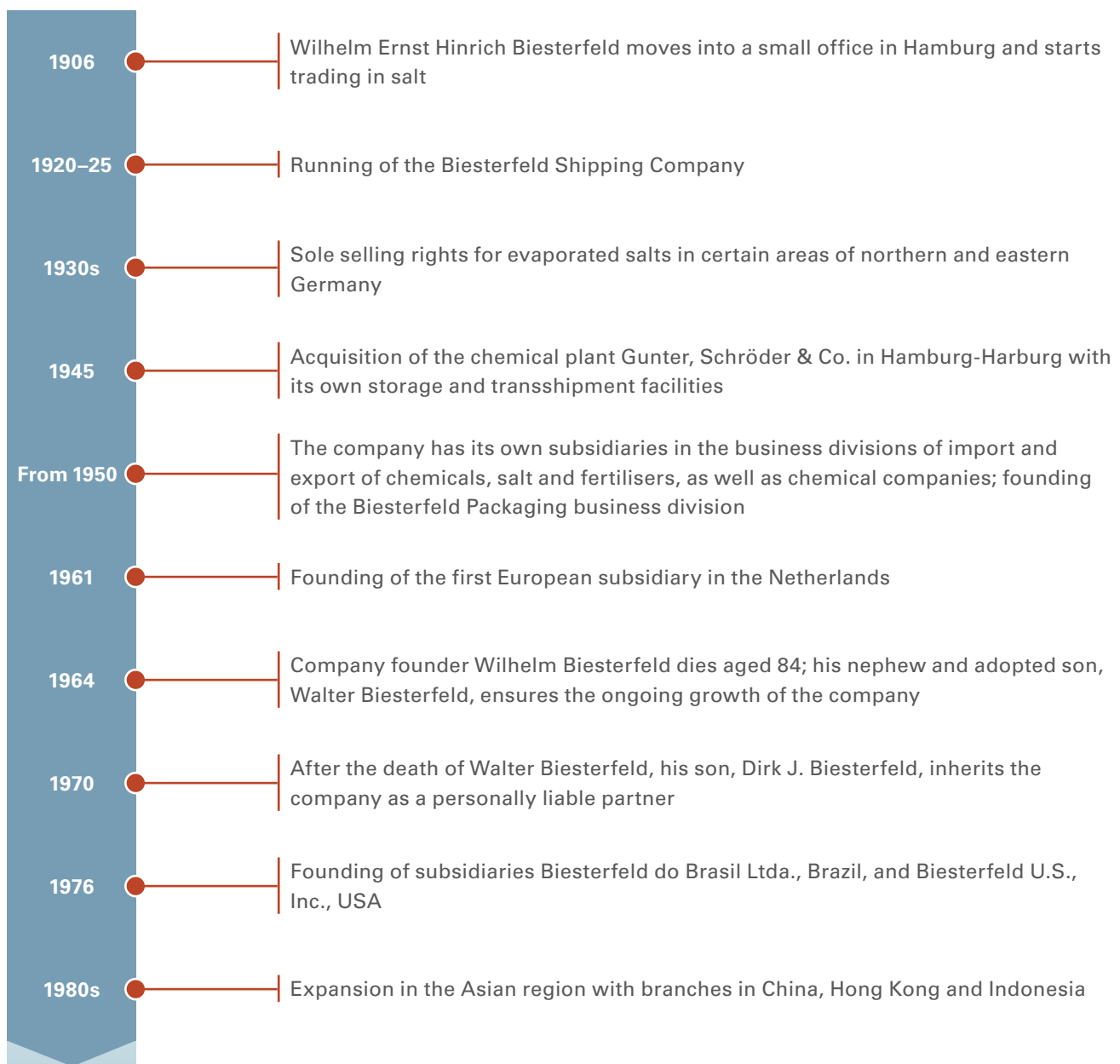
Albania	Estonia	Lithuania	Saudi Arabia
Algeria	Finland	Luxembourg	Serbia
Argentina	France	Malaysia	Singapore
Armenia	French Guayana	Malta	Slovakia
Austria	French Polynesia	Martinique	Slovenia
Bangladesh	Gabon	Mauritius	South Africa
Belgium	Germany	Mexico	South Korea
Bolivia	Ghana	Moldova (Moldavia)	Spain
Bosnia and Herzegovina	Greece	Montenegro	Sri Lanka
Botswana	Guadeloupe	Morocco	St. Lucia
Brazil	Guatemala	Myanmar	Sweden
Bulgaria	Honduras	Netherlands	Switzerland
Cambodia	Hong Kong	Nigeria	Taiwan
Cameroon	Hungary	North Macedonia	Tanzania
Canada	Iceland	Norway	Thailand
Chile	India	Oman	Trinidad Tobago
China	Indonesia	Pakistan	Tunisia
Colombia	Ireland	Panama	Türkiye
Congo	Israel	Peru	Uganda
Croatia	Italy	Philippines	Ukraine
Cyprus	Ivory Coast	Poland	United Arab Emirates
Czech Republic	Japan	Portugal	United Kingdom
Denmark	Jordan	Qatar	USA
Dominican Rep.	Kazakhstan	Reunion	Uruguay
Ecuador	Kenya	Romania	Uzbekistan
Egypt	Latvia	Rwanda	Vietnam
El Salvador	Liberia	San Marino	Yemen

As of December 2024

Our History

In 1906, wholesale and foreign trade merchant Wilhelm Ernst Hinrich Biesterfeld founded the company W. Biesterfeld & Co. in Hamburg. Initially, the focus was on the salt trade, later expanding to include chemicals and fertilizers as an additional pillar of the business. Own-brand products were also introduced, and international trade began. Over time, the Biesterfeld Group has steadily developed into an internationally operating corporation with more than 50 branches worldwide.

The company is wholly family-owned. The third and fourth generations of the family are represented on the Supervisory Board, with Dirk J. Biesterfeld serving as Chairman of the Supervisory Board of Biesterfeld SE, and his daughter Carola Biesterfeld as Deputy Chairwoman of the Supervisory Board. ■



1994	Joint venture Biesterfeld Scheibler Linssen GmbH & Co. KG	
1997	Joint venture Biesterfeld Polybass Spa, Italy, and subsidiaries in France, Poland and Spain	
1988	Founding of Biesterfeld Spezialchemie GmbH	
2000	Founding of BIT-SERV GmbH, Biesterfeld Siemsglüss International GmbH and Biesterfeld Interowa GmbH & Co.KG	
2001	Founding of Biesterfeld Ibérica S.L.U., Spain	
2004	Change in the parent company's legal status to Biesterfeld AG	
2006	Company name change from Biesterfeld Siemsglüss International GmbH to Biesterfeld International GmbH	Joint venture Biesterfeld Petroplas Ltd., United Kingdom
2007	Founding of Biesterfeld ChemLogS GmbH	
2008	Acquisition of Milar Sp. z o.o., Poland	
2011	Joint venture Biesterfeld Polychem Srl, Italy	
2013	Joint venture Biesterfeld Nordic AB, Sweden	Acquisition of Küttner GmbH, Germany
2015	Joint venture Biesterfeld Simko Distr. Ltda, Brazil	
2016	Founding of Biesterfeld Performance Rubber GmbH	Acquisition of Schütz & Co. (GmbH & Co. KG), Germany
2019	Acquisition of the Lindberg & Lund Group, Norway	
2021	Founding of b.yond ventures GmbH	Joint venture GME Chemicals, Singapore
2024	Joint venture Biesterfeld Hildose, India	Acquisition of Aerontec Pty. Ltd., South Africa

Facts and Figures 2024

The 2024 financial year was marked by a variety of challenges. On the one hand, the after-effects of measures to combat inflation were still noticeable; on the other hand, the ongoing war in Ukraine and the conflict in the Middle East had significant impacts. Overall, however, the global economy was able to recover over the course of the year.

Due to the continuing recession in the industrial sector, the chemical and pharmaceutical industry faced yet another difficult year in 2024. Biesterfeld was not immune to weak demand in international markets combined with production declines. Like many other companies in the industry, Biesterfeld once again recorded significant decreases in sales and earnings across almost all business areas.

In addition to the still persistent geopolitical challenges, fluctuating raw material and energy prices particularly represent a risk. Biesterfeld therefore monitors not only the political situation but also, in its respective markets, legislative developments relating to taxes and customs duties.

Despite persistently challenging conditions, Biesterfeld anticipates a continued upward trend in the global economy and considers itself well positioned for the future.

Biesterfeld is on a sound financial footing and remains committed to sustainable and profitable growth. This growth strategy is built on three pillars: Organic growth through the continuous expansion of our product portfolio and the transfer of additional distribution opportunities. Growth through targeted acquisitions and partnerships in new sectors and markets. Unlocking potential from synergies and efficiency gains. Key factors in securing further global and profitable growth include: adapting our organizational structure, maintaining a clear focus on customer-centric and market-oriented business strategies across all divisions, and optimizing processes. With the experience and problem-solving expertise of our employees, we aim to take on additional services for our suppliers and to provide even more comprehensive consulting for our customers – especially in the specialty business. This, not least, also involves further expanding and enhancing our sustainability initiatives. ■

We continuously expand our service offerings and optimize our sales

Our aim is to always provide the best possible service to our customers and suppliers by developing tailored solutions and offering comprehensive application engineering advice. In 2024, we not only provided our customers with technical service and support in various product segments through our application laboratories in Hamburg, Norway, Turkey, and at three locations in South Africa, but we also jointly identified current market trends and developed specific solutions.

Our on-site experts work closely with customers and suppliers, offering services such as customer seminars, training sessions, and customized support. Beyond our own application laboratories, we also collaborate with external laboratories and institutes to develop individual solutions for our customers. ■

Internal organizational structures support our business

In 2024, we were once again able to consolidate and expand important existing sales partnerships, while also gaining new partners for close and trust-based cooperation. The newly acquired distribution rights strengthen our market positions, which are also supported by optimizations in our internal organizational structures. Not only have workflows been standardized in line with our corporate strategy 'One Biesterfeld', but new fields of activity have also been expanded. ■

with one of our long-standing partners in India, and the acquisition of a leading distributor in South Africa.

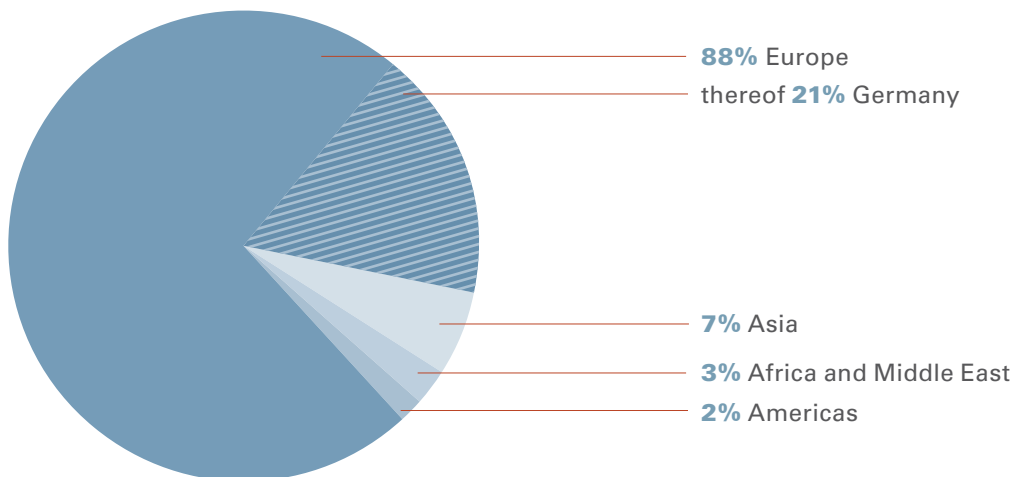
With the joint venture Biesterfeld Hildose Speciality Chemicals Pvt. Ltd. in Mumbai, we are further expanding our position in the HealthCare sector and in the Asia-Pacific region. Hildose has been active in the Indian market since 1988, focusing primarily on pharmaceutical active ingredients, intermediates, and specialty chemicals. We have enjoyed a successful partnership for more than 25 years and will continue to build on this relationship with mutual trust in the future.

Integrative Market Expansion

In 2024, we consistently pursued our geo-expansion in global growth regions and achieved two important milestones: the establishment of another joint venture

The acquisition of Aerontec Pty Ltd. simultaneously expands our portfolio in the field of composite materials in the Sub-Saharan Africa region. Founded in 2002, the company offers a broad product portfolio of materials, particularly for the maritime, transportation, consumer goods, as well as aerospace industries. ■

Sales Segmentation by Region



1,237
employees worldwide

€1.28
billion in revenue

Approximately 50
locations worldwide

Around 15,000
products in the portfolio

Key Financial Figures

Key Financial Figures of the Biesterfeld Group 2022–2024

	2024	2023	2022
Revenue	1,287,294	1,389,258	1,660,612
Operating Costs	1,176,664	1,250,235	1,479,317
Wages and Other Employee Benefits	95,300	88,031	89,882
Payments to Capital Providers	25,349	10,448	10,043
Payments to Government	11,703	13,647	25,984

These figures are shown in thousand euros and do not represent a complete profit and loss account. Additional financial data is published in the Bundesanzeiger (German Federal Gazette).

Compliance

We create a framework within which our employees can act with confidence and security.

For Biesterfeld, integrity is a central value of our compliance culture. Demonstrating integrity and remaining true to oneself are of particular importance for an internationally operating company. To ensure a trusting collaboration between employees, customers, and suppliers, it is essential to comply with both internal and external regulations and requirements, and to fulfil all legal obligations.

We strictly adhere to all legally binding requirements as well as voluntary commitments. Our central Compliance Department reports directly to the Executive Board. This contributes to the implementation of voluntary undertakings and strengthens our integrity culture as an integral part of the Biesterfeld philosophy. Furthermore, the Compliance Department supports all subsidiaries in implementing local and global laws and guidelines, thereby acting in an advisory capacity to all relevant business units within the Biesterfeld Group. Our operations and processes are based on the Biesterfeld Group's Code of Conduct and the integrated management system. This system covers all areas relevant to our company, including

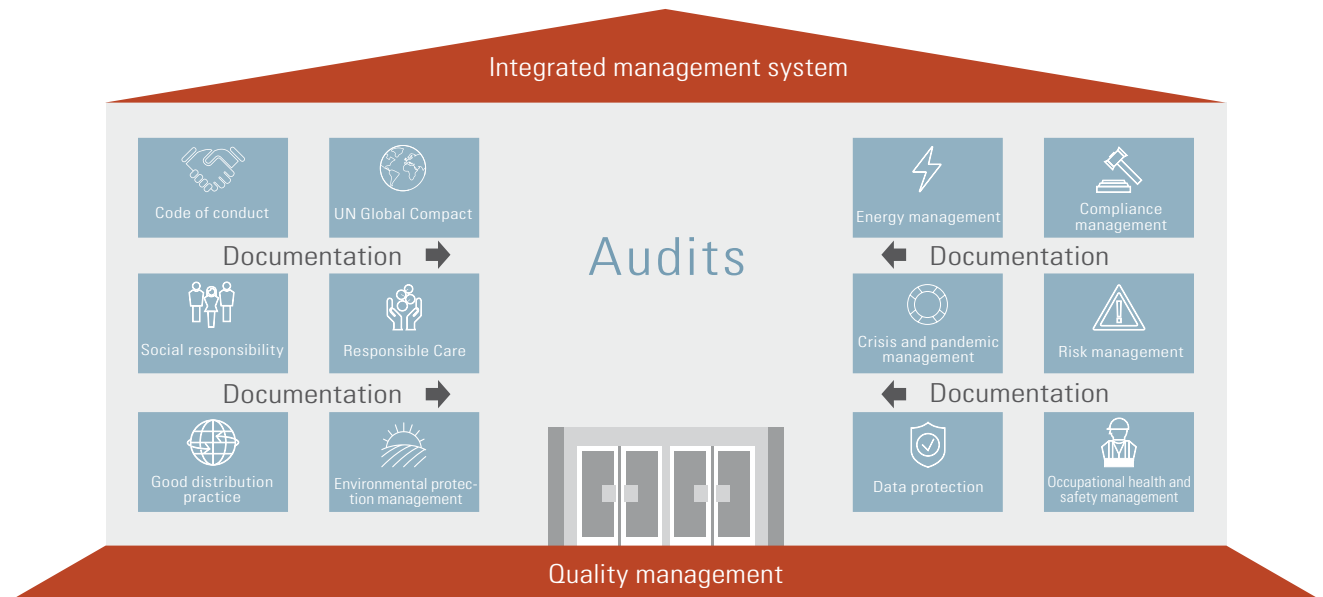
data protection, occupational safety and security, compliance, quality, environmental and health protection, risk management, and crisis management. The fundamental principles and guidelines of our company are set out in the Biesterfeld Code of Conduct. This Code defines Group-wide standards and guidelines and thus forms the foundation of our daily interaction. In particular, it governs our dealings with business partners and serves as a key element of our preventive measures against conduct detrimental to the company, such as corruption.

