



CORPORATE SOCIAL RESPONSIBILITY

Sustainability Report for 2025

Kahl GmbH & Co. KG

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In order to improve legibility, the masculine form is mainly used for people and personal pronouns. Female and other gen-der identities are explicitly included to the extent necessary for the statement.

About this report

In this sustainability report, Kahl GmbH & Co. KG provides information about its sustainability activities in all areas of the company. The reporting period is the calendar year 2025. All information and key figures relate to our single location in Trittau. Our reporting is voluntary.

We are striving to make our report clearer, more structured, and aligned with the growing requirements regarding sustainability reporting. Accordingly, this report is based on the standards of the Global Reporting Initiative (GRI standards). The references to the respective GRI standards are marked with the corresponding number. We would like to emphasize that we only used this standard as a guide and make no claim to completeness in that regard. Furthermore, all important key figures can now be found at the end of the report.

The members of our CSR team conduct an internal review of the report. An external audit was not carried out.

Foreword

We are pleased to present the sixth Sustainability Report of Kahl GmbH & Co. KG for the year 2025. As a long-established family-owned company with deep regional roots and many years of experience, sustainable business practices are a central concern for us and an integral part of our corporate strategy. The current global challenges in the areas of climate, the environment, and social justice reinforce our commitment to taking responsibility and acting with foresight.

During the reporting year, we were able to further advance our progress in the area of sustainability and were honored with the Eco Vadis Platinum Medal for our commitment. Particularly noteworthy are our investments in water management, such as the modernization of process cooling systems and the construction of a new deep well, which contribute to a significant reduction in water consumption.

The year 2025 was also marked by a strategic turning point: We prepared for the sale of our majority stake. This led in 2026 to the acquisition by Parament B.V., a global manufacturer of waxes, adhesives, and coatings, and a subsidiary of the Hamburg-based TER Group, opening up new opportunities. Together, we are pooling our expertise, strengthening innovation, expanding our global presence, and creating long-term value. Our commitment to acting as a responsible partner for employees, customers, business partners, and the environment remains unchanged.

With this report, we invite you to join us on our journey toward sustainable development and to work together to set the course for a future worth living in.

The Management Team,



Udo Thaysen
Chief Executive Officer



Tanja Tegner
Chief Financial Officer



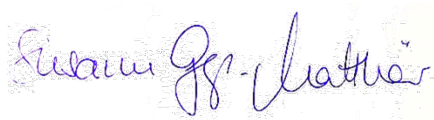
Michael Elsner
Director Global Sales & Marketing



Karsten Fries
Operations Director



Andrea Sauer
Head of Purchasing



Susann Groß-Mätthai
Business Development Manager Specialty Waxes



1. STRATEGY AND MANAGEMENT

1.1 Company profile

Kahl GmbH & Co. KG is a private family business founded in 1948. We are among the leading specialists in the area of natural waxes, including beeswax, carnauba wax, and candelilla wax. We provide our customers with a wide range of products and services, with the focus being on refining natural waxes, custom-designed wax blends, and microcrystalline waxes, as well as wax emulsions and cosmetic raw materials. From our production location in Trittau near Hamburg, we supply customers in the cosmetics, foods and pharmaceutical industry as well as the technology industry in more than 50 countries around the world. High-quality products and production standards are thereby the foundation of our success. With our knowhow and years of expertise with our own innovation department, we provide our customers with outstanding service and value-adding solutions.

Scope: The company is active in the following areas of business:

Development, processing, manufacture, and sales of natural and synthetic waxes as well as other related chemical products.

Identity: Kahl is a leading innovative manufacturer of natural waxes with a global presence, consistently high product quality and customer orientation, as well as a high regard for customers, employees, and suppliers.

Stakeholder dialog: Our business activity affects the interests of many people. Continuous interaction with our stakeholder- and interest groups has the objective of harmonizing various concerns as much as possible in order to develop and maintain long-term trust. For increased acceptance and transparency, we disclose our decisions and actions in an open dialog with our stakeholders.

Interested party	Influence	Expectations
Employees	high	Salary payment, fair and equitable treatment, safe workplace
Customers	high	Level of satisfaction (quality, price, deadlines)
Suppliers	high	trustworthy partnership, continuity
Legislature	high	Workplace security, compliance with legal regulations
Contracting party	medium	Reliability, compliance with contracts
Local authorities, veterinary inspection office	high	Compliance with legal regulations
Certification offices	high	Maintaining standards
Owner	high	Commercial success, retention of and increase in value, image
Competition	medium	Maintaining fair principles, collaboration where appropriate



1.2 Strategic orientation

Our strategic goals are based on the five following cornerstones:

- Development and optimization of structures and processes
- Innovative processes and high-quality production
- Tapping into geographic growth potential in existing sectors through optimized sales processes
- Development of innovative mono-natural waxes and their introduction in the market
- Investigating and tapping into growth potential in other markets

The claim **Creating Future Standards** perfectly summarizes our strategy, which is very strongly geared toward innovations in the area of processes and production technology as well as in the area of new products. Moreover, we are driving our international expansion ahead and are continually optimizing our processes and structures.

1.2.1 CSR strategy

Corporate Social Responsibility (CSR) is firmly enshrined in our corporate strategy and goals. We want to be perceived as a reliable and responsible partner. Additionally, we intend to use our expertise and opportunities to contribute to positive economic and social changes. We believe this brings added value to our stakeholders and our company.

To this end, the handling of resources and their long-term preservation as well as ethical behavior towards customers, employees, business partners and the communities in which we operate are of particular importance.

However, sustainability also means that we continue to advance and reinforce our company in the long term through the actions mentioned above. We are convinced that both commercially sensible behavior and our CSR strategy guarantee this.

Our guiding principle: Reliable, responsible, sustainable – working together for positive change. We use our expertise and opportunities to make a sustainable impact not only in this country, but also worldwide. As an innovative manufacturer, we prioritize conscientious action with a high regard for the environment and society. We recognize the importance of diverse communities of interest and strive for long-term partnerships based on trust and cooperation.

Our CSR strategy is based on the four pillars of environment, labor and human rights, ethics, and sustainable procurement. We also base our greenhouse gas emissions targets on the requirements of the Science Based Targets initiative (SBTi).

1.3 Classification of CSR Managements

Our business activity and strategic goals are consistently oriented with regard to their effects on the environment and the people around us. We always act with the awareness that we are responsible for our actions and that our commercial success must be sustainable. We thereby consider CSR a part of our business strategy. Structured CSR management is important to us. Therefore, we formulate clear actions and measurable values to ensure that our goals are transparent and comprehensible.

