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Dear readers,

we have been one of Europe's leading fruit-processing companies for over 125 years. Given that nature has been our most important supplier for so many decades, protecting the environment is central to our company's success and firmly anchored in our corporate philosophy.

As a medium-sized, family-owned company, we can and want to implement long-term strategies that go beyond short-term interests. We're constantly taking advantage of this kind of reach to expand our contribution to sustainable development and improve our commitment to sustainability. Much is put to the test in turbulent times. Changing weather and climatic conditions

bring risks and challenges for us as processors of natural raw materials. The same goes for the war in Ukraine and the after-effects of Covid, both of which led to delays and bottlenecks in the supply chain, as well as a shortage of raw materials and rising costs in the reporting period. The shortage of skilled workers is also something that needs to be addressed. Furthermore, implementing new legal requirements – such as due diligence and reporting obligations in the supply chain entails new tasks.

In other words, we need to adapt and develop existing processes and regularly review our priorities. In turbulent times like these, proactive

action with a clear direction is more important than ever. But for us, one thing is certain: Sustainable development is non-negotiable.

So, we have consistently expanded our sustainability strategy and further specified our goals, seamlessly integrating our priorities on climate protection, the responsible sourcing of raw materials, natural products, and the well-being of our employees into our corporate strategy. The newly established Zentis Sustainability Council, consisting of managing directors and heads of relevant divisions, is further developing our sustainability strategy and fostering the conditions for implementation in our various departments.

With our contribution to sustainable development, we want to prevent negative effects while achieving positive ones for the economy, the environment and society at large. This report presents the implementation of our sustainability strategy, as well as our achievements, goals, and targets, including measures for key topics in the 2022/2023 reporting period.

We are particularly proud of our concrete measures for climate protection, which have led to a 23% reduction in CO₂e emissions in Scopes 1 and 2 in Germany compared to 2019. We have also launched our own climate protection project for bamboo reforesta-



tion in Nicaragua. When sourcing raw materials, we rely on long-term relationships and close cooperation with our suppliers and producers as well as certified raw materials.

To identify potential risks in sourcing raw materials, we carried out a comprehensive risk analysis in the reporting period, including the potential impact on human rights. We were also able to successfully complete our first pilot project on biodiversity-promoting apricot cultivation.

When developing new and sustainable product concepts, we focus

particularly on the use of natural ingredients, such as our NaturRein range of products. We have also aligned our international platforms and invested further in certifications.

Talking about Zentis as an employer, including how our employees contribute their expertise in their day-to-day work and further their education through various opportunities, are other aspects we're happy to share.

In this report, we present our progress of and steadfast commitment to continually making positive contributions to the economy, the environ-

ment, and everyone around us. We hope you enjoy reading it, and we



Karl-Heinz Johnen Zentis Managing Director

A handwritten signature in black ink, appearing to read "K.H. Johnen".

cordially invite you to join us on our journey toward an enjoyable future.



Hamed Hesami Zentis Managing Director

A handwritten signature in black ink, appearing to read "Hamed Hesami".



Employees from
39 nations
work at ZENTIS



100 %
GREEN POWER
at our German
locations



fresh water use per
ton of end product sin-
ce 2020

750,000 kWh
of electricity saved annually

WE HAVE BEEN
WORKING WITH
AROUND 59% OF
OUR RAW MATE-
RIAL SUPPLIERS
FOR MORE THAN
TEN YEARS



5.4 %

of the fruit
purchased are
CERTIFIED „ORGANIC“

7TH SUSTAINABILITY REPORT



CO₂e EMISSIONS
REDUCED BY 23 %
SINCE 2019

SAVINGS OF 84,572 T CO₂e THROUGH FINANCIAL
SUPPORT FOR CLIMATE PROTECTION PROJECTS
AND THE DEVELOPMENT OF OUR OWN
REFORESTATION PROJECT

21 %

of our German employees
are trained as
Sustainability Ambassadors

4,563
HOURS OF **FURTHER EDUCATION**

— A family business for over 130 years

Founded in Aachen in 1893, Zentis is still a family business today. We are proud of our long tradition as one of Europe's leading fruit-processing companies.