The Code of Conduct is binding for all company activities and applies to the entire Biesterfeld Group and all employees worldwide. It specifically addresses topics such as **compliance with competition and antitrust law, safety and social standards, and human rights**. In cases of violations against one or more of these principles, immediate countermeasures are taken to proactively reduce the risk of further offences.

To ensure that all employees are familiar with the requirements of the Code of Conduct, training sessions

are held at defined intervals. Through the Group-wide intranet, all employees have direct access to the current version of the Code in various languages. For distribution to customers and suppliers, our Code is

available in German and English. In addition, our Code of Conduct is freely accessible to all stakeholders on our corporate website: www.biesterfeld.com.



In key thematic areas, we provide comprehensive training and information to the entire organisation via our Biesterfeld eCademy tool. This platform offers customised training tailored to individual roles, repeated at regular intervals. Employees receive reminders, complete exams and interactive self-learning modules, and are awarded certificates upon successful completion. Regardless of location and time, employees are obliged to complete these online courses within a defined timeframe, ensuring that training is both informative and flexibly accessible for effective knowledge transfer. Our aim is to raise awareness among all Biesterfeld employees about laws, rules, and internal company regulations.

Our Compliance Management System monitors all business activities and processes to fulfil our commitment to responsible and sustainable corporate governance. Through this system, potentially harmful processes and behaviours are systematically identified and eliminated at an early stage, ensuring lawful and rule-compliant conduct. We regularly inform our employees about legislative amendments and legally relevant developments that are important to our company. Our goal is to guarantee transparent and legally compliant management that not only meets legal requirements but also contributes to a sustainable and ethically responsible corporate culture. ■

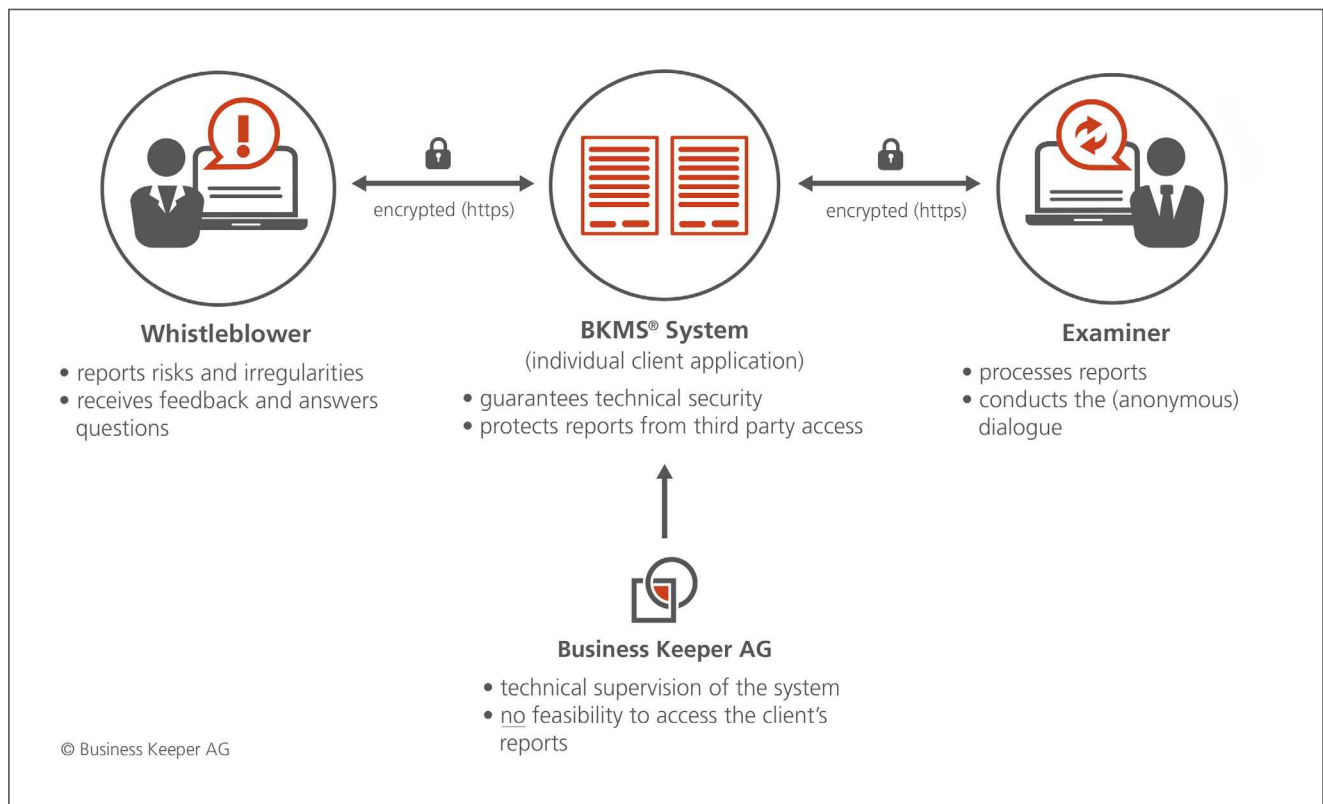
B Honest – the Biesterfeld Whistleblower System

The Biesterfeld whistleblower system, **B Honest**, was introduced in 2017 – well before any legal obligation – with the aim of minimising potential compliance risks within the company and protecting Biesterfeld from conduct detrimental to the business. All Biesterfeld employees, as well as external parties, can use the online reporting platform to anonymously point out grievances, criminal behaviour, or specific risks within or affecting the company. Each report is handled and managed

centrally and confidentially by our Compliance Officers. Through this system, we aim to strengthen and continuously expand both our compliance framework and our complaint management processes.

Learn more on our website:

<https://www.biesterfeld.com/en/de/company/sustainability/whistle-blower-system/>



Digital & IT

In 2024, our Digital & IT division was a key driver of Biesterfeld's digital transformation. This division brings together essential areas such as strategy and process management, applications, SAP, infrastructure, IT security, IT service and project management, as well as innovation and data management.

At the heart of the division's work was the continued development of our Digital & IT strategy, with the goal of maintaining the Biesterfeld Group's competitiveness while also sustaining a modern working environment for our employees. We established and harmonised new processes and governance structures, while

complementing existing systems with modern technologies and tools. This not only promoted collaborative working practices but also enhanced our productivity.

In line with our Digital & IT strategy, we initiated or continued numerous projects in 2024. A major focus was the creation of a hybrid cloud infrastructure. By modernising the hardware in our data centre and simultaneously building a public cloud environment, we laid the foundation for ensuring that our employees worldwide can reliably access our system landscape at any time. This high availability has also proven essential in direct interactions with customers and suppliers, ensuring professional and efficient collaboration.

To ensure the security of this infrastructure, we implemented comprehensive IT security measures. In addition to audits aimed at identifying and resolving vulnerabilities, we rolled out a Group-wide anti-phishing campaign, which sustainably strengthened our employees' security awareness. Furthermore, we prepared the establishment of a global, round-the-clock Security Operation Center (SOC). This ensures that our IT systems are continuously monitored so that attacks or suspicious activities can be detected early and addressed with appropriate measures.

Another milestone was the continuation of the SAP S/4HANA project. Since its launch in 2023, this project has aimed to standardise our business processes. Through implementation, we have created the basis for efficient, digital workflows, ensuring that our employees across the Group and in collaboration with external partners always have access to state-of-the-art software. Following the initial launch in 2023, we successfully continued the project in 2024 and prepared the next roll-outs for 2025.

At the same time, in 2024 we worked on our "B-GPT" project: our proprietary, secure Generative AI solution which was implemented to support employees in their daily work. Employees were specifically trained to use AI-powered tools that accelerate processes, identify potential opportunities, and enable more effective and targeted working methods.

Data management also moved further into our focus. With the implementation of a Data Lake based on Snowflake, we created the foundation to consolidate data from different systems in one central location. This provided the basis for analyses, reporting, and data-driven decision-making. The Data Lake was complemented by a data governance concept that ensured the quality and security of the data. In doing so, we met our commitment to maintaining sovereignty over our own data.

Another project in 2024 was the implementation of the new Salesforce CRM system. In 19 companies, 16 countries, and 10 languages, more than 200 employees already have access to the system and use it successfully.

With this rollout, we standardised business data and unified the execution of sales processes worldwide. For us, this was a decisive step towards greater efficiency and transparency.

Through this wide range of projects and services, our Digital & IT division successfully positioned itself as a full-service partner for all employees. We established the foundation for a robust, secure, and sustainably successful IT landscape, while sharpening our understanding of digitalisation — which for us is not only a technological task, but an integral part of sustainable corporate development towards higher productivity, security, and global connectivity. ■

BIESTERFELD'S SUSTAINABILITY STRATEGY

Implementation of the CSRD

We are proactively shaping the implementation of the Corporate Sustainability Reporting Directive (CSRD). Although we are not yet subject to mandatory reporting, we currently anticipate that we will be in the future. Irrespective of the timeline for that, we have decided to continue reporting voluntarily. Already now, we align ourselves with the structure of the European Sustainability Reporting Standards (ESRS) and apply them deliberately to continuously enhance our transparency and sustainability performance.

We have begun reporting on Section S1 (Own Workforce) in line with the CSRD and intend to gradually expand our efforts to other areas over the coming years. In doing so, we pursue a balanced approach that neither leads to hasty actions nor waits for regu-

latory adjustments resulting from the omnibus procedure. Our goal is to progressively align with the CSRD reporting requirements.

The quantitative indicators of the E1, S1, and G1 areas, which proved to be relevant for us after completing the double materiality assessment, have already been fully recorded on a global scale and will be reported below. For qualitative indicators, we are initially focusing on the S1 area and plan to gradually expand this scope.

Below, we will present our approach to the double materiality assessment and outline our sustainability strategy based on it. This will be followed by the section of our sustainability report oriented towards the CSRD requirements and structured accordingly. ■

Our Double Materiality Assessment

In preparation for the Corporate Sustainability Reporting Directive (CSRD), we redesigned our materiality assessment.

Based on the methodological requirements of the European Sustainability Reporting Standards (ESRS), we examined both our impacts on the environment and society ("Impact Materiality") as well as the impacts of the environment and society on Biesterfeld ("Financial Materiality"). Using this Double Materiality Assessment (DMA), we identified our significant impacts, risks, and opportunities. Our approach was as follows:

Preparation

The foundation of our DMA is the prescribed list of topics from ESRS 1 AR16, supplemented by additional topics identified through an analysis of our environment and business model. For each of these topics, we compiled a detailed list of potential impacts, risks, and opportunities (IRO). In doing so, we considered our entire value chain and incorporated the expectations of our stakeholders. In close coordination with the Risk Management team, we defined an evaluation system that is consistent with our internal risk assessment methodology.

Assessment

During several workshops with internal experts, the IRO list was reviewed and expanded, information on the IROs was gathered, and an assessment was carried out. As the various stakeholder groups could be well represented through internal experts acting as proxies, direct involvement of external stakeholders was omitted for this DMA. Instead, we collaborated with colleagues from different departments as well as representatives of the works council to achieve the most comprehensive outcome possible.

The assessment was carried out using the system defined for Biesterfeld, taking into account all methodological requirements of the ESRS. Biesterfeld opted for a net consideration of the IROs, meaning that measures already implemented to mitigate negative impacts or risks were included in the respective evaluation.

Validation

The DMA results were presented to and approved by the Executive Board. In addition, the preparation of our DMA was accompanied by our external auditor in a review capacity. ■

Material Topics

The DMA identified the following material topics for Biesterfeld:

Topic	Description
E1 – Climate Change	The majority of our greenhouse gas emissions originate within our value chain. Our upstream supply chain, in particular, is influenced by the design of our product portfolio.
E2 – Pollution	Occurs during production. In addition, we distribute certain products that contain substances of concern / substances of very high concern (SOC / SVHC) or, due to the pellet size traded, fall under the EU definition of microplastics.
E3 – Resource Use and Circular Economy	Particularly relevant in the upstream value chain due to material use in production and the lack of recycling infrastructure for products.
S1 – Own Workforce	Employees are central to the company's success, and their health and well-being are a key focus.
S2 – Workers in the Value Chain	Relates in particular to the protection of rights in the upstream value chain.
G1 – Corporate Conduct	Fair business practices apply to all aspects of our corporate activities

Our Sustainability Strategy

Sustainability is a central component of our business activities. Building on the results of our DMA, we developed our sustainability strategy. In it, the material topics for Biesterfeld are structured into five pillars – Environment, People, Supply Chain, Corporate Culture, and Products – with concrete targets defined for each. The customer is placed at the centre as the connecting element, not only between the pillars but also linked to our corporate vision and mission. The responsible departments develop specific measures and take the lead in implementing the targets. ■



Strategic Pillar: Environment

At Biesterfeld, we are committed to consistently reducing greenhouse gas (GHG) emissions both in our own operations and along our supply chain.

This commitment is a central element of our sustainability strategy and reflects our responsibility towards the environment.

Through our participation in the UN Global Compact Climate Ambition Accelerator, we have gained extensive knowledge regarding the measurement and reduction of our greenhouse gas emissions. This experience enables us to better understand the complex interrelationships and challenges of emission reduction, allowing us to set ambitious targets. We know which steps are necessary to achieve these targets successfully.

- Net-zero target for greenhouse gas emissions (Scope 1 + 2) by 2040
- Net-zero target for Scope 3 greenhouse gas emissions with direct influence by 2045
- Quantitative targets for the reduction of all Scope 3 greenhouse gas emissions jointly defined with our suppliers and customers by 2028
- 100% renewable electricity by 2026 (if available at the respective location, otherwise purchase of Guarantees of Origin)
- Commitment to science-based climate targets by 2026
- Own sites: At least 90% of municipal waste to be recycled by 2027
- Own sites: Reduction of paper consumption by 40% by 2027

Strategic Pillar: People

Our employees are essential for achieving our goals and living our values.

We are an attractive employer that attracts, retains, and develops highly qualified employees. We foster a culture characterised by trust and appreciation, enabling people to grow, take responsibility, and contribute positively — based on global values, inclusive leadership, and targeted development.

- Average of 50 hours of training per employee per year by 2026
- Qualified gender pay gap analysis completed and action plan established by 2025

- 40% of leadership positions in the company to be held by women by 2030; in top management by 2035
- One day per year for each employee for voluntary engagement in sustainability projects starting in 2025
- All managers and recruiters trained on diversity, equity, and inclusion (DEI) by 2026
- Zero workplace accidents (excluding commuting accidents) by 2026
- Starting in 2025, 100% of employees trained annually in occupational safety and health protection

Strategic Pillar: Supply Chain

As a distributor without our own production facilities, warehouses, or transport fleet, Biesterfeld relies on both the upstream and downstream value chain and its workforce. We source products from countries where high environmental and social standards are not always legally mandated. Through our procurement practices and by ensuring compliance with our due diligence obligations, we can exert a positive influence.

Our goal is to achieve the highest standards in human and labour rights, workplace health and safety, environmental protection, and ethical business practices.