The CSR team is made up of four people who represent the four pillars of our CSR strategy. Moreover, the team works directly with the Management Board.

1.4 Definition of sustainability

For us, sustainability with regard to our raw materials means that the systems in question are not damaged by cultivation, harvesting, and processing of the original plant or our raw material. The use of re-sources must also not lead to their loss.

But sustainability is not merely a question of environmental protection and nature conservation or resource consumption. Important environmental protection issues should also be compatible with social (societal) and economic (business) goals. After all, society, the economy, and the environment all affect each other. In order to create a balance, equal consideration must be given to these three areas so that our descendants can still meet their needs in the future. Using the same approach, we also apply the basic idea of sustainability to social and economic aspects.

Sustainability also means secure long-term development and the long-term existence of the company.



2. BUSINESS ETHICS

2.1 Corporate Management

For us, as an innovative family company, the high quality of our products, sustainability and safety in production and for employees are key factors for our daily activities and success. We consider that responsible corporate management derives from the example of the prudent businessman, the company values and internal and external guidelines, to which we are committed. These characteristics contribute significantly to our CSR strategy.

Kahl works systematically on developing a comprehensive management system that complies with international standards and the requirements for quality control, product safety, as well as environmental and consumer protection. All sectors are continually in contact in order to be able to guarantee high quality standards in the acquisition of raw materials and up to the resale of the functioning contents. We thus ensure conscientious monitoring of all in- and outgoing products as well as conformity with currently valid laws and regulations in the sectors of the food, pharmaceutical, and cosmetics industries.

2.2 Code of Conduct

The good reputation of Kahl and the trust granted to us by our business partners, customers and the authorities depend decisively on the conduct of each individual employee. In order to achieve the basic requirements for responsible corporate management, all employees must follow the guidelines of the internal code of conduct, in addition to laws and ethical standards. This code continually serves as a guide and equally as a binding pledge for all of the parties concerned. The code of conduct includes, among others, guidelines on the following points:

- Mutual respect, integrity and compliance with law
- Data protection and IT security
- Protection of company assets and trade secrets
- Work, health and environmental protection
- Anti-discrimination, racism and integration
- Anti-corruption
- Ombudsman for anonymous and non-anonymous reporting (whistleblowing procedure)
- Continual improvement



Internal ethics training

Our managers receive ethics training every two years. As a responsible company, we are committed to upholding the highest ethical standards and actively contributing to corruption prevention. Training our managers is a crucial component of this commitment. The goal of the training is to further promote the compliance culture and put it into action.

2.3 Corporate values

Corporate values form the core of a company and clarify what the organization and employees represent so that everyone involved can base their actions on them.

QUALITY: Quality does not only refer to our products or a systematic approach. It is equally important in all areas. This also means that we try to continuously improve in every respect.

RESPECT: Everyone in the company should treat each other with respect, appreciation, and equality. This applies to daily interactions as well as conduct in critical situations. Respect must also be extended to the social environment, customers, business partners, service providers, and the environment.

INNOVATION: Innovation refers to new concepts or optimization of products, procedures, processes, and workflows arising from ideas. It is important to question whether a particular product or process makes sense.

RESPONSIBILITY: Taking ownership of assigned tasks means ensuring that everything runs smoothly to produce the best possible results. This involves doing whatever is necessary and right in each case so that the intended goals can be achieved. Moreover, it is important to be ready to accept responsibility independently.

COMMUNITY: Commonality is the foundation of any well-functioning collaborative activity. This creates dependable cohesiveness, especially in difficult situations. A sense of community increases the likelihood of achieving a desired goal.

SUSTAINABILITY: Sustainability involves acting ethically, responsibly, and steadfastly in the interest of the common good and the environment. For lasting effectiveness, unnecessary strain on resources of any kind must be avoided.

2.4 Certifications and standards

Kahl is already certified in compliance with certain standards and fulfils the requirements stemming therefrom with regard to environmental management:

- ISO 9001:2015
- HACCP
- Organic in accordance with EU Regulation No. 2018/848
- COSMOS Natural Cosmetic und COSMOS Organic Cosmetic
- Halal
- Koscher
- RSPO

Since 2021, we have a list of products that is certified according to the **NATRUE standard**. NATRUE (the international natural and organic cosmetics association) is an international non-profit organization located in Brussels. Its mission is the worldwide promotion and protection of natural and organic cosmetics. Since its founding in 2007, NATRUE has been offering natural and organic cosmetics manufacturers a way to make their high-quality standards visible to consumers with a label. NATRUE certification is available for raw materials as well as finished products.



EcoVadis provides holistic corporate social responsibility ratings to companies through a global cloud-based SaaS. Each company is rated on issues relevant to its size, location, and industry. For our customers and business partners, we have had Kahl evaluated by EcoVadis since 2018.



The goal of this CSR assessment methodology is to evaluate the quality of the company's CSR management system based on its policies, actions, and results. The assessment focuses on 21 criteria, which are divided into four topics: Environment, Labor and Human Rights, Ethics, and Sustainable Procurement. The EcoVadis process validates our sustainability commitments, practices and performance, and offers a clear roadmap for how we can continue to increase our impact over time.

Since our first assessment in 2018, we have been able to improve our score continuously. In our most recent assessment, completed on September 25, we received a platinum medal and achieved a score of 84, placing Kahl in the top 1 % globally and demonstrating our progress in sustainability.

2.5 United Nations Global Compact

Kahl has been supporting the United Nations Global Compact (UNGC) since 2021. The UNGC is the world's largest and most important initiative for sustainable and responsible corporate governance. The German Global Compact Network (DGCN) with more than 800 participants from business, civil society, and politics supports companies in strategically incorporating sustainability based on ten universal principles and contributing to the implementation of the Sustainable Development Goals. Compliance with these ten principles is an obvious choice for us. We are therefore pleased to be able to support the UN in this important mission.

Businesses should:

1. support and respect the protection of international human rights.
2. ensure that they are not complicit in human rights abuses.
3. uphold freedom of association and recognize the right to collective bargaining.
4. advocate for the elimination of all forms of forced labor.
5. advocate for the elimination of child labor.
6. advocate for the elimination of discrimination in job searches and at the workplace.
7. follow the precautionary principle in dealing with environmental issues.
8. take initiatives to promote greater environmental awareness.
9. expedite the development and distribution of environmentally friendly technologies.
10. fight corruption in all of its forms, including extortion and bribery.