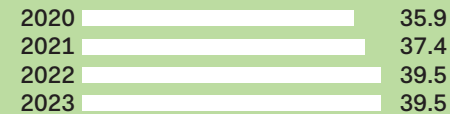
Zentis GmbH & Co. KG was founded in Aachen in 1893. The first product that laid the foundation was called FAMOS – the finest apricot jam without syrup. The company is still family owned today and has its headquarters in Aachen. Zentis Group is one of Europe's leading companies in the production of fruit spreads and fruit preparations for the processing industry. Today, we are also known for the production of marzipan paste and confectionery.



REVENUE IN MILLION EUROS



PROPORTION OF FOREIGN BRANCHES' REVENUE IN %

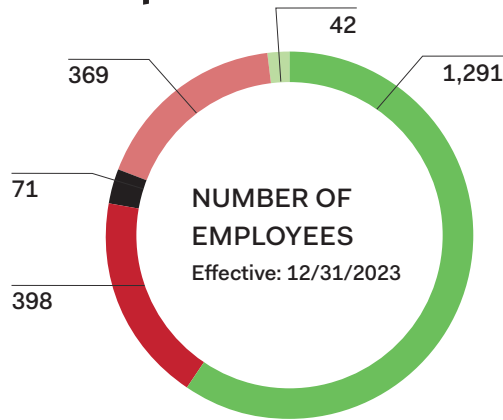


Employees	2020	2021	2022	2023
Zentis Group	2,161	2,193	2,084	2,172
in Germany	1,250	1,291	1,319	1,291
abroad	911	902	765	881

Effective as of December 31 each year



Zentis Group



GERMANY

Two locations: A main manufacturing facility in Aachen (MF I), and another facility, also in Aachen (MF II). As part of a strategic realignment, the jam business was spun off into an independent company, Zentis GmbH & Co. KG, effective July 1, 2023. The parent company Zentis GmbH & Co. KG was renamed Zentis Fruchtwelt GmbH & Co. KG.

USA

Zentis North America LLC was founded in Plymouth, Indiana, in 2006. Two more locations followed, one of which closed in 2019. The American sites specialize in the production of fruit preparations for the dairy, ice cream, baked goods, and beverage industries, as well as for out-of-home catering (food-service industry).

HUNGARY

Zentis Hungária Bt. in Drégelypalánk supplies the Balkans, Austria, and some of southern Germany. Featuring its own development laboratory, the company specializes in fruit preparations and bakery fillings.