We are committed to responsible supplier relationships and place emphasis, when selecting partners, on fair business relationships, respect for human and labour rights, and the promotion of ethical working conditions. To achieve this, we aim to automate our processes through the use of an IT tool and to expand our data base.

- Starting in 2025, all new and renewed logistics contracts will require logistics service providers to set sustainability targets
- By 2028, 80% of our logistics partners in the plastics segment will have joined the Operation Clean Sweep initiative or received equivalent training

Strategic Pillar: Corporate Culture

Our success demonstrates that our corporate philosophy, based on experience, expertise, and sustainable innovation, continues to guide the Biesterfeld Group in the right direction. Therefore, as part of our sustainability strategy, we aim to foster a corporate culture that promotes responsibility, integrity, and long-term thinking. We are committed to creating a values-based environment in which every employee is empowered to contribute to our environmental and social goals. Sustainability is not limited to a single department — it is firmly embedded in our thinking, actions, and decisions at all levels of the company

We cultivate a culture of transparency, ethical conduct, and continuous learning.

We strive for a corporate culture marked by respect and integrity. We actively promote fair business practices and ethical behaviour while meeting all legal requirements. We are committed to protecting whistleblowers both within and outside our company.

- 100% of employees receive annual training on our Code of Conduct, including conflicts of interest and anti-money laundering
- 100% of employees receive annual training on anti-corruption, fraud prevention, and antitrust compliance
- 100% of employees using our IT infrastructure receive annual training on information security, IT emergencies, and cybercrime
- Annual vulnerability scans of our IT infrastructure and the Biesterfeld.com website













Strategic Pillar: Products

We are committed to advancing sustainable innovations across our entire portfolio and supporting our partners in all areas of sustainability and regulatory compliance.

Our goal is to align environmental and social considerations with societal benefits. By reducing harmful substances, offering more sustainable alternatives, and promoting circular economy principles, we aim to contribute to a more sustainable future. An outlook on how sustainability is already reflected in our operational business areas will follow in the next chapter.

- 80% of our product portfolio screened for sustainability criteria (including SOC and SVHC) by 2025; 100% by 2026
- Sustainability integrated as an evaluation and selection criterion for innovations by 2025
- By 2026, targets set for revenue and volume share of more sustainable products
- For 50% of our portfolio, identify and market more sustainable product alternatives by 2030
- By 2026, identify product applications that deliver societal benefits or contribute to sustainable transformation
- From 2028, particularly environmentally harmful products will only be sold for these specific applications

Overview of our Key Sustainability Targets

 <p>Average 50 hours skills development training per employee per year by 2026</p>	 <p>Qualified gender pay gap analysis and action plan in place by 2025</p>	 <p>Sustainability formally included in innovation criteria by 2025</p>
 <p>Net zero carbon emissions for Scope 3 with direct impact by 2045</p>	 <p>Net zero carbon emissions (Scope 1+2) by 2040</p>	 <p>Set quantitative targets by 2028 together with our suppliers and customers for Scope 3 in total</p>
 <p>100% renewable electricity by 2026 (if available at the location, otherwise guarantees of origin)</p>	 <p>Commit to Science-based targets by 2026</p>	 <p>80% of our portfolio screened according to sustainability criteria by 2025, 100% by 2026</p>
 <p>Targets for turnover / volume of more sustainable products by 2026</p>	 <p>One day/year for voluntary engagement of each employee in sustainability projects starting in 2025</p>	 <p>40% women in leadership positions by 2030, in top management by 2035</p>

Contribution of Our Business Units to the Sustainability Strategy

Sustainability is a central element of our corporate strategy and shapes all business units, albeit with different priorities and characteristics. As the requirements and fields of activity of our business units vary, the specific implementation of sustainable practices in day-to-day operations also differs.

The following sections provide an introduction to our business units and illustrate how sustainability is embedded in their daily activities. They explain the role that sustainable business practices play for each unit, how these are reflected in their operations, and present a product example in each case that stands out for its more sustainable characteristics. ■

Biesterfeld Performance Rubber

Rubber is an important component in a wide range of applications; however, its production and use pose significant environmental challenges. High energy consumption results in substantial CO₂ emissions, and the use of fossil raw materials further impacts the carbon footprint. Natural rubber, as a bio-based and renewable resource, also plays a vital role in the rubber industry. In recent years, the industry has taken a more critical view of this natural source, as its cultivation must be responsibly managed to prevent deforestation and protect ecosystems. At the same time, stricter regulations pose additional challenges for customers and suppliers to meet sustainability requirements. Rubber recycling is complex, but ongoing developments are gradually improving recycling rates and opening new opportunities for a circular economy. Despite these challenges, the industry is constantly evolving. Innovative solutions and technological advancements are driving sustainable change. Through investments in research, development, and responsible sourcing, environmental impacts can be reduced, creating a more sustainable future for rubber products.

Rubber Powder – Recycling of End-of-Life Tyres as a Secondary Raw Material Source

Worldwide, more than 49 million end-of-life tyres are generated every week — an underutilised raw material potential of significant environmental relevance. They represent a valuable secondary resource for the rubber industry. Through ambient and cryogenic grinding processes, high-quality rubber granulate or powder is obtained from passenger car, truck, and industrial tyres. This secondary raw material is used in numerous applications — such as profiles, shoe soles, cable insulation, conveyor belts, rollers, or shock absorbers — thereby being reintegrated into the material cycle. RUBBER+ PREMIXED is an innovative modifier based on this recycled rubber powder. It is pre-coated with the process additive VESTENAMER® from Evonik, which enables particularly good integration into compounds — for simplified processing, reduced CO₂ emissions, and a more sustainable use of technical rubber products. ■

Biesterfeld Standard Polymers

Sustainability in the field of standard polymers such as polyethylene (PE) and polypropylene (PP) is gaining increasing importance, as these plastics account for the largest production volumes worldwide and are used in almost all areas of life — from packaging to automotive parts to consumer goods. Their wide-ranging applications, however, also lead to significant environmental challenges, particularly in terms of resource consumption, CO₂ emissions, and waste management.

Precisely because PE and PP are “commodity plastics,” they offer enormous leverage: even small improvements in their sustainability have a considerable global impact. Approaches such as bio-based raw materials, the use of recyclates, and CO₂-based polymers contribute significantly to reducing their ecological footprint. At the same time, new opportunities arise for manufacturers to align with increasing regulatory requirements — such as the EU Green Deal or Extended Producer Responsibility (EPR) — and to meet brand owners’ growing demand for sustainable materials.

Sustainability in PE and PP is therefore not only an environmental responsibility but also a strategic success factor for long-term competitiveness.

An ISCC PLUS mass-balanced bio-polyethylene based on tall oil — a residue from the pulp industry — presents a significantly more sustainable alternative to fossil-based polyethylene. While conventional PE is entirely derived from finite fossil resources and directly contributes to greenhouse gas emissions, bio-PE produced under the mass balance approach uses renewable carbon sources already bound in the biological cycle.

Tall oil is particularly advantageous because it is not an additional raw material but rather a by-product of pulp production. Its use as a feedstock avoids competition with food or feed and ensures that existing biomass is utilised efficiently. Certification under ISCC PLUS ensures compliance with sustainability criteria and enables transparent tracking of the mass-balanced substitution of fossil resources.

The result: bio-PE from tall oil has a markedly lower CO₂ footprint, supports companies in meeting their climate targets, and fulfils growing regulatory and customer requirements for sustainable materials. It therefore combines environmental responsibility with economic benefit. ■

Biesterfeld Engineered Polymers

As a distributor of engineering polymers, we recognize that sustainability is no longer optional—it is essential. Our customers across packaging, health-care, and consumer goods increasingly seek materials that combine high performance with lower environmental impact. By partnering with suppliers who prioritize bio-based solutions, recyclability, and reduced carbon footprints, we ensure that our portfolio supports the transition to a circular economy. By supplying e.g. bio-based and recyclable polymers, we help industries lower emissions, extend product lifecycles, and support circular economy practices. One clear example is in cosmetic packaging, where BPA-free, recyclable copolyesters provide the clarity and toughness required, while reducing environmental impact and ensuring safe storage for creams, lotions, and liquids. More sustainable polymers allow us to

help manufacturers meet regulatory requirements, reduce waste, and design products with longer lifecycles.

SK Chemicals’ SKYGREEN® PETG and ECOZEN® copolyesters exemplify the company’s commitment to sustainable innovation. Both are BPA-free, recyclable, and designed for long product lifecycles, reducing waste compared to conventional plastics offers safe, durable clarity for cosmetic packaging and other consumer applications, ensuring repeated use and compliance with global standards. ECOZEN® goes further by incorporating renewable, plant-based monomers and enabling compatibility with PET recycling streams, supporting closed-loop material cycles. With their combination of resource efficiency, recyclability, and lower environmental impact, these materials represent

a shift toward eco-conscious design while maintaining the performance demanded in medical, cosmetic, and consumer product applications.

LG Chem is dedicated to fostering a sustainable environment through the innovation of new sustainable products, including those that are mechanically and chemically recycled or bio-based. For instance, ASA LI 941 M-F, is a bio-based product and contains up to 67% bio-naphtha derived from used cooking oil or palm oil fatty acid distillates (PFAD). While maintain-

ing its material properties, a CO₂ reduction of between 40% and 60% can be achieved compared to the virgin ASA-grade. For the mobility segment, ASA LI941 M-F offers exceptional weatherability and UV-resistance and is designed to meet the 2 cycles weathering test for Exterior according to ISO 4892-2. Thus, this product underscores Biesterfeld's and LG Chem's dedication to reduce environmental impact in demanding exterior applications such as mirror covers, radiator grills, pillars and various others in the automotive industry. ■

Biesterfeld Performance Polymers

Sustainability is increasingly shaping the future of the plastics industry, and performance polymers play a decisive role in this transformation. As high-performance materials, they enable lighter, more durable, and more energy-efficient applications in sectors such as automotive, construction, and electronics. By replacing heavier materials or extending product lifecycles, high-performance polymers help reduce resource consumption and lower CO₂ emissions.

At the same time, customers expect innovative materials that combine performance with environmental responsibility. It is therefore essential to integrate sustainability into product development and the supply chain to meet market demands and contribute to a circular, climate-friendly economy.

A compelling example of sustainability in our portfolio is the use of performance polymers in lightweight applications for the automotive industry. By replacing traditional metal components with high-performance polymer solutions, we achieve significant weight reduction, resulting in lower fuel consumption and reduced CO₂ emissions over the vehicle's entire lifetime. These materials retain their durability and safety while supporting the transition towards more energy-efficient mobility.

Furthermore, many of our solutions are compatible with mechanical recycling processes, ensuring valuable resources remain within the cycle. This combination of performance, efficiency, and recyclability illustrates how our products actively contribute to sustainable innovation. ■

Biesterfeld Healthcare

At Biesterfeld, sustainability in the healthcare unit is reflected through a holistic approach that combines innovation, responsibility, and long-term thinking. We actively promote environmentally friendly materials and solutions that meet the highest safety and regulatory standards. By collaborating with partners who share our commitment to sustainable development, we support the transition to greener healthcare technologies – whether through energy-efficient production processes or reducing the carbon footprint across the supply chain. Our goal is to contribute to a healthier future – not only for patients, but for the planet as well.

4-(Dimethylamino)pyridine (4-DMAP) – Innovation Driving Sustainability

4-(Dimethylamino)pyridine (4-DMAP) from Jubilant Ingrevia represents an innovative and responsible approach to resource management. With a bio-based carbon content of over 58% - determined via radiocarbon dating in accordance with ISO 17025 – it reflects our commitment to sustainable practices and data-driven decision-making.

Production is based on ethanol derived from sugar-cane molasses, a renewable raw material that ensures responsible use of natural resources and reduces dependence on fossil sources. Moreover, DMAP complies with the principles of the Responsible Care initiative and meets the highest standards in environmental responsibility and occupational safety. By using more sustainable production methods, CO₂ emissions are significantly reduced compared to conventional, petroleum-based DMAP – an active contribution to lowering environmental impact.

Granulated Sugar N°1 600 from Tereos is widely used in the pharmaceutical industry as a high-purity excipient for solid and liquid oral formulations, serving as a diluent, binder, or sweetener in the manufacturing of tablets, syrups, or lozenges. Its sustainability profile is based on several key initiatives.

Firstly, Tereos sources sugar from controlled and traceable agricultural supply chains, primarily from certified organic sugar beet cultivation in France. Secondly, the company's SUSTAIN 2030 roadmap includes targets to reduce CO₂ emissions by at least 30% (compared to 2015) and to decrease water consumption by 20% by 2030 – measures that help minimise the environmental footprint of sugar production. Furthermore, Tereos emphasises the complete utilisation of sugar beet biomass, recycling of washing water, and re-use of by-products to maximise resource efficiency and reduce waste. For pharmaceutical applications, Granulated Sugar N°1 600 benefits from stringent quality systems (cGMP, ISO 9001, Certificate of Analysis documentation) and production in France under strict pharmaceutical standards, ensuring ingredient consistency as well as environmental responsibility. In summary, Granulated Sugar N°1 600 is a sustainable pharmaceutical sucrose excipient that offers traceable origin, environmentally responsible cultivation and processing methods, and certified quality – making it an excellent choice for eco-friendlier pharmaceutical formulations with high compliance standards. ■

Biesterfeld Consumer

Sustainability has extremely high relevance in the personal care market. This is a sector that is close to the consumer, and today's customers scrutinise the origin and production of raw materials more closely than ever. There is a strong focus on raw material safety, with demands for transparent supply chains and fair, resource-efficient production conditions. Numerous certifications and regulations support this consumer expectation. In the personal care market, sustainability is not merely a trend, but a defining theme that is considered at all levels.

Carbonwave – Upcycled Emulsifier from the Macroalga Sargassum: SeaBalance® 2000

Carbonwave is a Public Benefit Corporation that develops biomaterials from Sargassum seaweed for various industries, in support of its mission to reduce carbon emissions. The company upcycles Sargassum algae – a resource long considered waste that requires neither land nor other inputs to grow – into biomaterials that can replace petroleum-based and other industrial products.

Sargassum fluitans/natans is a floating macroalga that provides a habitat for fish and other species in the open ocean. It also absorbs carbon and excess nutrients. However, the Caribbean is now experiencing a "Sargassum crisis": the algae proliferate in massive mats, leading to biodiversity loss and methane emissions when decomposing in landfills. The influx of Sargassum onto beaches also disrupts local economies by reducing tourism. To address this, beaches must be cleared of the macroalga. Carbonwave intervenes at this point, using Sargassum to produce valuable biomaterials. The algae are collected



from beaches via long-term partnerships with local stakeholders. Carbonwave also operates two production facilities with strong support from local communities.

One product made from Sargassum is **SeaBalance® 2000** (INCI: Sargassum Fluitans/Natans Extract, Xanthan Gum, Pentylene Glycol), an upcycled, multifunctional O/W emulsifier. Beyond its emulsifying properties, it strengthens the skin barrier, provides moisturising benefits, reduces whitening effects in sun care products, and imparts a pleasant, silicone-like sensory feel. Its NOC (ISO 16128-2) is 1. The product is COSMOS approved and readily biodegradable (OECD 301B method). SeaBalance® 2000 enables high-shea-rate Pickering emulsions in which the emulsifier encapsulates the oil droplet – a technology that differs from conventional surfactant-based emulsions. ■

Biesterfeld Industrial

Sustainability is becoming increasingly important in the field of industrial applications. New products must not only be environmentally friendly but also durable and high-performing. In addition, user safety plays a central role.

The focus is not only on bio-based raw materials that replace fossil resources and reduce the CO₂ footprint, but also on improving durability — as extended product lifecycles have a significant impact on resource requirements. At the same time, the circular economy is coming to the fore: materials should be recyclable or capable of being reintroduced into existing material cycles.

The development of solvent-free and low-emission formulations, as well as the use of sustainable raw materials such as vegetable oils, starch, or cellulose, is therefore gaining increasing significance. The future lies in innovative, environmentally compatible solutions that combine ecological responsibility with economic efficiency.