The Kahl management is committed to ongoing support of the Global Compact and the renewal of the company's commitment to the initiative and its principles.



2.6 Social commitment

Birthday donations

The company supports various annual donation campaigns under the title "Birthday Donation." On their birthday, each employee receives a card on which they can select which project they would like the company to support. This gives them the opportunity to decide for themselves which project the birthday donation of €10 should go towards. At the end of the year, the donations are rounded up and transferred to the respective projects.

The following projects were selected for the year 2025:

- **Hamburg summt!**

The initiative spotlights the well-known honeybee in order not only to gain a deeper understanding of these animals, but also to recognize the importance and beauty of their wild relatives, the wild bees, and their endangered habitats.



- **Trittauer Tafel**

Every day, volunteers collect surplus groceries from supermarkets, bakeries, and other stores to distribute to fellow citizens in need.



- **Kinderhaus „Blauer Elefant“ Stormarn**

Since its foundation, the child protection agency "Kreisverband Stormarn" has been representing the interests and rights of children and advocating for stable coexistence in families.



A total of EUR 1000 went to the three different projects.

Wishing Tree campaign

We have been actively participating in the Wishing Tree campaign (Wunschbaum-Aktion) every year since 2021. Together with our employees, we support social institutions for children in the region.



In 2025, we supported the Kinderhaus in Trittau, a semi-residential youth welfare facility. The program is designed for school children from first to sixth grade. The children come to the facility after school on weekdays, where they receive a communal lunch and help with their homework, followed by supervised playtime. Together with the children, the social workers at the Kinderhaus Trittau created wishing stars, some with personal wishes of the children and others that are focused on supporting the Kinderhaus Trittau. The Kahl employees were able to choose wishing stars and fulfill the wishes.

12-Hour Team Swim in Trittau

In July, we supported the 12-hour team swim in Trittau. A total of 15 teams, each with up to 12 swimmers, competed. Throughout the event, at least one team member had to be actively swimming at all times and had to swim at least 100 meters per stint. Proceeds from the event went to the German Life Saving Association (DLRG) Stormarn, which is dedicated to protecting people from dangers in and around the water. The nonprofit organization handles key responsibilities in the Stormarn district, such as swimming and lifeguard training, water rescue services, and disaster response.

First Aid Workbook for Elementary School Children in the Stormarn District



Kahl supported an initiative by the “Luftrettungszentrum Christoph 29 e.V.” support association, making it possible for 30 children to receive a free first aid workbook. It is particularly important that first aid be administered immediately after an incident—even before the “rescuers in orange” arrive. Simple measures can help alleviate pain and prevent further health complications. Among other things, the association is committed to continuously expanding and deepening the public’s knowledge of first aid. With this workbook, we specifically encourage young first responders by equipping them with the necessary knowledge so they can provide effective first aid both at school and in their personal lives.

3. EMPLOYEES

3.1 Corporate culture

Kahl currently has 84 employees at the Trittau location. We inspire and recruit talented people from diverse backgrounds for our company. We treat every individual with respect and fairness, do not tolerate any form of discrimination, bullying, or harassment in our work environment, and encourage all employees to pursue personal career development.

We are aware of our obligations to respect personal dignity, the privacy and personal rights of all employees and our customers, service providers and suppliers. Kahl expects that our employees as well as our customers, service providers and suppliers acknowledge and adhere to these principles.

Kahl emphasizes a prejudice-free and integrated personnel policy. The corporate culture is characterized by tolerance and equal opportunity, regardless of factors such as age, gender, ethnic background, religion or world view, sexual orientation, or disabilities.

All employees undergo continuous training on various topics and receive support in their career development.

3.2 Equal Opportunities Officers

In order to maintain a trusting and non-discriminatory environment within the company, we have been employing two Equal Opportunities Officers since 2023. They are Kahl employees who are elected anonymously by all employees every three years. They are the contact people for employee problems relating to inequality, discrimination or other disadvantages. The Equal Opportunities Officers are trained by an external service provider in order to obtain the relevant qualifications for the office.



3.3 Internal communications

Kahl is working on an open communications culture in order to improve the trustful relationship between management and employees. This includes the establishment of target agreements and regular employee feedback discussions. Apart from that, we have established guidelines on topics such as working from home (mobile working) to guarantee a uniform approach. All employees have current issues and information put forth in the context of employee info meetings.

3.4 Work safety and health

We promote the health and wellbeing of our employees in order to maintain their motivation and performance over the long term. A safe workplace is thus a basic prerequisite. In the offices, all desks are height-adjustable to establish a more ergonomically designed workplace. All employees obtain regular workplace-related safety instructions to minimize the risk of accidents. There are sufficient first responders, evacuation assistants, and fire protection volunteers for all areas on the site.



Health management at Kahl continually strives to improve individual work areas. In 2025, the national average for sick leave was approximately 5.83 %. At Kahl, the sick leave rate was 4.98 %. We would like to effectively reintegrate employees who are returning after a long absence. In this context, company integration management develops individual solutions to adapt the work situation to the needs of the employee.

Among the health advances made operationally there are, in addition, regular back massages and the free provision of beverages and fruit.

Since August 2023, we have been supporting our employees' fitness through a partnership with EGYM Wellpass. The membership, which is financially backed by us, offers employees access to numerous gyms, sports and wellness courses and swimming pools.

3.5 Employee Mobility

Employee mobility is important to us – both from the employees' perspective and in terms of environmental protection. Since our location is only partially accessible by public transportation, most employees use their personal cars or company vehicles to commute to work. That is why we have introduced various measures and rules to make eco-friendly alternatives more attractive.

Our official company car policy stipulates that every company vehicle must be a hybrid or electric vehicle. For this reason, charging stations for these vehicles have been in place for several years. To enable employees without company vehicles to charge their personal cars for free, we have installed additional charging stations. This is intended to encourage our employees to use hybrid or electric vehicles more often.

In addition, we plan to introduce a bicycle leasing program for employees in 2026. This will allow them to lease bicycles, e-bikes, or cargo bikes at a discounted rate and use them for personal purposes as well. The goal is to promote bicycle use – both for commuting to work and during leisure time. In this way, we protect the environment and support the health of our team.