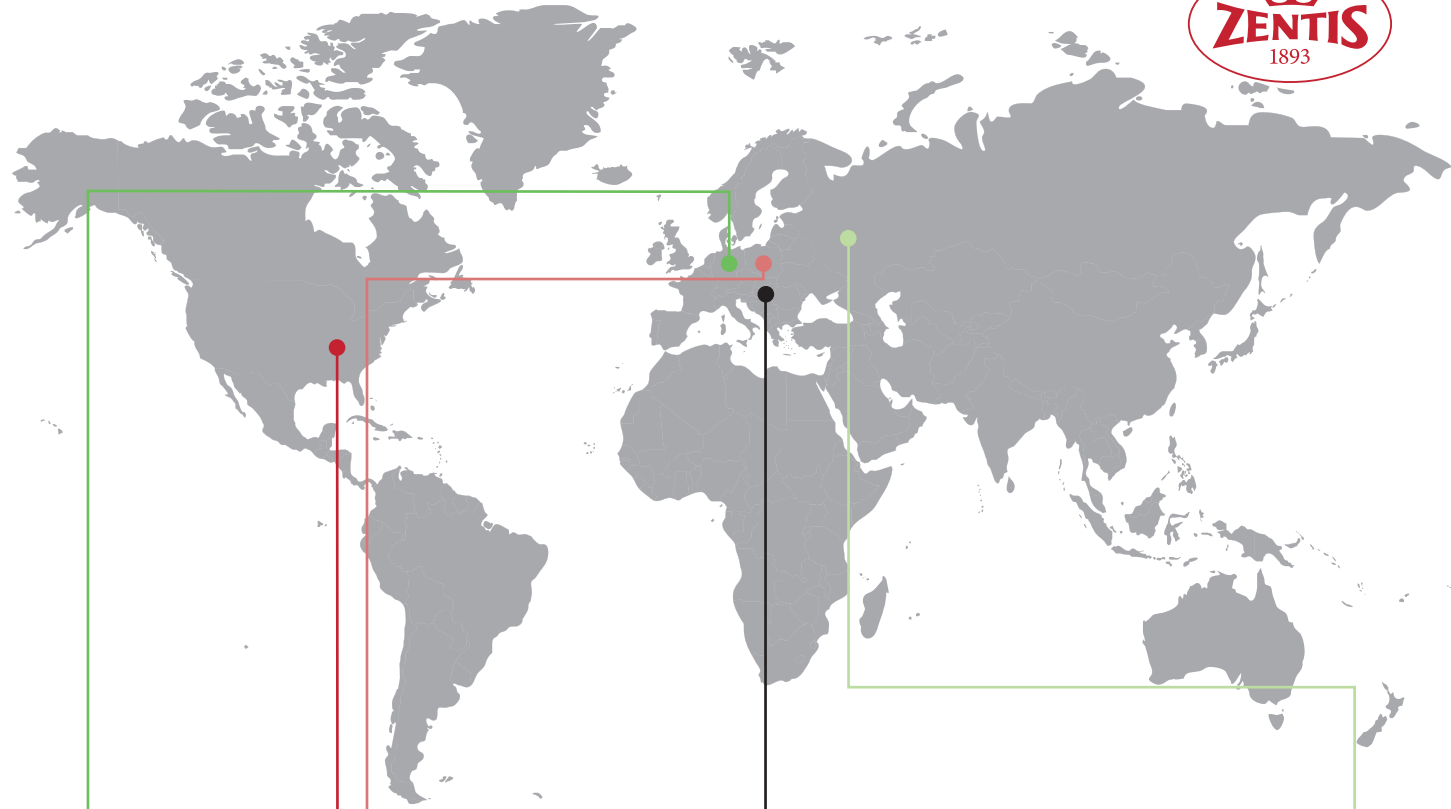
POLAND

Zentis Polska Sp. z o.o. in Zelków was founded in 1995 and serves

the markets in Poland, Scandinavia, Russia, and the Baltic States with fruit preparations for the dairy, non-dairy, and baked-goods industries.

RUSSIA

The sales location OOO Zentis Russia in Khimki near Moscow was founded in 2002. This logistics location mainly distributes fruit and vegetable preparations from Zentis Poland and Germany for customers in the food industry.



Our fields of business

Zentis means proven expertise in the processing of fruit and other natural raw materials. We combine the craftsmanship of a traditional family business with the innovative strength of a globally active Group.

Our specialty lies in the processing and preparation of fruit, primarily for the processing industry and for our Zentis brand. We are also known for

the preparation of marzipan pastes as well as confectionery and sweet spreads for the end consumer.

Our five strategic fields of business are divided into business with end consumers (B2C) and business with the processing industry (B2B), where we supply customers from the dairy, bakery, and confectionery industries, including the food-service sector (non-dairy). We also produce sweet spreads and confectionery for the end consumer (B2C). These are partly sold under the Zentis brand, but also under the private labels of business partners. We sell marzipan as a raw paste to the industry (non-dairy), and we sell it to end consumers as marzipan bread or smaller blocks of marzipan (e.g. for baking).