Anomera / DextraCel®

The DextraCel® product line is based on crystalline nanocellulose sourced from certified Canadian black spruce and produced through an environmentally friendly process. The products offer versatile application possibilities, making them suitable for a wide range of coating applications. Nanocellulose enhances mechanical properties such as hardness and stain resistance without compromising coating flexibility. Its shear-thinning characteristics also facilitate processing in water-based formulations.

Application areas include, among others: floor coatings (wood and concrete), automotive interiors, dispersion paints, varnishes, as well as leather and textile coatings.

The integration of crystalline nanocellulose into our portfolio enables us to offer customers innovative yet more environmentally friendly solutions. The combination of performance and sustainability is a decisive factor that helps our customers better meet their own requirements. ■

Strategy Meets Target: Focus on the SDGs

Our objective is to continuously reduce the consumption of natural resources and energy in order to protect the environment and avoid jeopardising it for future generations. In doing so, we support the statement of the Brundtland Commission:

“Sustainable development meets the needs of the present without compromising the ability of future generations to meet their own needs.”

(Brundtland Report Our Common Future, 1987.)

By joining the **UN Global Compact**, we aim to underline our commitment to sustainability and to continuously improve our performance. We actively use this network to learn and to further develop our sustainability measures.

For us, this also means aligning with the **Sustainable Development Goals (SDGs)**. Based on the results of our double materiality assessment, we have selected three SDGs that are particularly relevant to us – goals where we can exert direct influence and actively support through our business operations. In our sustainability strategy, we describe the targets derived from these SDGs as well as the measures for their implementation.



SDG 13: Climate Action

Climate change is a scientific fact. Its impacts are already being felt in many parts of the world and are affecting people's lives. We are therefore

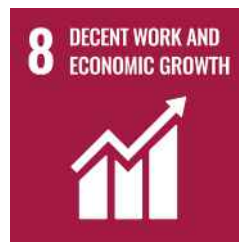
committed to reducing greenhouse gas emissions both within our operations and across our supply chain – for example, by using renewable energy sources and more environmentally friendly transport methods.



SDG 12: Responsible Consumption and Production

As a chemical distributor without our own production facilities, we have the greatest influence through the composition of our product portfolio.

Our goal is to make our product range more sustainable, taking into account overall societal benefits. We ensure the safe handling of SOC and SVHC substances, as well as full compliance with all legal requirements. In addition, we actively advise our customers on product selection and the handling of critical substances. A resource-efficient circular economy – for instance through the use of recycled, recyclable, or second-generation renewable raw materials – and the sustainable, efficient use of raw materials overall, both contribute to achieving this SDG.



SDG 8: Decent Work and Economic Growth

We are committed to promoting fair and respectful working conditions worldwide and continually strive to improve them. Our employees are the

driving force behind our success, which is why their needs and well-being are a high priority for us. Through innovation, more sustainable portfolio development, and advisory services for our customers, we aim to help decouple economic growth from resource consumption and environmental pollution. ■

E1 – CLIMATE CHANGE

Climate change presents enormous challenges worldwide.

Climate change presents enormous challenges worldwide. As a chemical distributor, our direct business activities generate emissions in Scope 1 and Scope 2, which contribute to climate change. However, by far the largest share of our climate impact arises within our value chain (Scope 3). Our suppliers produce various chemical products and substances, which our customers then process in diverse ways. During these processes, greenhouse gas (GHG) emissions are generated, further exacerbating climate change.

We are aware of our responsibility and have assessed our potential and actual negative and positive impacts, as well as risks and opportunities related to climate change, within the framework of our double materiality analysis in accordance with the regulatory requirements of the CSRD.

Below, we present in tabular form an overview of the impacts deemed material in relation to climate change, including the time horizons considered.

The evaluations of Impacts, Risks and Opportunities (IROs) were carried out using the so called net perspective. Under this approach, all IROs are assessed considering the measures already implemented – meaning that actions and management practices already in place at Biesterfeld are taken into account. We have included all emissions (100%) of our joint ventures in this report. ■

Material Subtopic	Impact / Risk / Opportunity	Time Horizon	Description
Adaptation to Climate Change	Negative impact	Short term / ongoing	Operational activities generate greenhouse gas emissions (Scope 1 and Scope 2), contributing to climate change.
Adaptation to Climate Change	Negative impact	Short term / ongoing	Many products are based on fossil raw materials. This indirectly drives demand for crude oil, which is associated with high GHG emissions. Overall, significant greenhouse gas emissions are generated along the value chain (Scope 3).
Climate Change Mitigation	Positive impact	Short term / ongoing	The more sustainable product portfolio already has a positive impact on the climate, but its current scope limits the overall effect.
Climate Change Mitigation	Potential positive impact	Long term	With the long term expansion of the sustainable product portfolio, significant positive effects on climate protection can be achieved.

The identified material impacts related to climate change from a central basis for developing an effective strategy. In our strategy, climate change is part of the Environment pillar. The following measures and guidelines are directly linked to the material impacts identified.

The design of these measures and guidelines is carried out by the respective specialist departments. Responsibility for their approval lies with the Executive Board, while implementation falls within the remit of management and the individual responsibility of employees. The guidelines are accessible worldwide via internal communication channels and are available to all employees in both German and English. They apply uniformly to all Biesterfeld employees across the globe.

The measures and guidelines presented are not based on specific external standards (unless explicitly stated in the respective section), but are derived from best practice experience.

As part of local management systems, our subsidiaries Biesterfeld Norge AS and Biesterfeld Sweden AB each hold ISO 14001 certification (environmental management system).

Communication on our efforts regarding Scope 1, Scope 2, and Scope 3 emissions, as well as portfolio transformation, takes place internally through training sessions and contributions on the company-wide intranet. We inform external stakeholders via our sustainability report, our sustainability self-disclosure, and in personal discussions – for example at trade fairs. ■

Policies related to Climate Change

The following chapter outlines Biesterfeld's existing policies related to climate change. This report is aligned with the material impacts listed above

Scope 1 and Scope 2 Emissions as well as Scope 3 Emissions

Biesterfeld aims to achieve net zero emissions in its own operational activities (Scope 1 and Scope 2) by the year 2040.

For Scope 3 emissions over which we have direct influence, we are also targeting net zero by 2045. By 2028, we will set quantitative targets, together with our suppliers and customers, for the reduction of all relevant Scope 3 emissions (see Environmental Targets).

This ambition is anchored in our Sustainability Policy and applies to the entire Biesterfeld Group. Responsibility for reducing greenhouse gas emissions lies with the respective local entities. The creation, review, and further development of the underlying internal policies (e.g. fleet policy) are coordinated centrally by corporate headquarters.

Progress in reducing Scope 1 and Scope 2 emissions is monitored annually based on reported consumption data. Individual companies submit their consumption figures, which are then consolidated at headquarters for emission calculation. The calculation of GHG emissions and the reporting process follow the standards of the Greenhouse Gas Protocol, which includes regular review and, where appropriate, adjustment of the base year. An overarching climate transition plan, including a structured and dedicated decarbonisation programme with associated measures, is currently under development.

The process for calculating and reporting Scope 3 emissions is still being established. We currently capture Category 3.3 (Fuel and energy related activities) and Category 3.7 (Employee commuting) through a structured, global process. Emissions in Category 3.4 (Upstream transportation and distribution) and Category 3.6 (Business travel) are collected for the German entities. Work is ongoing to gradually expand Scope 3 reporting to additional categories and entities. ■

Portfolio Transformation

Our responsibility does not end with the delivery of a product. We are committed to continuously expanding our product portfolio towards more sustainable solutions and to advising our partners on all aspects of sustainability and chemical compliance. We strive to align environmental and social considerations with societal benefits — for example, by avoiding Substances of Concern (SOC) and Substances of Very High Concern (SVHC) wherever possible, and by offering more sustainable alternatives.

We are committed to advancing a circular economy and aim to decouple economic growth from resource consumption, actively shaping the path towards a more sustainable future.

This ambition is embedded in our Sustainability Policy and applies to the entire Biesterfeld Group. Responsibility for actively shaping our product portfolio lies with the respective Business and Segment or Development Managers within the business units, supported by the Sustainability Department through various training programmes. ■

Climate Change Targets

As part of our sustainability strategy, Biesterfeld has publicly defined climate related sustainability targets. **These include achieving net zero Scope 1 emissions and market-based Scope 2 emissions by 2040.** Interim targets for Scope 1 and Scope 2 emissions are based on the baseline year 2023. Achieving these goals applies to Biesterfeld Group's own business operations.

Furthermore, Scope 3 emissions over which we have direct influence will be reduced to net zero by 2045, and quantitative targets for the reduction of all relevant Scope 3 GHG emissions will be set jointly with our suppliers and customers by 2028.

We have decided to divide Scope 3 emissions into categories with direct influence and indirect influence, as each requires a different reduction approach:

Direct influence categories: Scope 3.5 (Waste generated in operations), Scope 3.6 (Business travel), Scope 3.7 (Employee commuting). These emissions arise directly from internal processes or employee behaviour and can be directly managed and reduced through company measures.

Indirect influence categories: Scope 3.1 (Purchased goods and services), Scope 3.2 (Capital goods), Scope 3.3 (Fuel and energy related activities), Scope 3.4 (Upstream transportation and distribution), Scope 3.9 (Downstream transportation and distribution), Scope 3.10 (Processing of sold products), Scope 3.11 (Use of sold products), Scope 3.12 (End of life treatment of sold products). These require close collaboration with suppliers and customers to jointly reduce emissions. Our influence in this area is indirect, as meaningful decreases in our Scope 3 emissions depend on upstream and downstream partners successfully reducing their own Scope 1 and Scope 2 emissions.

Our targets are aligned with the Science Based Targets initiative (SBTi). We aim to commit to the SBTi in 2026.

With the prerequisite of having a structured overview of our Scope 3 emissions, which we are currently developing.

Achieving these targets will enable Biesterfeld to reduce its negative impacts on climate change. ■

Measures to Achieve Targets

A structured climate transition plan, setting out in detail the measures required to achieve both interim targets and the main net zero target, is currently in development. In parallel, initial individual measures are already being implemented at our sites to contribute to emission reduction goals.

These measures include optimising our energy consumption, for example by **expanding the purchase of green electricity**. We are currently evaluating which locations can switch to renewable energy sources. By 2026, we aim to cover our total electricity consumption fully from renewable sources. Where such sources are not yet available locally, we will acquire Guarantees of Origin in equivalent volumes.

In addition, we are implementing various energy efficiency measures. At several offices, automated lighting systems are in use, and staff are encouraged to switch off lights when leaving rooms. Employees are also made aware of the efficient use of air conditioning systems, such as ventilating thoroughly in the morning to lower room temperatures naturally before switching on cooling.

The transition to digital documents – for example through electronic invoicing and digitised files – significantly reduces paper use and office waste. Conscious handling of emails, printing, IT equipment, and inventory helps to lower energy consumption and electronic waste. Choosing resource friendly materials,

such as biodegradable cleaning products or locally and sustainably produced goods, can further reduce the ecological footprint across the supply chain.

Certain sites, particularly in Latvia and Austria, actively promote recycling and landfill waste reduction. Waste separation, avoidance, and the use of recyclable packaging support sustainability efforts by conserving resources. Our subsidiary in Poland raises

employee awareness of climate change through joint environmental initiatives, such as actively creating green spaces.

At several Biesterfeld sites, the use of public transport is promoted through financial support. The company also offers remote working options, both of which contribute to sustainably reducing everyday work-related emissions. ■

Key Figures Related to Climate Change

Gross Scope 1, Scope 2, Scope 3, and total greenhouse gas (GHG) emissions.

	Retrospective			Milestones and Target Year		
	Base year 2023	2024	Δ previous year %	2025	2040	Annual % Target / Baseyear – Linear Reduction Rate
Combined Scope 1 and market-based Scope 2 GHG emissions						
Combined Scope 1 and market-based Scope 2 GHG emissions (t CO ₂ e)	5019	3814	-24%	-34%	-100%	6.6%

Definitions, assumptions and calculation method:

- Calculations are based on the same assumptions and methods outlined in the corresponding table for Scope 1 and Scope 2 GHG emissions

	Baseline year 2023	2024	Δ previous year %
Scope 1 GHG emissions			
Scope 1 GHG emissions (t CO ₂ e)	4059	2895	-28.7%
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (in %)	0	0	0%
Scope 2 GHG emissions			
Location-based Scope 2 GHG emissions (t CO ₂ e)	848	877	+3.4%
Market-based Scope 2 GHG emissions (t CO ₂ e)	960	919	-4.3%

Definitions, Assumptions and Calculation Method

- Calculations are carried out in accordance with the **GHG Protocol Corporate Standard**.
- 100% of the emissions generated by our joint ventures are included in the calculations.
- For Scope 1 calculations, we take into account fuel consumption from our own vehicle fleet as well as the use of direct energy sources such as oil and gas for heating purposes.
- For Scope 2 calculations, we include electricity consumption and the use of district heating for heating purposes.
- Collection of activity data and local emission factors (where available) is carried out by the companies of the Biesterfeld Group.
- The calculation of activity data with the corresponding emission factors is performed by the corporate headquarters. For Scope 1 gross GHG emissions, emission factors from Ecolnvent are applied. For location-based Scope 2 gross GHG emissions, average national grid emission factors from Ecolnvent are used. For market-based Scope 2 gross GHG emissions, contract-specific emission factors are applied where available.
- The baseline year has been adjusted and recalculated due to the acquisition of the subsidiaries Aerontec and Biesterfeld Hildose Speciality Chemicals. Assuming their 2023 energy consumption was similar to 2024, the corresponding consumption data were retrospectively integrated into the baseline year. Furthermore, the emission factors used were changed: previously the GEMIS database was applied; now, the Ecolnvent dataset is used. This enhances comparability. Consequently, the baseline year was recalculated using Ecolnvent emission factors.



	2023	2024	Δ previous year %
Scope 3 GHG emissions (t CO₂e)			
1. Purchased goods and services			
2. Capital goods			
3. Fuel- and energy-related activities (not included in Scope 1 and Scope 2)		1571	
4. Upstream transportation and distribution	13950	12456	-11%
5. Waste generated in operations			
6. Business travel	918	888	-3%
7. Employee commuting		1337	
8. Upstream leased assets			
9. Downstream transportation			
10. Processing of sold products			
11. Use of sold products			
12. End-of-life treatment of sold products			
13. Downstream leased assets			
14. Franchises			
15. Investments			

Definitions, Assumptions and Calculation Method

- Calculations are carried out in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard and the GHG Protocol Technical Guidance for Calculating Scope 3 Emissions (version 1.0).
- For categories 3.1, 3.2, 3.5, 3.9, 3.10, 3.11, and 3.12, we are currently evaluating various calculation methodologies. A full calculation of GHG emissions for these categories is planned for the future.
- Categories 3.8, 3.13, 3.14, and 3.15 have been assessed through a materiality analysis and deemed not relevant to our business model. Emissions from leased offices are not reported under category 3.8 but are instead included within our Scope 1 and Scope 2 emissions.

Calculated Indirect Scope 3 GHG Emissions – Fuel- and Energy-Related Activities (not included in Scope 1 and Scope 2)

- Fuel- and energy-related activities are defined as the extraction, generation, transport, and transmission losses of purchased fuels and energy not covered under Scope 1 or Scope 2.
- Scope 3.3 GHG emissions are calculated for the global Biesterfeld Group.
- Specific emission factors from Ecolnvent are applied using the average data method.
- Activity data are identical to those used in calculating Scope 1 and Scope 2 GHG emissions.
- For transmission losses, country-specific factors from the International Energy Agency (IEA) are used.



Calculated Indirect Scope 3 GHG Emissions – Upstream Transportation and Distribution

- Upstream transportation and distribution are defined as the transport of goods from direct suppliers to Biesterfeld, and to customers where transport is paid for by Biesterfeld, using third-party vehicles and facilities, including emissions from transport services.
- Scope 3.4 GHG emissions are currently calculated only for the German companies of the Biesterfeld Group; expansion to other regions is planned.
- Calculations are based on average data using the distance-based method.
- The calculation is based on the average distance per transport and the total quantity of goods shipped for each transport mode (air, sea – inland or maritime vessel –, rail, road). These data are multiplied by specific emission factors from Ecolnvent.