4. PRODUCTS

Natural waxes are among the oldest raw materials used by humans. Wax is multitalented. It is used for all possible goods and purposes: From candle production to preserving fruit, in the cosmetics industry, for polishing cars, and right up to combing whiskers and on to polishing furniture. Although we may not always notice, wax is contained in a number of products we use daily. Kahl sells natural and synthetic waxes for technical applications and as additives for the cosmetics, pharmaceutical and foods industry. De-pending on the type and origin, waxes are distinguished by appearance, properties and areas of application. We procure our raw waxes from around the world. We care about our relationship with our suppliers and commit ourselves to sustainable production. The traceability of our goods thereby assures quality and a stable supply chain.

Most of our raw materials that are used for natural waxes are by-products of other industries; thus, we engage in upcycling to a great degree. Upcycling is a form of recycling of materials. Useless by- or waste products are converted into new raw materials with the aid of upcycling. Differing from recycling or downcycling, upcycling results in a material appreciating in value. The process of recycling of available material reduces the need for newly produced raw materials and thus functions to preserve resources.



Examples include tea wax, sunflower oil wax, rice bran wax, jasmine wax, and rose wax.

4.1 Product responsibility

Quality starts with procurement. Traceability, sustainability, and stable supplier relations are thereby the most important building blocks for an outstanding product. Close cooperation with suppliers and a strong presence in countries of origin together can lead to continually improving raw material quality parameters. We have these wax qualities thoroughly investigated in collaboration with specialized laboratories and communicate them openly to the customer for transparency and trust. We ensure constant improvement in social and ecological aspects for all facets of our product portfolio.

The continual development of a sustainable portfolio and the provision of alternative product solutions are important contributions to achieving our sustainability goals and to supporting the recycling economy. In a joint effort with our suppliers and customers, we concentrate on research and development for innovative alternatives to reduce burdens on the environment, to save energy and resources, and thus to promote environmentally friendly and especially sustainable sourcing and production.

4.2 Supply chain responsibility

We take responsibility for environmental, human rights, employment, and social standards in the supply chain. We are working to identify and evaluate ecological and social risks, negative effects and developmental potential along the supply chain. Our Supplier Code of Conduct allows us to ensure that our suppliers are also qualified to uphold our standards.



Kahl is a member of the Roundtable on Sustainable Palm Oil (RSPO), founded in 2004 at the initiative of the WWF. As a central organization, it attempts to promote sustainable cultivation methods for palm oil and thus to limit environmental damage. Other members of the Roundtable, aside from environmental protection groups and other NGOs, are mainly companies and institutions from the palm oil value added chain, including plantation operators, traders, and industrial purchasers of palm oil, but also investors and bankers. A certification system is intended to ensure that principles and criteria are maintained. Producers are examined during the RSPO certification to ensure that palm oil is being produced in correspondence with these criteria. The RSPO certification of dealers and other companies in the supply chain is intended to ensure that information on the use of certified palm oil is truthful. The RSPO certification of the supply chain hereby approves and checks various types of information. Kahl has decided on mass balancing. In the process, a specified ratio of certified and non-certified palm oil is assured along the supply chain, including the end product.

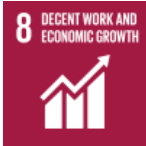


As a member of the **IRC** founded in 2018, Kahl pursues the goal of overcoming the social and bio-diversity problems of the carnauba value chain.



A large portion of carnauba production takes place in the northeast region of Brazil, in the states Piauí and Ceará, which belong to the poorest regions. The country suffers from difficult conditions and the inadequate management of the local habitat. Employees report long and excessive working hours and exploitation, whereby the latter is not limited exclusively to the carnauba sector.

Compared to earlier times, employees have already experienced improvements. Despite that, some still do not receive a minimum wage, have too little training and only inadequate access to first aid equipment in the field. Since 95 % of carnauba wax production involving 100,000 to 200,000 workers takes place in Piauí and Ceará, Kahl is devoted to helping Brazil improve the current situation in order to assure sustainable and fair carnauba production.



In order to achieve this, Kahl, is a part of the IRC, which promotes cooperation in human rights and biodiversity practices in the carnauba value added chain in Brazil, in harmony with the demands of the **Union for Ethical Biotrade (UEBT)**. The goal is to support carnauba processing companies in improving work and wage conditions for workers. Besides Kahl, the project also involves Brazilian and international stakeholders, the government, and institutions of civil society, as well as a few others. As members of the IRC, they must adhere to certain obligations. For example, they must not be listed on the criminal prosecution list of slave labor companies of the Brazilian government. They must also facilitate traceability and annual inspections by third parties. The results are already evident: The IRC achieved progress in the form of presentations at international events, dialog with local governments, cooperation between IRC members, and improvements in practices in the value chain (e.g. training or tracing).

Kahl purchases carnauba wax exclusively from producers who are UEBT members.



Since early 2022, Kahl has been supporting the **“Inclusive Carnaúba for Education and Biodiversity”** project, which was launched by Brasil Ceras in collaboration with the Santa Ângela Family and Agricultural School (EFASA) and other sponsors. The project is based in Piauí, Brazil, and promotes the education of young people from communities along the carnauba value chain.



carnauba
sustainability institute

To date, 65 students have benefited directly and approximately 1,000 others indirectly. The project is characterized by high female participation and close ties to communities linked to certified sustainable supply chains.

It combines education with seedling cultivation, nurseries for native species, and the introduction of agroforestry systems. In this way, it supports families in land restoration, income diversification, and food security. The students receive technical and academic training, financial support, and integration into a sustainable supply chain – and their families also benefit from new income opportunities.



4.2.1 Sustainable supplier management

All suppliers are notified of our compliance principles via our Supplier Code of Conduct and are required to comply with them. In addition, our sustainable procurement policy serves as a framework for our actions in this area. It is based on the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, and the fundamental conventions of the International Labor Organization.

Our annual evaluation process for suppliers and service providers includes a CSR risk analysis, which we use as a decision-making tool for our supplier management. The CSR risk analysis is based on the criteria of corruption, human rights, labor rights and the environment, as well as the documentation provided by suppliers on the topics of ethics, sustainability and the environment. Evaluations by NGOs on these topics are used for the assessment and categorized as low, medium or high risk. The risk analysis accounts for 20% of the overall supplier assessment. In this way, we want to ensure that sustainability aspects play a decisive role in our raw material procurement process.

We also record several key figures in the area of sustainable procurement (see 7.3).

4.3 Quality management

To fulfil contractual agreements, customer requirements and to plan, implement, monitor and improve all quality relevant activities, and to improve customer satisfaction, Kahl GmbH & Co. KG maintains a quality management (QM) system per **DIN EN ISO 9001: 2015**.