PERCENTAGE (%) OF REVENUE BY STRATEGIC FIELDS OF BUSINESS

	2020	2021	2022	2023
Dairy industry	64.3	62.9	60.7	60.7
Non-dairy*	13.8	15.4	18.1	18.1
Sweet spreads	14.3	14.4	14.7	15.1
Confectionery	6.6	6.2	5.2	5.0
Other, incl. logistics	1.0	1.1	1.3	1.1



*Non-dairy: Mainly the bakery and confectionery industry as well as the food-service sector

— Our range of products

In addition to fruit in many varieties, the Zentis range of products also includes many kinds for the processing industry and end consumers.

We always make the best of fruit. That is our brand promise and a commitment for all employees and company management.

FRUIT PREPARATIONS FOR THE PROCESSING INDUSTRY

These include fruit preparations for yogurt, curd, sweet desserts, yogurt drinks, mixed-milk drinks, ice cream, and plant-based alternatives. Our high-fruit and “warm-flavor” preparations, cereal, and stable chocolate splits are especially innovative.

FRUIT PREPARATIONS AND RAW MIXES FOR THE BAKERY AND CONFECTIONERY INDUSTRY

Included are baking fillings such as fruit preparations, sweet creams, special fillings that are stable in baking and/or freezing, marzipan pastes, gel preparations, glazes, and decorations.

SPREADS FOR TRADE AND CONSUMERS

We have a diverse range of products for spreads, including well-known brands such as the Original Aachener Pflümli plum jam, the fruit jam with 50% less sugar, the Nusspli nut nougat cream, and our NaturRein products.

CONFECTIONERY FOR THE END CONSUMER

This includes the production of marzipan paste for baking and snacking and the production of seasonal items such as marzipan bread, marzipan potatoes, marzipan eggs, and chocolate-coated perennial items with and without marzipan.

The Zentis brand

We sell spreads and confectionery to our end customers via food retailers under the Zentis brand. Many products have become cult.

THE ZENTIS BRAND'S CORE RANGE OF PRODUCTS

- Breakfast Jam
- NaturRein
- 50% Less Sugar
- Triple Zero
- Aachener Pflümli
- Nusspli
- Belmandel
- Peanut Butter
- Marzipan Paste
- Belmunda Fine Marzipan
- Traditions Marzipan and Premium Fine Marzipan for Easter and Christmas
- Chocolate-Coated Cereal Snacks





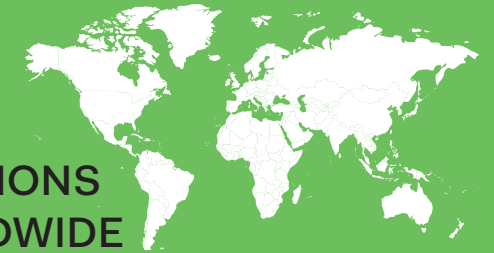
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STRATEGIC FIELDS
OF BUSINESS

On the market for over
130
years

7

LOCATIONS
WORLDWIDE

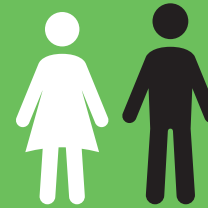


HEAD OFFICE
IN AACHEN,
GERMANY

ONE OF
EUROPE'S
LEADING FRUIT-
PROCESSING
COMPANIES

830 Mio.

Euros in revenue



2,172

employees in Zentis Group



Our sustainability strategy

Our corporate strategy aims to seamlessly integrate our sustainability strategy with its current four fields of action. We want to achieve this by setting clear targets and developing them step by step, e.g. through greater operationalization. As a means of review, we regularly monitor our sustainability strategy for progress and the achievement of our goals, which is made fully transparent in our reporting.