Calculated Indirect Scope 3 GHG Emissions – Business Travel

- Business travel generates emissions. Currently, only emissions from employee air travel for business purposes are recorded; expansion to other modes of transport is planned.
- Scope 3.6 GHG emissions are calculated only for the German companies of the Biesterfeld Group; expansion is planned.
- Our travel booking provider supplies GHG emissions data for air travel.

Calculated Indirect Scope 3 GHG Emissions – Employee Commuting

- Commuting by employees between their place of residence and workplace generates emissions.
- Scope 3.7 GHG emissions are calculated for the global Biesterfeld Group.
- The distance-based method is applied.
- All Biesterfeld Group employees were asked to provide details of their commute (distance, number of days at the workplace, means of transport). The response rate was 15 %, which enabled extrapolation to the remainder of the workforce.
- For bus and subway use by employees in Germany, specific market-based emission factors (in g/passenger kilometre) from Hamburg Hochbahn (Sustainability Report 2024) are applied. For other modes of transport, specific emission factors from Ecolnvent are used.

Carbon Intensity

	2023	2024
Total CO ₂ e emissions (location-based) per net revenue, in t CO ₂ e / Mio €	3.53	2.93
Total CO ₂ e emissions (marked-based) per net revenue, in t CO ₂ e / Mio €	3.61	2.96

Definitions, Assumptions and Calculation Method

- The sum of Scope 1 and Scope 2 GHG emissions is divided by the revenue figures presented in the first chapter.
- The calculation of total GHG emissions is carried out in accordance with the assumptions and methods outlined in the respective tables for Scope 1 and Scope 2 GHG emissions.



Energy Consumption and Mix

	2023	2024	Δ previous year %
Energy consumption from purchased electricity, kWh	1519322	1671374	+10%
Share of electricity from renewable sources	27%	30%	+3%
Energy consumption from purchased district heating, kWh	788028	932502	+18%
Fuel consumption from natural gas, kWh	397529	276379	-3%
Fuel consumption from crude oil and petroleum products, kWh		5741692	

Definitions, Assumptions and Calculation Method

- Data collection is carried out by the companies of the Biesterfeld Group.
- Conversion factors are applied where necessary to convert fuel consumption into kilowatt-hours (kWh).
- Share of electricity from renewable sources includes the proportion of purchased electricity from renewable sources with guarantees of origin. The market-based approach is applied.
- Fuel consumption from natural gas refers to natural gas used for heating purposes.
- Fuel consumption from crude oil and petroleum products includes diesel, petrol, and heating oil usage. Consumption data are collected at each site.
- Due to the acquisition of the subsidiaries Aerontec and Biesterfeld Hildose Speciality Chemicals, an increase in our consumption figures has been recorded.

Our Contribution to Climate Protection

Our Climate Protection Project in Nigeria and Kenya

We have reduced the emissions from our business travel activities as far as possible. However, this alone is not sufficient. We therefore take additional responsibility and leverage further opportunities. For the emissions generated by our travel activities, we purchased certificates from Climate First for 2024. Each certificate from a climate protection project represents the avoidance of one tonne of CO₂. Biesterfeld has retired certificates equivalent to a total of 888 t CO₂e, meaning that these certificates have been permanently withdrawn from the market.

Through our climate protection project, we aim to support people in need and improve their quality of life. This year, we selected a certified climate protection project in Kenya and Nigeria.

A lack of access to clean drinking water in schools is a central problem. Water treatment technologies are available, but are often unaffordable for schools or their operators. By supporting Impact Water, we contribute to its Safe Water Program, which provides schools in Nigeria and Kenya with clean drinking water. The project delivers reliable, modern water treatment technologies that can be deployed even without electricity or a piped water connection. **The project operates as a PoA (Programme of Activities), meaning it consists of multiple microprojects.** Project activities are financed through the sale of emission reductions. These reductions are achieved

because water no longer needs to be boiled to make it safe, saving firewood in the process. The initiative has already reached more than 40,000 schools and over 16 million children and adults. ■



Foto Credit: @Impact Water

S1 – OWN WORKFORCE

The own workforce plays a key role in Biesterfeld's success.

The own workforce plays a key role in Biesterfeld's success. As a chemical distributor, our employees shape the company's achievements through their motivation and expertise, thereby safeguarding our competitiveness. **Our own workforce comprises all employees with an employment contract with Biesterfeld. We also report 100% of all own employees from our joint ventures.**

We have assessed our potential and actual negative and positive impacts as well as risks and opportunities related to our own workforce within the framework of the double materiality analysis in accordance with

regulatory requirements. Further details on this are provided in the chapter on Materiality Analysis. Below, we present a table summarising the impacts, risks, and opportunities (IROs) deemed material with regard to our own workforce, including the relevant time horizons considered.

The IRO assessments were conducted from the so called net perspective, meaning that all IROs were evaluated considering the measures already implemented. Therefore, in this method, existing actions and management approaches at Biesterfeld are factored into the assessment results. ■

Material sub-(sub)topic	Impact / Risk / Opportunity	Time horizon	Description
Health and Safety	Positive impact	Short-term and ongoing	Ensuring occupational safety and health protection increases the well-being, motivation, and innovative capacity of the workforce.
Training and skills development	Positive impact	Short-term and ongoing	Promoting training and enabling skills development enhances the qualification, motivation, and satisfaction of employees, who also benefit personally.
	Opportunity	Short-term and ongoing	Promoting training and skills development is a key priority for Biesterfeld. Well-trained and motivated employees are a central competitive advantage and enable portfolio transformation towards more sustainable products, which is essential for future success.
Working time	Positive impact	Short-term and ongoing	Attractive working time models can increase employee motivation and satisfaction.
Work-life balance	Positive impact	Short-term and ongoing	Attractive work-life balance offerings can increase employee motivation and satisfaction.
Protection of employee data	Positive impact	Short-term and ongoing	Safeguarding employees' privacy can improve their well-being.
Secure employment	Positive impact	Short-term and ongoing	Offering permanent employment contracts and building and maintaining a stable, qualified workforce can enhance employee motivation.
Social dialogue	Positive impact	Short-term and ongoing	Active participation in social dialogue can increase employees' motivation and well-being.
Works council	Positive impact	Short-term and ongoing	Enabling freedom of assembly and establishing and supporting works councils can enhance employee motivation.
Collective agreements	Positive impact	Short-term and ongoing	Enabling freedom of assembly and taking collective bargaining into account can improve employee motivation.
Diversity and gender equality	Positive impact	Short-term and ongoing	Promoting diversity, equal opportunities, and inclusion can boost employee motivation. Appreciation of diversity positively impacts employees by creating a respectful working environment.
Measures against violence and harassment in the workplace	Positive impact	Short-term and ongoing	A safe and respectful work environment increases the motivation and innovative capacity of the workforce and significantly impacts employee well-being.

The identified material impacts and opportunities relating to the own workforce form a central basis for the development of an appropriate strategy. As outlined in the preceding chapter, we have dedicated a strategic pillar to people, which also includes our own workforce. The following section presents the measures and policies that are directly linked to the material impacts. The drafting of these measures and policies is carried out by the respective specialist departments. Responsibility for their approval lies with the Executive Board, while implementation falls within the remit of

the management and the individual responsibility of employees. The policies are made available worldwide through internal communication channels and are accessible to all employees in both German and English. They apply uniformly to the entire own workforce of Biesterfeld globally.

The policies and measures presented are not oriented toward specific external standards, unless explicitly stated in the relevant section, but are based on best practice in dealing with the own workforce. ■

Policies related to the Own Workforce

The following chapter presents the strategies pursued at Biesterfeld in relation to the own workforce, aligned with the material impacts and opportunities outlined above.

Health and Safety

Ensuring occupational safety and health protection is a high priority at Biesterfeld, as it helps to prevent workplace accidents and reduce illness. The occupational safety and health protection policy applies globally to all organisational units, all employees, and all functions within the Biesterfeld Group. For the German companies, the Occupational Safety Committee (ASA) is responsible for monitoring implementation.

The health and safety management system incorporates health and safety risks into the risk management programme and integrates them into the corporate strategy. Safety policies and procedures are developed, documented, and provided through training to ensure compliance with occupational safety regulations. Biesterfeld's health and safety management is based on two pillars: structural prevention, meaning the design of work processes and organisational structures to promote health; and behavioural prevention, which enables employees to adopt health conscious behaviours.

A culture of prevention is fostered and practised within Biesterfeld with the aim of preventing workplace

accidents. Facilities are built and operated safely in accordance with the latest technical standards. Work is carefully prepared, safely designed, and carried out conscientiously. Strict compliance with national laws and regulations is a matter of course. The same standards are expected of contractors and other external personnel working for us; they are provided with the applicable regulations and are monitored for compliance.

Biesterfeld offers a wide range of programmes for employees. More information can be found in the following chapter "Health Benefits at Biesterfeld Hamburg".

In addition, Biesterfeld and its German subsidiaries actively participate in the Responsible Care initiative of the German Chemical Trade Association (Verband Chemiehandel). Beyond legal requirements, this initiative aims to ensure that member companies continuously improve their environmental and health performance and report regularly and openly on their progress. Compliance with these requirements is reviewed and certified by the association. ■

Training and skills development

Biesterfeld continuously invests in the training and skills development of its employees, as qualified professionals are a decisive success factor.

Targeted qualification measures not only enhance the motivation and satisfaction of individual employees but also sustainably strengthen Biesterfeld's innovative capacity, representing a key driver for higher productivity. At the same time, training and skills development present a central opportunity, as they form the basis for transforming the product portfolio towards more sustainable solutions. This is an essential step to remain competitive and future-proof in the long term.

The training policy at Biesterfeld applies globally to all organisational units, all employees, and all functions within the Biesterfeld Group. Responsibility for the policy lies with Quality Management. The Human Resources department designs the internal training catalogue. The framework for specific training is defined by the respective responsible functions (e.g., Compliance). Responsibility for the implementation of training measures lies with the relevant management and the leadership of the respective entities.

Training measures at Biesterfeld are structured into various areas to address different needs and requirements.

A central element is the structured onboarding of new employees. During this induction, new colleagues receive targeted training relevant to both their position and the company. This includes the Code of Conduct, the principles of Responsible Care, general information on the working environment, and other internal regulations. Responsibility for onboarding lies with the relevant manager. Compliance-related training is repeated at regular intervals after the initial session to ensure that all employees remain up to date. These training sessions are delivered via a central online tool, which supports both implementation and administration efficiently.

In addition, there are specific training requirements for defined employee groups. Such training may be conducted internally or externally and is designed to ensure and update the knowledge required for the respective role. The need, selection, and implementation of these measures are determined by managers in close coordination with Human Resources.

Biesterfeld also offers all employees the opportunity for individual professional development through internal measures aimed at strengthening and expanding technical, methodological, and social skills. The central HR department compiles a training catalogue with courses available in both German and English, accessible to all employees worldwide. This training portfolio includes courses led by internal trainers, who share their expertise, and seminars with external instructors. Employees can freely select training based on their interests from a wide range of offerings via an online platform, with a focus on their individual development goals.

Another component of the training programme is the **"b.sustainable" format, a specially developed training offering with a focus on sustainability.** These compact, approximately 30-minute webinars give interested employees worldwide the opportunity to explore current sustainability topics and gain new perspectives beyond their day-to-day work. This format strengthens awareness of sustainable action and stimulates dialogue on sustainability issues.

Overall, employee interests are taken into account. Participants have the opportunity to provide feedback after training sessions and to propose specific ideas for the training portfolio. Individual interests and needs are also discussed during the regular Biesterfeld Dialogue, the annual meeting between employees and their managers.

Employees are regularly informed about the training portfolio via the intranet and the learning platform. ■

Working time and work-life balance

Biesterfeld aims to create favourable working conditions that allow employees to balance their professional and personal lives through attractive working time models. The goal is to enhance employee motivation and satisfaction while ensuring equal opportunities for all groups, including parents, caregivers, and individuals engaged in volunteer work, thereby enabling the full potential of all employees to be realised.

Working time arrangements are defined individually within each subsidiary in order to appropriately address local characteristics and legal requirements. Working hours are aligned with national standards.

In Germany, where 42% of employees are based, Biesterfeld offers flexible working hours, various working time models, family-related leave including parental leave, and the option of remote working. These arrangements are set out in works agreements concluded between the Executive Board and the Works Council and apply to all employees in Germany. Responsibility for implementing and ensuring compliance with these agreements lies with the respective managers.

These measures promote mental health and support a better balance between professional and personal life. They also help reduce stress and enable more autonomous and independent work. Remote working can provide greater flexibility and control over individual work schedules while contributing to optimised workflows and organisational efficiency. For full-time employees, remote working is possible for up to three days per week. This ensures that workplace presence, which is important for communication and integration into company processes, is maintained.

The flexibility offered allows employees to better adapt their daily routines to personal needs, strengthening work-life balance and promoting well-being. The time saved by eliminating commuting and the easier fulfilment of personal responsibilities lead to greater satisfaction, health, and productivity.

To take employee interests into account, the Works Council and the Executive Board closely cooperate in reviewing and adjusting works agreements. The results are published through internal communication channels and made available to affected employees. ■

Protection of employee data

Safeguarding privacy and protecting personal data is important to Biesterfeld, as it can influence employee well-being. The data protection policy applies globally to all organisational units, all employees, and all functions of the Biesterfeld Group. It covers the processing of personal data and must be applied to data relating to employees as well as to contact persons at external stakeholders. Furthermore, data protection is an integral part of the Biesterfeld Code of Conduct for employees.

Binding regulations on the protection of personal data exist not only in the European Union but also in other countries. Compliance with applicable data protection laws is particularly important for Biesterfeld's overall

compliance framework. Therefore, subsidiaries outside the European Union must also comply with European data protection law when they process data within the EU or offer goods or services to individuals located in the EU. Each company is required to identify the respective locally applicable data protection regulations and ensure compliance through a documented procedure.

Employees are informed via internal communication channels about the application of data protection regulations. In addition, specific training sessions are held for all employees. Employees can contact the Compliance or Legal department at any time with questions or uncertainties regarding data protection. ■

Secure employment and social dialogue

Biesterfeld regards secure employment, social dialogue and the establishment of work councils as of the utmost importance. Adherence to collective bargaining agreements is also ensured. These aspects significantly contribute to strengthening employee motivation.

Biesterfeld is committed to respecting human rights. Human rights are non-negotiable and a fundamental right for every individual.

The company is committed to protecting human rights within its own operations, throughout its supply chain, and within its wider sphere of influence. Biesterfeld actively opposes any violation of human rights and implements measures to ensure compliance. This includes, in particular, rejecting child labour, forced labour, and slavery; ensuring occupational safety; respecting freedom of association and collective bargaining; paying minimum wages; prohibiting discrimination; and promoting equal opportunities. We expect the same from our business partners and provide support within our capabilities.

Employee-related matters and social dialogue are generally governed by labour law. Formal responsibility for these matters partly derives from national legislation and lies with the relevant governing bodies, such as the Supervisory Board, the Executive Board, company management, and the local works councils and employee representatives.

Social dialogue plays a central role at Biesterfeld. Works councils, as key bodies representing employee interests and participating in codetermination, are of particular importance. In Germany, where 42% of employees are based, employees have the right to elect a works council to represent their interests. Many works agreements, including those related to remote working, demonstrate both the determination of the works council and the willingness of the Executive Board to cooperate.

In the German subsidiaries, the outcomes of collective bargaining agreements are respected. Biesterfeld follows the collective agreement for wholesale and foreign trade in Hamburg and ensures that employees are paid above collectively agreed rates.