Our quality policy pertains to the area of customer satisfaction, product quality, product safety, continual improvement, and personnel responsibility. Once annually and in the context of evaluating the QM system, measurable quality goals are developed and set by company management, together with those responsible for the sectors. Attainment of the goal is determined the following year in the evaluation of the QM system. QM system documentation is subdivided into the individual business sectors. Each sector is subdivided into further sections. All documentation is designated according to an established code. The current QM handbook documents are stored on the in-house EDP network for all employees. Information on updating, new editions or other changes to documents is handled by quality management per e-mail to the employees. All outside complaints and internal deviations are recorded and related to the delivered batches as a percentage.

5. ENVIRONMENT

As was the case with many other companies, the consequences of climate change and environmental degradation also impacted Kahl directly: Natural resources are becoming scarcer, fossil energy sources are becoming more expensive over the long term and, not least, customers are becoming more critical in the selection of their suppliers.

To coordinate climate and environmental measures, many companies have introduced environmental management systems in the meantime. They serve to systematically uncover and eliminate weak points in the company as well as to continually improve in-house environmental performance. We decided to tackle the necessary preparatory measures for a possible certification according to the environmental management standard ISO 14001. We set a project period of 5 years for it.

For the time being, our environmental management will be guided by our internal environmental policy.

5.1 Corporate environmental & climate protection

How large is the carbon footprint at Kahl? To answer this question, the directly caused emissions must be considered, as well as the upstream and downstream activities within the value-added chain. Once a year, we determine the directly caused emissions based on mobility, electricity, and heating oil consumption (scopes 1 and 2, see section 7.4.1). This calculation serves as the basis for developing targeted measures to reduce emissions.

Even though we use 100 % green power at Kahl, we do not think that goes far enough. We want to reduce Scope 2 emissions by 50 % by 2030 as a milestone goal. To achieve this goal, we are planning on using solar energy, a lighting concept to save electricity, and automatic regulation of radiators.

5.1.1 Energy audit and resulting measures

Last year, we had an external service provider conduct an energy audit focused on our production operations. Several recommended measures were implemented, including optimizing thermostat programming and installing new LED light fixtures.

During the reporting year, the structural integrity of the photovoltaic system was inspected; next year, the project will be presented to management as an investment proposal.

The search for alternatives to the steam boiler and the optimization of energy generation will continue as part of a project through 2026. Additional recommendations from the audit will be taken into account.

5.2 Waste, recycling and use of resources

Avoiding waste is a top priority for us and the waste produced is separated, because separation of waste is the most efficient way to promote recycling. At Kahl, the strict separation of waste therefore prevails in the areas of the laboratory, in production and in storage according to the Commercial Waste Ordinance.



All employees are instructed to use general consumable materials as much as needed, but also as little as possible. Rechargeable batteries and energy accumulators are used wherever possible in the company.



5.2.1 Water management policy

Water is a very valuable and increasingly scarce resource. Within the company, water is used, among other things, to cool equipment, clean laboratory equipment and dishes, and for sanitary purposes.

We are committed to the responsible use of water throughout the company. To this end, in 2025 we introduced a formal Water Management Policy that provides a binding framework for our actions in this area. The policy outlines specific measures and is regularly reviewed and updated.

5.2.2 Investments in process cooling and our deep well

In 2025, construction work to modernize our cooling system at our production facility was successfully completed, and the system was put into operation. As a result of the modernization, fresh water is now introduced into the circuit only when the temperature of the existing water can no longer ensure adequate cooling. Work on a new deep well has also been completed.

We expect both measures to result in a significant reduction in water consumption. A detailed evaluation is not yet possible due to a lack of current comparative data. Systematic and frequent checks have already been implemented to monitor efficiency and to promptly initiate additional measures as needed.

5.3 Commitment outside the Company

Wildflower meadow for Trittau

In 2025, we supported the creation of a 3,000 m² wildflower meadow in the immediate vicinity of our site. The project was initiated by StartLocal e.V., an organization actively involved in environmental and climate protection projects in Trittau and the surrounding communities. The wildflower meadow is open to the public and makes an important contribution to promoting biodiversity. In May 2025, the site was first professionally assessed by an expert from the Nature Conservation Foundation. Subsequently, a farmer from Grönwohld handled the necessary preparatory work, while the StartLocal e.V. association took care of procuring the appropriate seeds. The planting date for the wildflower meadow was September 20, 2025.



European Research Association FRT

We are committed to the European Research Association for Cleaning and Hygiene Technology (FRT) both financially and professionally. The FRT sees itself as a network of trade associations and companies in the cleaning and hygiene sector.



The FRT's work navigates the tension between, on the one hand, rising demands for functionality, minimal waste, and hygiene, and, on the other hand, increasing economic pressure and the need to conserve resources. We actively participate in the Working Group on Sustainability in Building Cleaning, which specializes in analyzing, recording, and evaluating resource consumption in cleaning activities.

6. GOALS, MEASURES AND OUTLOOK

6.1 Goals

We are targeting the following goals:

- Continue to forge ahead with digitalization with a focus on reducing printouts
- Starting in 2026, purchase $\geq 75\%$ renewable raw materials and $\geq 10\%$ raw materials certified in terms of sustainability
- In line with Science Base Targets (SBT), reduce scope 1 and 2 $\geq 50\%$ by 2030
- Establish innovative processes in production
- Support social projects in Central and South America
- FSC certification of candelilla wax
- Establish corporate volunteering in social projects in the region



6.2 Catalogue of measures

We are aware that sustainable CSR management must go beyond individual measures, including major changes in companies and organizations. Small measures to be realized over the short term also certainly contribute to success, as well as to an awareness of implementation within the company. We also include the processing and implementation of the following points:

Wildflower meadow on the company premises

On an area of about 900 m² next to our warehouse, the meadow has not been mowed since spring 2022. This has created a wildflower meadow that provides food and shelter for butterflies, our Kahl bees, but also wild bees, beetles, and other insects – and will continue to do so into the fall.

Wildflower meadow in Trittau

In 2025, we supported the creation of a 3,000 m² wildflower meadow in the immediate vicinity of our site. The project was initiated by StartLocal e.V., an organization dedicated to environmental and climate protection projects. The wildflower meadow is open to the public and makes an important contribution to promoting biodiversity.

Introduction of water management policy

We have introduced a formal water management policy that provides a binding framework for our actions in this area. The policy includes specific measures and is regularly reviewed and updated.