CLIMATE PROTECTION AND RESOURCE CONSERVATION

- Reducing our global Scopes 1 & 2 emissions by 30% by 2030 compared to 2019
- Identifying a Scope 3 reduction target according to the criteria of the Science Based Targets initiative (SBTi)
- Globally reducing our food waste by 50% by 2030
- Making an additional climate contribution through investments in climate protection projects

RESPONSIBLE SOURCING OF RAW MATERIALS

- Improving social and environmental standards in our supply chain above and beyond the norm
- Implementing three pilot projects for more biodiversity in our supply chain by 2026
- Providing on-site support for sustainability projects at our suppliers by our Fruit Scout
- Further specifying targets and measures as part of our sustainable sourcing strategy

NATURAL PRODUCTS

- Expanding the NaturRein range of products with our Fair to Nature philosophy
- Further developing sugar-reduced fruit preparations to minimize sugar content in the end product by 10%
- Converting additional fruit preparations to Clean Label concepts
- Expanding our organic product portfolio
- Developing a sustainability road map for our product development

OUR EMPLOYEES

- Assisting, protecting, and qualifying our employees
- Maintaining a trusting and respectful corporate culture
- Promoting a diverse workforce with people of different nationalities and age groups, as well as a balanced ratio of women and men
- Further developing and expanding the global orientation of our employee development program
- Training 300 Sustainability Ambassadors by 2025

A close-up photograph of a small green seedling with four leaves growing out of dark, rich soil. The background is a soft, out-of-focus green, suggesting a natural, outdoor setting.

Climate protection and resource conservation

We want to consistently reduce our emissions in line with science-based targets. Based on our central management tool Corporate Carbon Footprint, we identify measures that include alternative energy sources and energy efficiency. Other focal points include reducing our energy and water consumption, and minimizing waste in production and logistics.

OUR GOALS

- Reducing our global Scopes 1 & 2 emissions by 30% by 2030 compared to 2019
- Identifying a Scope 3 reduction target according to the criteria of the Science Based Targets initiative (SBTi)
- Globally reducing our food waste by 50% by 2030
- Making an additional climate contribution through investments in climate protection projects

MOST IMPORTANT SUCCESSES OF 2022/23

- Reduction of CO₂e emissions by 23% in Scopes 1 and 2 in Germany compared to 2019
- Development of our own climate protection project with bamboo reforestation in Nicaragua
- Financial climate contribution to offset 84,572 t CO₂e in the reporting period
- Purchase of 100% green power at our German locations
- Introduction of further efficiency measures in our production in Germany:
 - Commissioning of our first photovoltaic system at our main manufacturing facility in Aachen
 - Introduction of intelligent control for our LED lighting
 - Energy-efficient refurbishment of our finished goods warehouse
 - Further reduction of our water consumption by 7.5% compared to 2021
 - Reduction of our food waste by 25% compared to 2021



Responsible sourcing of raw materials

We are aware of our responsibility in the sourcing of raw materials. We improve the social and ecological situations in our supply chains by advocating for the observance of human rights and the preservation of biodiversity, among other efforts. We also review risks in the supply chain, involve relevant stakeholder groups, and develop measures to make our sourcing processes more sustainable. Long-term relationships, certified raw materials, the continuous qualification of our suppliers and producers, and reliable data are all essential.

OUR GOALS

- Improving social and environmental standards in our supply chain above and beyond the norm
- Implementing three pilot projects for greater protection of biodiversity in our supply chain by 2026
- Providing on-site support for sustainability projects at our suppliers by our Fruit Scout
- Further specifying targets and measures as part of our sustainable sourcing strategy

MOST IMPORTANT SUCCESSES OF 2022/23

- Carrying out comprehensive risk analyses for our raw materials
- Implementation of our third international Zentis Supplier Day
- Implementation of a pilot project to promote biodiversity in our supply chain
- Continued use of > 99% RSPO (SG) certified palm oil
- Continued use of > 99% certified cocoa for our own brand

Natural products

We develop innovative and sustainable product concepts with a focus on using natural ingredients, including sustainable and nature-promoting raw materials, reducing sugar, and developing sustainable packaging. We monitor these activities through our platforms and the Quality Management System.