To promote secure employment, Biesterfeld works to build and maintain a stable, qualified workforce. Responsibility for this lies with the HR department and the relevant managers. Employment contracts focus on long-term arrangements. Flexible working hours, remote working options, and many other benefits are designed to help keep turnover low. With the various training opportunities described earlier, Biesterfeld strives to prepare employees for future requirements. Job changes are also supported by an internal job market. ■

Diversity

Promoting diversity, equality, and inclusion has a positive impact on employees by fostering a respectful and safe working environment. This increases employee motivation and has a significant effect on their well-being. As a globally operating corporate group, Biesterfeld employs people from a wide range of cultural backgrounds, ethnic origins, genders, age groups, abilities, qualifications, and individual needs. This diversity enriches our company. The exchange of knowledge, ideas, and experiences makes a substantial contribution to our success. Biesterfeld actively promotes this global network to further strengthen workforce diversity and to foster an open-minded corporate culture and a dynamic working environment in which all employees can learn from each other and develop both personally and professionally.

Biesterfeld does not tolerate any discrimination, harassment, or bullying of employees based on personal characteristics such as age, gender, skin colour, ethnicity, sexual orientation, nationality, religion, disability, social background, or political views. These principles apply to all aspects of the employment relationship, including recruitment, development opportunities, promotion, and termination. Diversity, equal opportunity, and inclusion are embedded in our corporate culture and represent core values that make a fundamental contribution to our business success. These principles are set out in the Biesterfeld Code of Conduct and apply to all employees worldwide. They are made available to interested stakeholders through both internal and external communication channels.

The global anti-bullying and anti-discrimination policy applies to all organisational units, employees, and functions of the Biesterfeld Group. All our global social policies are based on our corporate values and on internationally agreed standards and UN conventions relating to human rights. We support the principles

of the United Nations Global Compact relating to human rights, labour standards, environmental protection, and anti-corruption.

We maintain a respectful, dignified, and non-discriminatory approach towards one another and expect our employees to observe this every day. We respect the values of others.

Employees with questions or uncertainties can contact, in addition to their direct manager, the designated Biesterfeld confidant or the Compliance department. Furthermore, a whistleblowing system is available, which can be used anonymously worldwide by all employees as well as by external persons (stakeholders). Compliance with applicable laws and internal company policies, and the resulting lawful and ethical conduct, is of the highest priority within the Biesterfeld Group. The whistleblowing system is intended to enable the reporting of misconduct, criminal behaviour, or particular risks within the company. The aim is not only to prevent harm to the company but also to strengthen an open and responsible corporate culture.

In addition, Biesterfeld has an active representative body for **severely disabled employees (SBV)**, which supports severely disabled, equivalently classified, and at-risk employees. It assists with applications for the degree of disability (GdB), provides information on specialised counselling services and rehabilitation measures, and issues formal statements. Together with the works council, the SBV monitors compliance with non-discrimination rules, supports recruitment and termination processes concerning severely disabled employees, and advises on increasing the employment rate of disabled persons. In cooperation with the inclusion officer, it identifies funding opportunities and actively contributes to creating an inclusive working environment. ■

Engagement with own workforce and employee representatives

As part of fulfilling our due diligence responsibilities with regard to material impacts, Biesterfeld actively involves its own workforce in the decision-making process. This is achieved both through direct communication with employees and through their employee representatives. Such dialogue ensures that the perspectives and concerns of the workforce are considered in all relevant decisions, supporting responsible and transparent corporate governance.

In 2024, employee representative bodies are active at Biesterfeld in Germany, Brazil, and Vietnam. In Germany, the works council maintains close contact with company management and is involved in strategic decision-making on relevant topics. In addition, an international negotiation body, the so called SNB, consisting of employees from the many European subsidiaries, negotiated an employee involvement agreement with the company and signed it in November 2024. This agreement will lead to the establishment of a European Works Council in 2025. Its purpose is to ensure the involvement of the workforce in cross border projects and measures within the company for all member states covered by the agreement.

Employees can reach out to the works council with their concerns at any time, either in person during on site consultation hours or via email. The works council is involved in numerous projects addressing social and corporate responsibility issues. A more detailed description of these projects can be found in the chapter “Works Council – Promoting Social Responsibility.”

Regular works meetings are held at the Hamburg headquarters, giving the Executive Board an opportunity to speak directly, while employees can present their questions and suggestions to senior management in person. Since 2024, additional regular town hall meetings have been held for all employees worldwide to address specific topics. In these sessions, questions and requests can be submitted either in advance or raised directly during the meeting.

Another key communication medium is our intranet, which is updated almost daily. It is open for continuous exchange, allowing employees to post comments and feedback directly, thereby contributing to processes. This channel fosters ongoing dialogue and enables employees worldwide to participate directly in discussions on important topics.

For marginalised groups such as employees with disabilities, Biesterfeld has a dedicated representative body for severely disabled employees (SBV). This body provides information and guidance and serves as the first point of contact for any concerns or questions. The SBV actively promotes an inclusive and supportive working environment.

To strengthen the exchange between subsidiaries, we have set up topic-specific working groups, each with a local representative. These groups allow the concerns and requests of individual subsidiaries to be directly addressed at headquarters, ensuring that diverse perspectives and needs are heard across all levels of the company.

Responsibility for specific topics lies with the relevant corporate unit at headquarters, which also coordinates the respective concerns. Overall responsibility for the communication channels, such as the intranet and town hall meetings, lies with the communications department. Operational responsibility for integrating outcomes into the corporate concept and implementing them rests with company management, in close collaboration with the relevant departments.

To monitor the effectiveness of workforce engagement, employees can provide feedback via the intranet as well as through targeted feedback forms distributed after events.

In addition, the percentage of employees covered by an employee representative body serves as an indicator of the reach and effectiveness of social dialogue.

In Germany, a central employee survey on psychological stress is conducted every three years. The most recent round achieved a significantly above-average response rate of 73%. This high level of participation allows the results to be generalised across the entire Biesterfeld workforce. The aim of the survey is to

assess workplace resources and stress factors at Biesterfeld, in order to identify potential measures for improving occupational health protection and thereby maintaining and promoting the health and job satisfaction of all employees. ■

Procedures for addressing negative impacts and channels for the workforce to raise concerns

Biesterfeld provides a whistleblowing system that enables all employees to report misconduct, unlawful behaviour, or specific risks within the company. The aim is to identify and prevent harmful conduct at an early stage.

The whistleblowing system is called “B Honest” and can be used anonymously worldwide by all organisational units and employees of the Biesterfeld Group.

The system is also available to external stakeholders who wish to raise concerns or submit complaints. The corresponding policy applies equally to internal and external stakeholders.

The hotline is managed by an external provider, who ensures the anonymity of whistleblowers but has no access to the content or to any log in data. A detailed description of our whistleblowing system is provided in the chapter Compliance – B Honest – The Biesterfeld Whistleblowing System.

Reports are handled on a case-by-case basis, depending on the nature and content of the case. Responsibility for assessing and processing reports lies with the Legal Compliance department, which is also in charge of follow-up and monitoring of reported incidents. The effectiveness of the whistleblowing hotline is reviewed regularly and adjusted where necessary to ensure efficient handling.

To guarantee broad accessibility of the whistleblowing system, guidance on its use is provided both on the company’s internal intranet and on the public website. This ensures that all internal employees and external stakeholders have access to the available reporting channels at any time.

The whistleblowing process complies with the German Whistleblower Protection Act. ■

Targets relating to the Own Workforce

Biesterfeld has set several goals in connection with its own workforce, which are also outlined in the presentation of the strategic pillar People.

We wish to emphasise once again our objective to ensure that at least 40% of leadership positions in our company are held by women by 2030.

In top management, we aim to achieve this share by no later than 2035. In addition, we offer our employees continuous training opportunities to support their professional development and to empower them in implementing sustainable practices. Our goal is for each employee to invest an average of at least 50 working hours per year in training.

These goals were developed by the respective subject matter experts in close cooperation with the Sustainability department and finalised with the involvement of the Executive Board. Prior to publication, feedback from the works council was obtained. Furthermore, employees have the opportunity at any time to submit suggestions to the Sustainability department via various channels.

Progress towards achieving these goals is reviewed and assessed annually on the basis of collected performance indicators. The results are published in the sustainability report, which also discusses the insights derived from the data and identifies areas where adjustments are necessary in order to meet the targets. ■

Key figures relating to the Own Workforce

Characteristics of Own Workforce

The following section presents selected key figures relating to our own employees.

Own employees by gender (headcount)

Own employees by gender (as of 31 December 2024)	Number of employees (headcount)
Female	615
Male	622
Other	0
Not Reported	0
Total	1237

Definitions, assumptions, and calculation method

- The data includes all own employees of the Biesterfeld Group with a valid and active employment contract as of 31 December 2024.
- The gender distribution is based on the employees' self-declared information in Biesterfeld's HR systems.
- Data collection is carried out by the individual companies within the Biesterfeld Group.

Countries in which Biesterfeld employs >10% of its total workforce

Country	Female	Male	Total employees (headcount)
Germany	257	257	514

Definitions, assumptions, and calculation method

- The data includes all own employees of the Biesterfeld Group with a valid and active employment contract as of 31 December 2024.
- The gender distribution is based on the employees' self-declared information in Biesterfeld's HR systems.
- Data collection is carried out by the individual companies within the Biesterfeld Group.

Own employees by type of contract

Category	Female	Male	Other	Not reported	Total
Employees (headcount)	615	622	0	0	1237
Employees with permanent contracts	594	591	0	0	1185
Employees with temporary contracts	13	26	0	0	39
Employees without guaranteed working hours	8	5	0	0	13

Definitions, assumptions, and calculation method

- The data includes all own employees of the Biesterfeld Group with a valid and active employment contract as of 31 December 2024.
- The gender distribution is based on the employees' self-declared information in Biesterfeld's HR systems.
- Data collection is carried out by the individual companies within the Biesterfeld Group.
- At Biesterfeld, employees without guaranteed working hours refers to working students.

Employee turnover

Reason for leaving	Headcount
Voluntary resignation	102
Dismissal	41
Retirement	10
Death in service	0
Total	153
Turnover rate	12%

Definitions, assumptions, and calculation method

- The data includes all own employees of the Biesterfeld Group with a valid and active employment contract during the reporting year 2024.
- Data collection is carried out by the individual companies within the Biesterfeld Group.
- Turnover is defined as the number of employees leaving divided by the number of employees as of 31 December 2024.

Characteristics of non-employed workers in the own workforce

Non-Employees (headcount)
50

Definitions, assumptions, and calculation method

- Figures include non-employed workers in the own workforce with a valid and active contract with the Biesterfeld Group as of 31 December 2024.
- Data collection is carried out by the individual companies within the Biesterfeld Group.
- The most common form of non-employed workers are independent commercial agents acting on behalf of and for the account of Biesterfeld in various countries, serving as an additional sales channel in defined market segments and regions.

Collective bargaining coverage and social dialogue

Employees covered by a collective bargaining agreement
260 (21%)

Definitions, assumptions, and calculation method

- Figures include all own employees of the Biesterfeld Group with a valid and active employment contract as of 31 December 2024.
- Data collection is carried out by the individual companies within the Biesterfeld Group.

A significant number of employees (at least 10%) are employed exclusively in Germany. For the 514 employees in the German entities, Biesterfeld ensures that the results of collective bargaining agreements are

taken into account, and guarantees remuneration above the level mandated in the collective agreement for wholesale and foreign trade in Hamburg.

Employees covered by workers representatives

Employees represented by employee bodies
554 (45%)

Definitions, assumptions, and calculation method

- Figures include all own employees of the Biesterfeld Group with a valid and active employment contract as of 31 December 2024.
- Data collection is carried out by the individual companies within the Biesterfeld Group.

Coverage rate	Workplace representation (EEA only) (Countries accounting for >10% of the total workforce)
0–19%	
20–39%	
40–59%	
60–79%	
80–100%	Germany

Definitions, assumptions, and calculation method

- Figures include all own employees of the Biesterfeld Group with a valid and active employment contract as of 31 December 2024.
- Data collection is carried out by the individual companies within the Biesterfeld Group.

Biesterfeld plans to expand its works council to a European Works Council for a Societas Europaea (SE) structure in 2025.

Diversity parameters

Gender diversity in the Executive Board and Supervisory Board

	Headcount	Percentage
Female	1	10%
Male	9	90%

Definitions, assumptions, and calculation method

- Data collection is carried out by the corporate headquarters of the Biesterfeld Group.

Gender diversity in top management

	Headcount	Percentage
Female	3	30%
Male	7	70%

Definitions, assumptions, and calculation method

- Figures include all own employees of the Biesterfeld Group with a valid and active employment contract as of 31 December 2024.
- Gender distribution is based on employee self-declaration in Biesterfeld's HR systems.
- Data collection is carried out by the corporate headquarters of the Biesterfeld Group.
- Top management at Biesterfeld consists of the Executive Committee.

Gender diversity among managers

	Headcount	Percentage
Female	46	29%
Male	111	71%

Definitions, assumptions, and calculation method

- Figures include all own employees of the Biesterfeld Group with a valid and active employment contract as of 31 December 2024.
- Gender distribution is based on employee self-declaration in Biesterfeld's HR systems.
- Data collection is carried out by the individual companies within the Biesterfeld Group.
- Managers are individuals with disciplinary and/or functional leadership responsibility for at least one employee.

Own employees by age group

	Personenzahl	Prozentual
Under 30 years	177	14%
30–50 years	691	56%
Over 50 years	369	30%

Definitions, assumptions, and calculation method

- Figures include all own employees of the Biesterfeld Group with a valid and active employment contract as of 31 December 2024.
- Data collection is carried out by the individual companies within the Biesterfeld Group.

Key figures for training and skills development

Participation in regular performance and career assessment

	Headcount	Percentage of employees of that gender
Female	296	48%
Male	395	64%

Definitions, assumptions, and calculation method

- A regular performance assessment is defined as a discussion based on criteria known to both the employee and their manager, conducted at least once a year. At Biesterfeld, this process is called the Biesterfeld Dialogue – Feedback in an open format.
- Data collection is carried out by the individual companies within the Biesterfeld Group.

Parameters for occupational health and safety

Coverage by occupational health and safety management systems

	Headcount	Percentage
Employees covered by the occupational health and safety management system, based on legal requirements and/or recognised standards or guidelines	1225	99%

Definitions, assumptions, and calculation method

- Figures include all own employees of the Biesterfeld Group with a valid and active employment contract as of 31 December 2024.
- Data collection is carried out by the individual companies within the Biesterfeld Group.
- Our subsidiary in the Baltic states was only established in December 2024; therefore, full health and safety management system coverage had not yet been implemented by year end.

Occupational health and safety

Deaths resulting from work-related injuries and work-related illnesses – own employees	0
Deaths resulting from work-related injuries and work-related illnesses – non employed workers	0
Deaths resulting from work-related injuries and work-related illnesses – workers of external companies at Biesterfeld sites	0
Recordable work-related injuries	4
Recordable work-related injury rate	1.75
Recordable work-related illnesses	5
Lost workdays due to work-related injuries, deaths from occupational accidents, work-related illnesses, or illnesses resulting in death	204

Definitions, assumptions, and calculation method

- Figures include all own employees of the Biesterfeld Group with a valid and active employment contract as of 31 December 2024.
- At locations without active time tracking systems, total hours worked were calculated based on average weekly working hours minus paid vacation days.
- The injury rate is calculated by multiplying the total number of work related injuries by 1,000,000 and dividing by the total hours worked; it therefore represents the number of cases per one million hours worked.
- Data collection is carried out by the individual companies within the Biesterfeld Group.

Parameters for work–life balance

	Headcount	Percentage of total
Employees entitled to family leave in 2024	68	5%
Employees entitled to family leave based on socio-political agreements	1223	99%

Definitions, assumptions, and calculation method

- Figures include all own employees of the Biesterfeld Group with a valid and active employment contract as of 31 December 2024.
- Only in our Indian subsidiary is family leave not yet established.
- Data collection is carried out by the individual companies within the Biesterfeld Group.

Employees entitled to and having taken family leave

	Headcount
Female	34
Male	32

Definitions, assumptions, and calculation method

- Data collection is carried out by the individual companies within the Biesterfeld Group.
- Only two employees entitled to family leave did not make use of it in 2024.