Investments in process cooling and our deep wells

The construction work to modernize our cooling system and build the new deep well has been successfully completed. We expect both measures to result in a significant reduction in water consumption.

6.3 Outlook

We have also compiled a catalogue of measures for the next five years that will expedite the implementation of our goals.

- ISCC+ certification
- Examine potential unsealing of surfaces
- Installation of a new spray roller to reduce noise pollution



In addition to the specific measures, we are also running longer-term projects that lack a defined timescale. For example, this includes the review of the entire value chain and its CO₂ emissions and the Scope 3 calculation. The appropriate measures for reduction and neutralization still need to be worked out.

7. KEY FIGURES

7.1 Ethics / Compliance

GRI 2016: 205, 205-2, 205-3

We are committed to the model of the prudent businessman and are firmly convinced that we can only achieve economic success if we act in accordance with this model. The good reputation of Kahl and the trust granted to us by our business partners, customers, and the authorities depend decisively on the conduct of each individual employee. Even minor violations of the law can significantly damage this trust and cause great harm to the company and all employees. Consequently, we are committed to combating all forms of corruption, bribery, and anticompetitive behavior.

This principle is included in our Code of Conduct. All employees are trained on the content of the Code of Conduct when they join our company. We also have policies dealing with avoiding conflicts of interest as well as granting and accepting benefits. All suppliers are notified of our compliance principles via our Supplier Code of Conduct and are required to comply with them.

Any employee who has reasonable and verifiable indications of criminal offenses, improper business practices, or other serious risks can and should contact our ombudsman anonymously (whistle-blowing procedure). Our managers receive ethics training every two years. A risk analysis in the area of ethics and information security was performed in 2025.

We define and collect the following key figures for the area of business ethics:

Description	Number absolute / percentage	Number absolute / percentage
Employees who have been informed of anti-corruption policies and procedures	77 / 100 %	84 / 100 %
Suppliers who have been informed of anti-corruption policies	117 / 100 %	118 / 100 %
Employees who have received anti-corruption training	13 / 17 %	Training from 2024 is still valid
Managers who have received anti-corruption training	13 / 100 %	Training from 2024 is still valid
Number of reports using whistleblower procedures	0	0
Number of confirmed corruption cases	0	0
Year	2024	2025



7.1.1 Customer Healthy and Safety

GRI 2016: 416-1, 416-2

The health and safety of our customers are our company's top priority. Our portfolio consists largely of functional raw materials and waxes that are not classified as hazardous substances under chemical regulations, as they pose only a low risk. In addition, we actively strive to keep the proportion of hazardous substances as low as possible.

Although the majority of our products are not classified as hazardous substances, risks such as thermal stress, fire hazards, or exposure to dust and vapors may arise during manufacturing, transport, and processing. Therefore, through comprehensive quality management, regulatory assessments, supplier qualifications, and continuous product testing, we ensure that our products meet applicable safety and quality requirements. Transparent documentation, technical consulting, and consistent compliance with relevant standards help our customers manufacture safe and legally compliant end products. Our goal is to minimize health and safety risks throughout the entire value chain and to strengthen our customers' trust in the long term.

Year	2025
Total quantity of products sold	5,263,820 kg
thereof classified as hazardous - in absolutes / percentages	230,355 kg / 4,38 %
thereof with CMR classification	0
thereof acutely toxic	14,855 kg / 0,28 %
Number of product recalls	0
Safety-related customer complaints	0
Proportion of product categories for which health and safety impacts are assessed	30 / 100 %
Number of violations of product health and safety regulations	0

7.2 Employees / social

7.2.1 Employees

GRI 2021: 2-7, 2-8

The 84 employees are divided into 49 % male and 51 % female. It is unknown whether any employees identify as non-binary. There are 18 part-time employees.

Year	2024		2025	
Number of employees	77		84	
thereof male	38	49.3 %	41	48.8 %
thereof female	39	50.7 %	43	51.2 %
<30 years	2	3.9 %	5	6.0 %
30-50 years	32	41.6 %	36	42.9 %
>50 years	42	54.5 %	43	51.2 %
In management positions	15		15	
thereof male	11	73.3 %	11	73.3 %
thereof female	4	26.7 %	4	26.7 %
<30 years	0	0	0	0
30-50 years	4	26.7 %	5	33.3 %
>50 years	11	73.3 %	10	66.6 %

The figures in the table reflect the status as of the last day of the specified year. The values are reported both as absolute numbers and as percentages. Employees in management positions include all executives, such as managing directors, directors, and team leaders.

7.2.2 Newly hired employees and employee turnover

GRI 2016 401-1a,1b

Year	2024		2025	
Number of new employees	10	13 %	15	17.9 %
thereof male	7	9.1 %	10	11.9 %
thereof female	3	3.9 %	5	6.0 %
<30 years	4	5.2 %	5	6.0 %
30-50 years	3	3.9 %	8	9.5 %
>50 years	3	3.9 %	2	2.4 %
Employees leaving	10	13 %	8	9.5 %
thereof male	8	10.4 %	7	8.3 %
thereof female	2	2.6 %	1	1.2 %
<30 years	4	5.2 %	2	2.4 %
30-50 years	4	5.2 %	5	6.0 %
>50 years	2	2.6 %	1	1.2 %

The figures in the table reflect the status as of the last day of the specified year. The figures are presented both as absolute numbers and as percentages; the percentages are based on the total number of employees. "Employees leaving" include all types of departures, such as terminations by the employer or employee, retirement, and similar cases.

The turnover rate calculated using the Schlüter formula accounts for all voluntary departures and is therefore better suited to measuring workforce stability and the company's attractiveness as an employer.

Year	2024	2025
Employee turnover rate according to the Schlüter formula	5.7 %	0
Average employee tenure	8.92 Jahre	9.38 Jahre

$$*Schlüter\ formula = \frac{Voluntary\ departures}{Headcount\ at\ the\ beginning\ of\ the\ period + new\ employees} * 100$$

7.2.3 Parental leave

GRI 2016: 401-3

As a family-owned company, we actively support our employees in maintaining a good work-life balance. Flexible work hours, part-time models, mobile work, and individual leave of absence arrangements ensure the necessary freedom for childcare, parental leave, or caring for relatives.

We want to use specific measures to promote a work environment based on trust, flexibility, and mutual appreciation. This allows us to contribute to social sustainability and strengthen the long-term loyalty and satisfaction of our employees.