Incidents, complaints, and severe impacts related to human rights

Complaints submitted via our whistleblower hotline	6
Reported cases of discrimination	0
Complaints lodged with national contact points for multinational enterprises (OECD)	0
Total amount of significant fines, sanctions, and compensation payments related to complaints	0 €

Definitions, assumptions, and calculation method

- Data collection for the first indicator is carried out by the Legal Compliance department at corporate headquarters of the Biesterfeld Group.
- Data collection for the latter three indicators is carried out by the individual companies within the Biesterfeld Group.

Beyond reporting in line with the ESRS, we would also like to share a number of additional success stories related to our own workforce at Biesterfeld.

International networking as an integral part of Biesterfeld

As an internationally active company, global networking plays an increasingly important role for us. We actively promote exchange across our locations to give colleagues the opportunity to take on new challenges at a different site, allowing them to grow through both professional tasks and cultural diversity.

Motivated colleagues from foreign sites who wish to assume product or project responsibility in Hamburg are regularly given the chance to apply for deliberately advertised positions with an international focus.



One example is **Albert Bartholomaeus**, who spent four weeks at our subsidiary Biesterfeld Özel Kimyasallar Ticaret A.S. in Türkiye.

*My four week stay abroad at Biesterfeld in Türkiye was enriching both professionally and personally. From the very beginning, I was warmly welcomed into the team, and genuine friendships grew out of our time together. Professionally, I had the opportunity to visit a variety of customers – ranging from modern industrial companies to smaller enterprises where the path to the office went straight through a sheep pen. This diversity gave me valuable insight into the Turkish market. In my free time, I visited Istanbul and Izmir – cities where modern urban development exists alongside historic districts – and travelled to the archaeological sites of Ephesus and Troy, which provided a direct connection to ancient history. **I look back on this time with great pleasure, not only because of the many impressions, but also thanks to the personal connections with colleagues.** The mutual trust and close cooperation now make it easier to support each other quickly and seamlessly in everyday work.*

*I am grateful to Biesterfeld and to my colleagues for the experiences I was able to gain over the seven weeks. It was fascinating to see that the Biesterfeld culture is lived just as much outside of Ferdinandstraße as in Hamburg. **The seven weeks added tremendous value to my current sales career.** The perspectives, approaches, and methods of my colleagues broadened my horizons and now shape the way I work. For me, the highlight of the stay was a week on the road across Portugal – from Lisbon to Porto – visiting potential new customers and communicating the added value Biesterfeld offers as a partner.*

Continuing with our focus on international exchange, **Daniel Grochowski** took the opportunity for a seven week stay at Mataró Biesterfeld Iberica S.L.U. in Spain.



Since 2024, **Christian Dammann** has been active in India at Hildose as an Integration Manager.

During my work in India, I was able to see how our commitment to sustainability generates impact worldwide. Together with my colleagues, we focus on safe, efficient processes and the responsible use of resources. The close cooperation on site not only strengthens our environmental goals but also fosters mutual understanding across cultural boundaries.

The works council – Promoting social responsibility

The works council plays a central role in fostering collaboration between employees and the company at all German locations.

The works council and the company's management maintain open and constructive communication and work together in a spirit of trust, in the best interests of both employees and the company. This was evident across a range of topics in 2024.

Through close cooperation with the Human Resources and Legal departments, as well as the Occupational Safety Committee (ASA), the works council actively contributes to continuous improvements in areas such as health and safety, occupational protection, and data protection.

The works council also serves as a competent point of contact for employees on all matters concerning their professional situation within the company. Regular consultation hours are held to ensure continuous dialogue with employees. At the multiple works meetings held each year, the works council provides transparent updates on completed and ongoing projects and offers the workforce the opportunity to submit anonymous questions or suggestions.

Insights into the work of the works council in 2024

In 2024, the works council initiated, supported, and successfully concluded a wide range of activities that advanced both the interests of employees and the further development of the company. In the **field of work organisation and employee support**, the works council collaborated closely with the Human Resources department to develop a guideline for remote working, aimed at improving collaboration in remote work settings. It also partnered with HR colleagues to analyse the results of a psychosocial stress survey and to identify tailored measures for individual departments. Furthermore, the council played an active role in optimising the "desk sharing" pilot project. By conducting its own employee survey, it identified areas for improvement and worked in partnership with the project

team to develop and implement adjustments. The works council also contributed its expertise and experience to the double materiality assessment conducted during the year.

In 2024, the works council was a key factor in **complaint management**, successfully resolving twenty-one of the twenty-three cases reported, with only two cases carried forward into the following year. In cooperation with the Executive Board, a new and **standardised Biesterfeld bonus system** was negotiated and finalised, while further collaboration with the HR department led to the optimisation of holiday and public holiday pay for working students.

Occupational health and safety were another major focus.

The works council actively participated in fire safety inspections and encouraged employees to take part in first aid and fire safety training, which resulted in the recruitment and training of many new volunteers.

It also finalised a works agreement on "alcohol and addiction prevention", designed to raise awareness and to establish a systematic procedure as a support mechanism for affected employees. In the area of occupational reintegration management, the BEM team consisting of three members – composed of representatives from HR, the works council, and the body for severely disabled employees – handled ten new cases of long-term illness during the year and successfully closed thirteen cases, eight from previous years and five initiated in 2024.

The works council was similarly active in matters of **digitalisation and IT development**. It closely accompanied several projects to ensure data protection, data security, meaningful employee training, and user-friendly systems. This included supporting the introduction of AI based systems and carrying out employee awareness initiatives in connection with them. The council also played a significant role in representing employee interests during various restructuring and transformation projects throughout the year.

One of the largest undertakings in 2024 was the change of the company's legal form from Biesterfeld AG to Biesterfeld SE. In this process, the German works council was heavily involved in the creation of an international negotiation body for employee representation, tasked with agreeing on the future participation rights of employees in the new corporate structure.

This work culminated in the signing of a participation agreement at the end of November, a milestone that not only marked the successful transformation into a *Societas Europaea* but also laid the **foundation for establishing an international SE works council.** ■

Employee benefits in Germany

Promoting and enhancing the safety, health, and well-being of our employees is of central importance to us.

Team spirit, sport and well-being at Biesterfeld

To strengthen the sense of team spirit between different departments, we initiate a wide range of activities outside of the regular office routine. These measures encourage exchange and mutual understanding, while also providing a balance to potential workplace demands. Our employees demonstrate team spirit and tackle challenges together by regularly participating in various sporting events. Examples include running events at our headquarters in Hamburg such as the **Hamburg MOPO Team Relay and the Hamburg City Cycling campaign (Stadtradeln)**. Since 2022, our employees have actively taken part in Hamburg's Stadtradeln initiative in support of environmental protection. Another measure has been the creation of the Biesterfeld Running Circle, which connects colleagues with a passion for running and encourages their athletic activity.

We are also pleased to support participation in regional sporting events, for example by providing professional sports equipment or covering event participation fees.

Health benefits at Biesterfeld's Hamburg headquarters

At our corporate headquarters in Hamburg in cooperation with our occupational physician, we provide

voluntary vaccination advice during our Health Day as well as free influenza vaccinations for all employees. Furthermore, all workstations at the Hamburg site have been equipped with height adjustable desks and two monitors to ensure optimal workplace ergonomics.

In May 2024, our Health Day in Hamburg focused particularly on health in the context of mobile working. A varied programme was put together covering nutrition, physical activity, relaxation, and mental health. Engaging lectures and active classes were offered in hybrid format. Highlights included health tests, massages, and a "smoothie bike," which were particularly well received by colleagues. Our occupational physician offered vaccination consultations without pre registration, and a mental health course was also available to join spontaneously. To round off the day, a raffle was held with numerous prizes related to sports and health.

To encourage sustainable commuting, Biesterfeld supports the Deutschlandticket.

All employees in Germany can use the premium version of the Deutschlandticket as a subsidised job ticket. Additionally, supported by the company suggestion scheme and the works council, a **bicycle leasing option** was introduced in 2022 as a complement to using public transport. All German employees can lease up to two bicycles for three years and use them fully for private purposes, with Biesterfeld covering the insurance costs. This not only motivates employees to be physically active, but also promotes a shift towards cycling for daily routes, which can have a beneficial impact on the local environment.

Many sporting events, such as monthly bowling nights, football meet ups, and regular massage offers, are available and remain popular among staff. Biesterfeld also provides subsidies to the Firmen-fitness network, as well as to local and nationwide fitness chains and swimming pools. Membership gives employees access to over 8,000 sports facilities across Germany and Austria, including gyms, yoga studios, swimming pools, CrossFit boxes, and bouldering halls. In addition, employees have access to a wide range of online courses covering sports, nutrition, and meditation.

An innovative way to meet and connect with colleagues worldwide – without packing a suitcase – has been realised through Coffee Pals. If colleagues are at the same location, they can meet in person, perhaps for lunch, a walk, or a coffee. When meeting in person is not possible, a “virtual coffee” can be arranged online across borders.

In addition to sports activities and benefits, employees at our Hamburg headquarters can make use of an external cafeteria during lunch breaks. Located near our corporate headquarters, it offers fresh, healthy, and diverse meals at a low price – subsidised by Biesterfeld – allowing all employees to enjoy affordable, high quality meals to start the afternoon well-nourished.

Biesterfeld #Healthforyou

To promote the health of our employees, we launched the **#Healthforyou** initiative. Articles published under **#Healthforyou** on our intranet address various focus topics, offering information and advice for a healthy lifestyle and are accessible to all employees worldwide. Focus topics have included subjects such as the positive effect of giving compliments, alkaline bathing to support the body’s acid–base balance, and “Healthy Hedonism” – enjoying food that is both pleasurable and healthy. Other articles provided tips for coping with pollen allergies, staying healthy during hot days, and improving sleep quality, addressing current seasonal challenges. In addition, **employees were given the opportunity to register as stem cell donors with the German Bone Marrow Donor File (DKMS), which generated great interest.** Physical activity also played a key role, with sporting events such as the **MOPO relay race** and Biesterfeld’s support for **Hamburg’s Stadtradeln cycling** initiative. The programme was rounded off in summer with a health quiz, and at the end of the year with a look at international Christmas customs. ■

Training and continuing education as a priority

Continuous learning and ongoing professional development are essential for progress and innovation. For this reason, Biesterfeld has developed a broad and diversified training portfolio for all employees worldwide, offering digital, hybrid, and in person formats.

As outlined in the previous chapter, all employees are regularly informed about this offering and, where relevant, specifically invited to participate in certain topics. The programme goes far beyond the boundaries of individual professional fields and includes subjects such as media literacy as well as health promoting courses, for example on stress and time management. Both internal and external experts lead these sessions, which are subsequently evaluated through surveys as part of our quality assurance process. Feedback is used to continuously optimise the programmes where necessary.

Learning together and sharing knowledge

The uniqueness of our company stems from the individual skills of each team member. For this reason, **we place great importance on deliberately developing**

the potential of our employees. In addition to a comprehensive range of general training opportunities for all employees, we also provide specialised training programmes. These are aimed at our skilled professionals, emerging talents, and leaders alike. **Our goal is to strengthen existing competencies at all levels of the organisation.**

To support this, several formats were launched at Biesterfeld back in 2021 and were successfully continued in 2024:

Meet the Manager – This quarterly event series continued in 2024, introducing managers from the first leadership level to participating colleagues, giving them the opportunity to ask questions directly. Discussions cover not only strategic and operational topics but also provide insights into career paths and personal perspectives.

Trend Explorer – Held annually, this format focuses on current trend topics, explored in interactive workshop settings. All employees can register to participate, discuss how these trends influence the Biesterfeld Group, and develop exploratory ideas together. ■

Our young talents shape our future

Motivation, flexibility and support: Success story of a Biesterfeld apprentice

Anna Järvinen, our apprentice in wholesale and foreign trade management, not only completed her apprenticeship with the highest grade “very good,” but also earned the prestigious title “**Azubi des Nordens**” (“Apprentice of the North”). This achievement was the result of hard work, determination, and a variety of supportive factors both inside and outside the company. During her training, she learned about the award and was encouraged by a colleague to take part. Thanks to her excellent performance, she successfully applied and ultimately won the prize.

Another key factor in her success was the support of her trainer, **Mira Teipelke**, who was always available as a direct contact person. This continuous guidance created an open, trusting environment where challenges could be addressed early and resolved together. In addition, Anna could rely on strong backing from her family — her parents and siblings stood by her side, helping to free up time for studying, especially during stressful periods. This combination of family support, workplace flexibility, and personal motivation laid the foundation for her remarkable achievement.

The example of our trainee demonstrates how a supportive work environment, flexibility, and family backing can enable outstanding professional performance. Biesterfeld is proud to be a company that takes individual life situations into account and fosters potential. ■

A major support during my apprenticeship was **the flexibility Biesterfeld offered me as a single mother of two children**. Flexible working hours, in particular, helped me to balance work and family life. This was pivotal in managing the demands of the apprenticeship alongside my responsibilities at home



G1 – BUSINESS CONDUCT

A clear governance is essential to fostering a values based corporate culture and systematically embedding more sustainable practices.

It establishes binding rules to **protect whistleblowers** and implements effective measures to **prevent corruption and bribery**. In doing so, it not only supports the adherence to ethical standards, but also strengthens trust among relevant stakeholders.

We have assessed our potential and actual negative and positive impacts, as well as risks and opportunities, related to our corporate policy within the framework of the double materiality analysis in accordance with regulatory requirements. Further details can be found in the chapter on the materiality analysis.

Below, we provide a tabular overview of the impacts in relation to corporate policy that have been assessed as material, including the respective time horizons considered.

The IRO (Impacts, Risks and Opportunities) assessments were carried out from the so-called “net perspective,” meaning that all IROs were evaluated considering the measures already implemented. In this method, existing management approaches and actions already undertaken at Biesterfeld are credited in the assessment.

Material sub topics	Impacts, risks and opportunities	Time horizon	Description
Corporate culture	Positive impact	Short-term / ongoing	A respectful and positive corporate culture enhances employee well being and contributes to an attractive employer profile.
Protection of whistleblowers	Impact	Short-term / ongoing	Protecting whistleblowers promotes ethical behaviour within the company by enabling the early detection of misconduct.
Corruption and bribery	Positive impact	Short-term / ongoing	Preventing and detecting corruption and bribery promotes ethical conduct in the company and is fundamental to being an attractive business partner for suppliers and customers.

The identified material impacts related to corporate policy form a central basis for developing an appropriate strategy. As outlined in the previous chapter, we have established a strategic pillar dedicated to People, which also includes our own workforce. The following section outlines the measures and policies that are directly linked to the identified material impacts.

The development of these measures and policies is the responsibility of the relevant specialist departments. Approval lies with the Executive Board, while implementation falls within the remit of the manage-

ment and the personal responsibility of employees. The policies are made available worldwide through internal communication channels and are accessible to all employees in both German and English. They apply uniformly to Biesterfeld's entire own workforce worldwide.

Unless otherwise explicitly stated in the respective section, the policies and measures presented are not based on specific external standards, but rather on best practice approaches in dealing with corporate policy. ■

Policies related to Business Conduct

In the following chapter, we present the policies established at Biesterfeld in connection with governance, aligned with the material impacts identified earlier.

Corporate culture

For the Biesterfeld Group, a written **Code of Conduct** has been established. Derived from the company's values, it sets out fundamental behavioural principles that guide employees in their daily work. These business conduct guidelines apply to all employees worldwide and define global standards and rules. They are designed to help address the diverse legal

and cultural challenges encountered in everyday business and to meet our self-imposed standards. These principles are not static; they continuously evolve as societal conditions change.

Employees are the foundation of the Biesterfeld Group's success. Through their thoughts and actions, they embody and demonstrate our corporate culture to our partners. The Biesterfeld Group respects the personal dignity, privacy, and individual rights of all employees, as well as those of customers, service providers, and suppliers. Our interactions are characterised by mutual respect, professionalism, trust, and open communication. Team spirit and solidarity

among employees are key contributors to company success. Performance and potential are the essential criteria for employee development.