Year	2024	2025
Employees entitled to parental leave	3	3
thereof male	2	1
thereof female	1	2
Employees who have taken parental leave	2	3
thereof male	1	1
thereof female	1	2
Employees who have returned to work after termination/return rate	2 / 100 %	1 / 33 %
thereof male	1	1
thereof female	1	0

7.2.4 Health and occupational safety

GRI 2018:403

In 2025, there were six workplace accidents, five of which were reportable. An accident is considered reportable when the employee is absent for more than three days. Health management at Kahl continually strives to improve individual work areas. We would like to effectively reintegrate employees who are returning after a long absence. In this context, company integration management develops individual solutions to adapt the work situation to the needs of the employee.

Year	2024	2025
Total number of workplace accidents	5	6
thereof reportable	4	5
thereof commuting accidents	1	1
Occupational illness rate	0	0
Days lost from the first day after a workplace accident	71	217
Work-related fatalities	0	0
Illness rate	5.56 %	4.98 %

7.2.5 Continuing education & training

The continuous qualification of our employees is a key component of our sustainable corporate strategy. In a constantly changing work environment, we consider continuing education to be an investment in individual development as well as the foundation for innovative strength, competitiveness, and long-term corporate success. We attach particular importance to equal opportunities in access to continuing education. Through transparent processes and needs-based offers, we ensure that all employees - regardless of position, age, or working time model - can benefit from our training measures.

Year	2024	2025
Average training hours per employee	5.55 h	5.63 h

7.3 Supply chain

7.3.1 Sustainable supplier management

Our goal is to reduce the environmental impact of purchasing activities and protect human rights. To achieve this goal, we must ensure that sustainability is considered throughout the entire supply chain by introducing and maintaining defined procurement practices. The annual training of our purchasing employees on sustainable procurement is a fundamental element of this objective. In the future, these employees will also periodically receive ethics/compliance training.

Year	2024	2025
Number/percentage of purchasers who have received training on sustainable procurement	3 / 100 %	3 / 100 %

We evaluate all of our suppliers based on sustainability aspects. We have defined the following criteria:

- has acknowledged our Supplier Code of Conduct
- publishes an annual CSR report or is a member of EcoVadis or a similar organization
- has sustainability certification, e.g. ISO 14001 or RSPO
- praises sustainability in its documentation or on its website

As part of a risk-based audit plan, natural wax suppliers with an annual purchasing volume of more than 5,000 kg are audited on site every three years. In addition to quality issues, the audits also include a review of CSR-relevant topics.

Number of suppliers	117	118
Thereof assessed for sustainability	100 %	100 %
Have signed our Ethical Purchase Policy	100 %	100 %
Thereof with CSR reporting	62 %	63 %
Thereof with sustainability certification	53 %	63 %
Thereof with statements on environmental policy	3 %	8 %
Suppliers who underwent an on-site audit in the reporting year	1.7 %	6 %
Year	2024	2025

Our annual evaluation process for suppliers and service providers includes a CSR risk analysis, which we use as a decision-making tool for our supplier management. The CSR risk analysis is based on the criteria of corruption, human rights, labor rights and the environment, as well as the documentation provided by suppliers on the topics of ethics, sustainability and the environment. Evaluations by NGOs on these topics are used for the assessment and categorized as low, medium or high risk.

The risk analysis resulted in the following classification of our suppliers:

Year	2024	2025
Number of suppliers	117	118
High CSR risk	13 %	9 %
Medium CSR risk	40 %	36 %
Low CSR risk	47 %	55 %

Local suppliers

GRI 2016: 204-1

Our natural wax suppliers often come from distant countries due to the specific product requirements. Nevertheless, in order to boost the regional economy, shorten transport routes, and improve our ecological footprint, we treat local suppliers with high priority for our selection of other raw materials. Through this conscious procurement policy, we want to contribute to sustainable supply chains and simultaneously support the local community.

Technical suppliers, craftsmen, service providers:

Year	Active suppliers	Thereof local suppliers (absolute/percentage)
2024	170	113 / 66 %
2025	170	113 / 66 %

Suppliers of raw materials, packaging, and auxiliary materials:

Year	Active suppliers	Thereof local suppliers (absolute/percentage)
2024	117	35 / 30 %
2025	118	38 / 32 %

Our local suppliers come from the northern half of Germany and are based in Schleswig-Holstein, Hamburg, Bremen, Lower Saxony, Mecklenburg-Western Pomerania, and Saxony-Anhalt.

7.3.2 Material/raw materials

GRI 2016 301-1

In 2025, we consumed a total of 5,682 metric tons of materials. This is divided into 76 % renewable raw materials, which come from sustainable sources and can be regenerated, and 24 % non-renewable raw materials, which come from finite resources and are not or only slowly renewed. This breakdown allows us to make our use of resources more transparent and to develop targeted measures to increase efficiency and sustainability.

Weight of materials used		
Year	2024	2025
Total weight of raw materials	6,059 t / 100 %	5,682 t / 100 %
thereof non-renewable	1,583 t / 26 %	1,362 t / 24 %
thereof renewable	4,476 t / 74 %	4,320 t / 76 %

The materials only include raw materials. Auxiliary and operating materials as well as packaging are not included. The quantities are based on measurements.

Quantity of sustainably certified raw materials

We record the proportion of purchased raw materials that are certified as sustainable in relation to the total volume of purchased raw materials. This includes products from organic farming and palm products with RSPO certification. This key figure is used to monitor our target of purchasing 10% sustainable raw materials.

Year	2024	2025
Percentage of sustainably certified raw materials in relation to the purchased volume	9.62 %	9.72 %

Palm oil and palm kernel oil products

Of all purchased palm oil and palm kernel oil-based raw materials, 98.6% were RSPO certified.

Jahr	2024	2025
Prozentualer Anteil zertifizierter Palmöl- oder Palmkernölprodukte	98.6 %	98.6 %

7.4 Environment

7.4.1 Greenhouse gas emissions

GRI 2016:305-1, 305-2, 305-4

Year	2024	2025
Total	1,249.1 t CO ₂ eq	1,270.2 t CO ₂ eq
Direct greenhouse emissions / Scope 1	1,040.9 t CO ₂ eq	1,059.6 t CO ₂ eq
Indirect greenhouse emissions / Scope 2 (location-based)	208.2 t CO ₂ eq	210.6 t CO ₂ eq
Direct greenhouse emissions / Scope 2 (market-based)	0	0
Intensity (t CO ₂ -eq per EUR million)	26.5	26.9

Our greenhouse gas balance is prepared in accordance with the Greenhouse Gas (GHG) Protocol. This is the global standard for greenhouse gas accounting and reporting. We obtain the emission factors from publicly accessible and recognized databases, including DEFRA (Department for Environment, Food and Rural Affairs, United Kingdom) and ADEME. These sources ensure that the emissions data is reliable and up to date. Kahl GmbH & Co. KG is not subject to emissions trading.