Biesterfeld does not tolerate any discrimination, whether based on age, origin, gender, or other characteristics. Any form of human rights violations, forced labour, or child labour is firmly rejected. All employees are required to promptly disclose and actively address any irregularities observed.

This Code of Conduct is accessible to all employees and published both on the intranet and on the internet. The objectives associated with the Code can only be achieved through active participation by all involved. All employees are therefore encouraged to review their own behaviour against the standards outlined in the Code and to be aware of areas in which improvements can be made. Compliance with, implementation of, and updates to the Code are regularly monitored across the entire Biesterfeld Group.

Protection of whistleblowers

Compliance with applicable laws and internal company policies, and the resulting lawful and ethical conduct, are of the highest priority for the Biesterfeld Group. To this end, Biesterfeld provides a whistleblowing system that enables the reporting of misconduct, criminal acts, or specific risks within the company. This supports the prevention of behaviour that could harm the company.

The whistleblower protection policy applies globally to all organisational units and all employees of the Biesterfeld Group. It applies equally to internal and external parties.

The whistleblowing system can be used entirely anonymously. Using an external server operated by the software provider, anonymity is fully guaranteed and certified. It is technically impossible to trace reports via IP addresses or similar data.

The system is administered by the Compliance Manager, who processes and allocates reports for follow-up. The following issues can be reported through the system: corruption, faulty bookkeeping, money laundering, fraud / breach of trust / embezzlement, antitrust violations, discrimination or harassment, breaches of occupational health and safety regulations, or other legal infringements.

Corruption and bribery

At Biesterfeld, our commitment to responsible conduct requires transparent and legally compliant collaboration with our employees, suppliers, and customers, guided by clear principles of conduct. The Biesterfeld Group does not tolerate any form of corrupt or otherwise unlawful behaviour. All employees are therefore expected to comply with both legal requirements and internal policies, and to apply them in their daily work.

To reinforce this commitment, the Biesterfeld Group supports the world's largest sustainability initiative, the UN Global Compact, and implements its ten principles. These principles cover human rights, labour standards, environmental protection, and anti corruption. The anti corruption policy applies globally to all organisational units and all employees of the Biesterfeld Group.

Any form of corruption or bribery is strictly prohibited and will be sanctioned.

Biesterfeld is fully committed to fair competition and complies with anti trust and competition laws in every country where it operates. Every employee receives annual training in fraud prevention, anti corruption, and competition law. ■

Key Figures related to Business Conduct

Reports via the whistleblower platform

	2022	2023	2024
Number of reports received via the whistleblower platform	0	3	6

Definitions, assumptions and calculation method

- Data is collected by the Compliance Manager of the Biesterfeld Group.
- The figures demonstrate that the whistleblower platform is being accepted as a communication channel and is used for valuable exchange.
- All reports were processed.

Convictions for corruption and bribery

	2024
Number of convictions for corruption and bribery	0

Definitions, assumptions and calculation method

- Includes convictions involving Biesterfeld which are known to the company with verified evidence.
- Corruption is defined as the abuse of entrusted power for personal gain, which may be committed by individuals or organisations. This includes practices such as bribery payments, fraud, extortion, collusion, and money laundering. It also covers the offer or acceptance of gifts, loans, fees, rewards, or other advantages intended to induce a person to carry out an act that is dishonest, illegal, or violates trust in connection with the company's business activities. These may be monetary or in-kind benefits such as free goods, gifts, holidays, or special personal services granted to obtain an improper advantage or to exert moral pressure to accept such a benefit.
- Bribery is defined as engaging someone to act dishonestly in one's interest by offering money, gifts, or other incentives.
- Data is collected by the individual companies within the Group.

Fines related to convictions for corruption and bribery

	2024
Total amount of fines for violations of anti corruption and anti bribery laws (€)	0

Definitions, assumptions and calculation method

- Includes convictions involving Biesterfeld which result in a fine imposed on the Biesterfeld Group or its subsidiaries.
- Corruption is defined as the abuse of entrusted power for personal gain, which may be committed by individuals or organisations. This includes practices such as bribery payments, fraud, extortion, collusion, and money laundering. It also covers the offer or acceptance of gifts, loans, fees, rewards, or other advantages intended to induce a person to carry out an act that is dishonest, illegal, or violates trust in connection with the company's business activities. These may be monetary or in-kind benefits such as free goods, gifts, holidays, or special personal services granted to obtain an improper advantage or to exert moral pressure to accept such a benefit.
- Bribery is defined as engaging someone to act dishonestly in one's interest by offering money, gifts, or other incentives.
- Data is collected by the individual companies within the Group.

UNITED FOR SUSTAINABILITY

As a family owned company, trust and a sense of responsibility are deeply rooted in our corporate culture. We expect these values not only from ourselves but also from our business partners.

That is why we place great importance on exchanging ideas within various networks. By collaborating with other companies, organisations, and initiatives, we can share valuable experiences and jointly develop innovative solutions that have a positive impact on society.

We are particularly pleased about the individual commitment of our employees. We are grateful and proud that some of them take on responsibility beyond their professional roles and engage in voluntary work. Their involvement in various charitable projects and organisations is an inspiring example of lived responsibility, social awareness, and sustainable action. ■

Sustainability beyond our own company

Sustainability is also reflected in how we interact within society. Several of our employees dedicate their free time to volunteer projects. Such com-

mitment plays a significant role in bringing global sustainability goals (SDGs) to life at a local level.

Anna Spuida – Judo coach for children

Every Tuesday, together with another coach, I lead a children's judo group for kids aged 6 to 11 at the Budocentrum of the Polizei Hamburg Sports Association (established in 1920). I obtained my Trainer C licence in 2022 and passed the examination for my 1st Dan in December 2024.

We teach the children not only judo techniques such as throws and holds, but also the philosophy that deeply shapes this sport: *SeiryokuZenyo* (精力善用) – the best possible use of body and mind – and *JitaKyoiei* (自他共栄) – mutual assistance and understanding for shared progress and wellbeing. I am happy every time when, at the end of training, the children leave the dojo with a smile on their faces.



Photo credit: Chris Cracknell



Sven Wilkens – Volunteer firefighter. His expertise and commitment benefit not only the community but also Biesterfeld: within the company, he fulfils the important role of fire protection officer, combining personal volunteer work with workplace safety awareness – a win for all sides.

Since the age of 10, I have been a member of the volunteer fire brigade. I volunteer with the Fliegenberg/Rosenweide local fire service as group leader, taking part in incident command during deployments. I also serve as breathing apparatus officer, responsible for maintaining the equipment. In the district fire service, I act as a training manager, overseeing the alloca-

tion of training across all local fire services and delivering the basic training for new fire-fighters. **Volunteering means a great deal to me – it allows me to give something back to society**, to appreciate the camaraderie and solidarity, and to stand by people in their worst moments to help them.

Sustainability in Networks

Sustainability does not end at the company boundary.

That is why we place great value on active exchange with other companies, organisations, and networks. Through collaboration and dialogue on proven solutions, we strengthen sustainable action across company and industry borders.

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 defined are aligned with the applicable ecological and social standards. Among other things, we have leveraged our membership to participate in the six-month Climate Ambition Accelerator programme. Within this programme, we took part in various webinars and live workshops, learning in detail how to calculate greenhouse gas emissions, and later exploring the tools and resources provided by Science Based Targets (SBT) to correctly define our objectives. As a result, we formulated carefully considered emission reduction targets that are aligned with scientific principles, which we are now pursuing with dedication. These targets have already been presented in the chapter on our Environmental strategic pillar.

Biesterfeld is also an **active member of Maschinenraum**, an initiative by family owned businesses for family owned businesses. As one of 70 member companies, we share experiences and knowledge and offer one another support across all core areas of transformation. This initiative enables cross-industry and cross-company collaboration in a protected environment, fostering successful development. In 2024, we actively contributed to sustainability topics such as preparing for upcoming EU legislation (e.g. CSRD, CSDDD), selecting ESG software, and managing sustainability ratings. In other thematic circles, many of our employees took advantage of diverse exchange and training formats, opening up another channel for personal development.

Regular exchange not only promotes knowledge transfer but also the development of common standards and future oriented solutions. In doing so, we actively contribute to sustainable progress beyond our own company.

In addition to these exchange networks and initiatives, we are engaged in the following associations, networks, and initiatives:

AGA Norddeutscher Unternehmensverband, AHK, Bildungswerk der Wirtschaft, Creditreform Hamburg, Deutsche Industrie und Handelskammer, DPRG (Deutsche Public Relations Gesellschaft), DSAG, EGN (Executives Global Network), FECC, Foundation for the Global Compact, Maschinenraum, Verband Chemiehandel, Berufsverband der Compliance Manager, IT Executive Club, VOICE – Bundesverband der IT Anwender, Kunststoff Institut Lüdenscheid, wdk – Wirtschaftsverband der deutschen Kautschukindustrie, Composites United, Drogen und Chemikalienverein, Foodactive, FSK Fachverband Schaumkunststoffe, Industrieverband Klebstoffe, Ipec Europe, RSPO – Roundtable on Sustainable Palm Oil, Sepawa, Swiss SCC, Verband für Schiffbau und Meerestechnik, VILF, Zukunftsnetzwerk BioFoN.

To support the global sustainability goals for protecting the climate and ensuring good living conditions, the Biesterfeld Group also commits to backing initiatives that reach beyond our company boundaries. In doing so, we aim to live up to our responsibility to support projects that generate a sustainable economic, environmental, and social impact, both locally and internationally.

Plastic should not end up in nature

For this reason, our Biesterfeld Plastic business unit actively supports the objectives of the global **Operation Clean Sweep®** initiative. Through our voluntary commitment, we place particular emphasis on promoting the responsible and sustainable use of resources, as well as driving the proper disposal and recycling of plastic materials.

Our participation helps raise awareness of the importance of careful handling of plastics and aims to prevent plastic pellets, flakes, and powders from entering the marine environment. Concrete measures include

ensuring thorough cleaning of floors and storage areas so that no excess plastic granules reach waterways or the natural environment. The collected raw material is then properly disposed of or, where possible, incorporated into a recycling process.

In addition, we inform our international logistics partners about our engagement and seek to encourage them to participate in the Operation Clean Sweep® initiative as well.

For further information, please visit:

www.opcleansweep.eu

Supporting sustainable palm oil production (RSPO)

RSPO stands for “**Roundtable on Sustainable Palm Oil**” and is an initiative of the World Wide Fund for Nature (WWF). Our Biesterfeld Spezialchemie busi-

ness unit has been a licensed RSPO distributor for many years. This means we support the initiative’s efforts to promote sustainable cultivation methods and to avoid direct environmental damage caused by palm oil production.

In essence, certified RSPO palm oil must meet criteria such as: no rainforest clearance during production, prohibition of child labour, and compliance with legal regulations. The certification is recognised worldwide as proof that the palm oil originates from sustainable sources.

Through our licence, we are able to purchase, store, and resell certified products. By participating in this initiative, we foster transparency and sustainability throughout the supply chain.

For further information, please visit:

<https://rspo.org/de/>

External validation

We view sustainability as a continuous process of improvement and regularly have our performance assessed through independent ratings and certifications. These external evaluations help us create transparency, make our progress measurable, and identify targeted opportunities for further development. This ensures that our sustainability goals are implemented in a credible and traceable manner.



As part of our sustainability efforts, we have successfully participated in the **EcoVadis** assessment, earning a Silver Medal for the entire Biesterfeld Group. This award confirms our commitment in the areas of environment, labour and human rights, ethics, and sustainable procurement. The EcoVadis assessment provides valuable insights into our sustainability performance and demonstrates that we are on the right track to continuously improve our processes and act responsibly.



RESPONSIBLE CARE
Driving Safety & Sustainability

Our German companies Biesterfeld Performance Rubber, Biesterfeld Spezialchemie, and Biesterfeld Plastic Group participate

in the **Responsible Care** programme of the Verband Chemiehandel (VCH) and are regularly certified for their performance. Responsible Care was launched as a voluntary initiative by the international chemical industry and provides a framework for safety and excellence in chemical management. Through this certification, we commit, among other things, to continuously improve the know how and performance of our technologies, processes, and products in the areas of environment, health, and safety along their entire life cycle. The aim is to prevent harm to people and the environment, to use resources efficiently, minimise waste, maintain open reporting, and actively support all those along the product chain who handle and use chemicals, promoting their responsible management.

Our companies Biesterfeld Norge AS and Biesterfeld Sweden AB are certified to **ISO 14001**. ISO 14001 is an internationally recognised standard for environmental management systems. This certification commits us to systematically measure, monitor, and improve our environmental impacts. In this way, we actively contribute to environmental protection and ensure that environmental considerations are firmly embedded in our business processes.



Our companies in seven different countries are **ISCC PLUS** certified and can supply corresponding material to a wide

range of regions. ISCC PLUS stands for **International Sustainability and Carbon Certification** and is the world's leading mass balance certification system for ensuring the sustainability of raw materials and materials throughout the entire supply chain. The certifi-

cate guarantees sustainable production under ecological, economic, and social criteria. As all parts of the supply chain must be ISCC PLUS certified, a transparent and controllable value chain is created, enabling our customers to make reliable sustainability claims about their products.

One major advantage of mass-balanced materials is that they offer the same quality and performance as conventional virgin materials, since the monomers used are identical regardless of feedstock origin (e.g. petroleum or biowaste gases). Even though not many of our customers are currently ISCC PLUS certified, interest is growing significantly. We deliberately chose to certify early so that we can work together with our suppliers to enable sustainable solutions based on mass-balanced materials. These complement our existing sustainability portfolio perfectly. ■

METHODS AND STANDARDS

Within our sustainability report, we explain to all interested stakeholders our core convictions – such as respect for and compliance with human rights, a responsible and respectful approach to our employees, and the efficient use of technology to meaningfully reduce our carbon footprint.

We are firmly committed to the Sustainable Development Goals (SDGs) we pursue. However, we must note that the content of this publication has not been approved by the United Nations and does not reflect the views of the United Nations, its officials, or its member states.

This sustainability report has been internally validated and has not undergone external verification.

The Biesterfeld sustainability report has been prepared in alignment with the guidelines of the world's most widely recognised sustainability reporting framework – the Global Reporting Initiative (GRI). The

GRI Standards enables transparency through clearly defined indicators and ensures the ongoing comparability of information by applying a globally acknowledged standard. Our chosen approach – reporting with reference to the GRI Standards – guarantees transparent presentation of the key elements a company must capture to ensure sustainable corporate governance. This includes the company's economic, environmental, social, and governance related performance.

In doing so, we also take into account the ten principles of the United Nations in the areas of human rights, labour standards, environmental protection, and anti corruption.

The Ten Principles of the UN 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.

WE SUPPORT



GRI Content Index

Biesterfeld has reported the information cited in this GRI content index for the period 01.01.2024 – 31.12.2024 with reference to the GRI Standards. As part of the “Content Index – Essentials” service, GRI Services verified that the GRI Content Index was presented in a manner that meets the requirements for reporting with reference to the GRI Standards, and that the information in the index is clearly presented

and accessible to stakeholders. This service was carried out on the German version of the report.



**CONTENT INDEX ESSENTIALS
SERVICE**
WITH REFERENCE OPTION

2025

Statement of use	Biesterfeld has reported the information cited in this GRI content index for the period 01.01.2024 – 31.12.2024 with reference to the GRI Standards.
GRI 1: Foundation 2021	

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Publisher

Biesterfeld SE
Ferdinandstraße 41
20095 Hamburg
GERMANY

Executive Board:

Dr. Stephan Glander (CEO),
Kai Froböse, Peter Wilkes, Philip Chew

Chairman of the Supervisory Board

Dirk J. Biesterfeld
Head office: Hamburg,
District Court of Hamburg, HRB 90396
VAT no. DE 813 983 617

Sustainability and Regulatory Affairs

Dr. Lina Weinschenk
Director of Sustainability & Regulatory Affairs

Corporate Communications

Sven Weber
Director of Corporate Communications & Marketing
E-mail: communications@biesterfeld.com

More detailed information can be found on
our website www.biesterfeld.com

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