We used the location-based and the market-based approach to calculate our Scope 2 emissions. Market-based figures refer to the emission factors of the electricity supplier or an individual electricity product. Since we only purchase electricity from renewable sources, our market-based emissions are zero. Location-based figures, on the other hand, refer to the average emission factors of the area in which electricity consumption takes place.

The intensity of GHG emissions is calculated from the sum of direct and indirect GHG emissions (Scope 1 and 2) and relates to the sales volume.

7.4.2 Energy

GRI 2016: 302-1

Energy consumption is monitored and documented. In order to use energy more efficiently, measures to improve the reduction in consumption were derived from comparisons with previous years.

Year	2024	2025
Power consumption	451,002 kWh	455,542 kWh
Heating oil consumption	320,432 L	323,666 L
Fuel consumption from non-renewable sources	11,711,815 MJ	11,951,118 MJ
Fuel consumption from renewable sources	0	0
Total energy consumption	13,335,422 MJ	13,591,069 MJ
Total consumption from renewable energy	1,623,607 MJ (451,002 kWh)	1,639,951 MJ (455,542 kWh)

Fuel consumption includes heating oil, natural gas, and company car fuel. No fuel from renewable sources was consumed. In addition to fuel consumption, we recorded 455,542 kilowatt hours (kWh) of electricity consumption from renewable energy sources. No other forms of energy are being used. Nor were energy types such as electricity, heating, cooling, or steam sold by Kahl to third parties.

Therefore, Kahl's total energy consumption is made up of non-renewable fuel consumption and green electricity consumption.

7.4.3 Water

GRI 2018: 303-1, 303-3, 303-4

We strive to minimize the use and consumption of resources during our production process and endeavor to reduce or, ideally, avoid the consumption of raw materials as well as auxiliary and operating materials, water, and energy. Our quality management system provides us with enormous support here by taking preventative measures to minimize faulty process results. In 2025, we implemented a formal water management policy that establishes a binding framework for our actions in this area.

We need water to cool the facilities during the manufacture of our products, to clean laboratory equipment and used dishes, as well as for the sanitary facilities. We obtain water from the local municipal supplier and from our own well. It is pumped to the facilities via a reservoir. The return flow occurs via a tank.

Since no additives are required or used for the water used to cool our facilities, it can be returned unchanged after use. Frequent inspections by an independent laboratory confirm the safety of the water. We use a grease separator in the laboratory to prevent wax residues from entering the water or clogging pipes after cleaning the laboratory vessels.

Water consumption is documented monthly (well water) or annually (wastewater) and critically assessed by the plant management.

Year	2024	2025
Water withdrawal by source:		
Well water (groundwater)	30,845 L	30,841 L
Tap water (water from third parties)	4,985 L	5,543 L
Total	35,830 L	36,384 L

Year	2024	2025
Water return by source:		
Discharge into local water bodies (surface water)	30,845 L	30,841 L
Sewerage system (water from third parties)	4,985 L	5,543 L
Total	35,830 L	36,384 L

7.4.4 Waste

GRI 2020: 306-1, 306-3, 306-4, 306-5

We follow a systematic approach by primarily taking measures to avoid waste, which always precedes recycling or possible material recovery. Unfortunately, waste cannot be completely avoided. However, by consistently separating waste streams, we ensure that waste is disposed of in an environmentally friendly manner. We fulfill our obligations to keep records and periodically prepare an overall balance sheet of all waste, which describes its disposal in accordance with the law. We use very few chemicals in the manufacturing processes of our products. This means that only small quantities of solvents or washing liquids are produced, which are disposed of by appropriately certified service providers. During disposal, we ensure that they are not released and therefore do not pose any risk to the environment. We provide the necessary evidence to show that waste disposal is legally compliant and document it in an annual report. We also ensure that these materials are handled, transported, stored, recycled, and reused safely.

Total weight of generated waste and breakdown by composition:

Reporting year	2024	2025
Total weight of waste	343.17 t	406.61 t
Hazardous waste	0.35 t	0.28 t
Non-hazardous waste	342.82 t	406.34 t
Mixed municipal waste	206.54 t	246.08 t
Wood	48.04 t	59.80 t
Solvents	0.35 t	0.28 t
Washing liquid	55.90 t	67.62 t
Iron and steel	4.93 t	8.31 t

Recycled waste/waste diverted from disposal:

Year	2024	2025
Total recycled waste	132.07 t	160.26 t
Thereof hazardous	0	0
Thereof non-hazardous	132.07 t	160.26 t
By disposal method:		
Recycling	76.17 t	92.63 t
Thereof hazardous	0	0
Thereof non-hazardous	92.63 t	92.63 t
Other recovery operations	55.90 t	67.62 t
Thereof hazardous	0	0
Thereof non-hazardous	55.90 t	67.62 t

Waste diverted for disposal:

Year	2024	2025
Total waste disposal	211.11 t	246.36 t
Thereof hazardous	0.35 t	0.28 t
Thereof non-hazardous	210.76 t	246.08 t
By disposal method:		
Incineration (with energy recovery)	210.76 t	246.08 t
Thereof hazardous	0	0
Thereof non-hazardous	210.76 t	246.08 t
Incineration (without energy recovery)	0.35 t	0.28 t
Thereof hazardous	0.35 t	0.28 t
Thereof non-hazardous	0	0

7.4.5 Biodiversity

Biodiversity refers to the variety of life in a given area and is essential for the stability and functionality of ecosystems. Companies bear a special responsibility to protect and promote this biological diversity by practicing sustainable land use, conserving habitats, and minimizing negative environmental impacts.

Long-term access to natural resources depends on intact ecosystems. Protecting biodiversity is therefore not only an environmental responsibility for us, but also a prerequisite for a secure and resilient supply of raw materials.

At our Trittau site, we have a garden next to the administration building and a green space adjacent to the warehouse. Our goal is to make these areas as biodiversity-friendly as possible through targeted measures. These include, among other things, designing the garden to be insect-friendly and creating a wildflower meadow.

Biodiversity metrics collected:

Year	2025
Total area	18.841 m ²
Percentage of unplanted area relative to the total area	82,5 %