OUR GOALS

- Expanding the NaturRein range of products with our Fair to Nature philosophy
- Further developing sugar-reduced fruit preparations to reduce the sugar content by 10%
- Converting additional fruit preparations to Clean Label concepts
- Expanding our organic product portfolio
- Developing a sustainability road map for our product development

MOST IMPORTANT SUCCESSES OF 2022/23

- Addition of palm oil-free varieties and a switch from plastic to glass packaging for our traditional products Nusspli and Belmandel
- Successful implementation of five customer projects for the development of sugar-reduced fruit preparations
- Development of numerous Clean Label fruit preparations without additives or highly processed ingredients
- Successful establishment of the joint venture V-Comp Pro to provide oat raw materials for the production of plant-based milk alternatives



A photograph showing several hands of different skin tones stacked together in a supportive gesture. One hand has a gold ring, and another has red nail polish. The background is a light-colored wooden floor.

Our employees

Our employees are the key to our company's success. As a modern medium-sized company, we maintain a trusting and respectful corporate culture. The development and further education of our employees as well as their occupational health and safety are key priorities for us.

OUR GOALS

- Assisting, protecting, and qualifying our employees
- Maintaining a trusting and respectful corporate culture
- Promoting a diverse workforce with employees of different nationalities and age groups, as well as a balanced ratio of women and men
- Further developing and expanding the global orientation of our employee development program
- Training 300 Sustainability Ambassadors by 2025

MOST IMPORTANT SUCCESSES OF 2022/23

- Another BEST PLACE TO LEARN® award for our vocational training
- Expansion of our Female Empowerment program
- Further expansion of occupational health management at our German locations
- Bicycle leasing for all employees in Germany as part of the Zentis AKTIV program
- Increase in the number of qualified Sustainability Ambassadors to 269



— How we organize sustainability

Sustainable action is rooted in our corporate philosophy. A clear yet agile structure helps us to effectively shape sustainability.

Since 2017, a Sustainability Manager at Zentis has been responsible for managing, developing, and reporting on our sustainability projects and our sustainability strategy. The Corporate Social Responsibility (CSR) department was formed in 2020, which has been acting as a specialist team and reporting directly to the Executive Board since

2023. It was transferred from Zentis Fruchtwelt GmbH & Co. KG to Zentis Holding GmbH for a more global orientation. The Executive Board is in constant communication with the CSR department and is regularly informed every two weeks about current developments, including annual goal achievements.

Since the beginning of 2024, the Zentis Sustainability Council has completed the structure of our sustainability management; it consists of managing directors and heads of business units and relevant departments. The aim of the Council is to further develop our sustainability strategy and its implementation in our various departments. It is also important to further empower the organization to consider sustainabil-

ity in strategic decisions and embed it in processes. Specifically, we want to develop goals and measures together on an interdisciplinary basis so we can properly implement them.

The Executive Board is the highest management body. It bears overall responsibility for sustainability, makes key decisions, approves reporting, and is also the point of contact for critical concerns. The respective departments are responsible for implementing these measures. Our Advisory Board, consisting of members of the owner families and external specialists, serves as the supervisory body. The owner families are the shareholders.

The kick-off of the Sustainability Council took place in February

2024. In a workshop, members of the Council were first trained on key sustainability issues and regulatory requirements. Together, they then discussed how Zentis would align itself in the coming years. One focus was the further development of audited reporting in accordance with legal requirements, including CSRD. We also want to provide targeted communication that continually meets the expectations of our stakeholders.

As an interdisciplinary team, we have to address various content-related issues so we may position ourselves well in terms of organization and processes. Thus, we want to anchor sustainability as an integral part of our strategic decisions and daily activities. The Sustainability Council will continue to meet

ALMOST 270 SUSTAINABILITY AMBASSADORS

regularly to drive this forward. This kick-off sent out a strong signal for a responsible and future-oriented approach at Zentis.

We have also appointed Sustainability Ambassadors to anchor sustainability throughout the organization. Almost 270 people from various departments and regions of the company are now involved. For example, our Sustainability Ambassadors can engage in an idea competition to report concerns and suggest improvements, thereby actively contributing to sustainable development at Zentis. Some

measures are also implemented independently in coordination with sustainability management.

You can find out more about our Sustainability Ambassadors [here](#).



— Materiality and stakeholders

We work closely with various stakeholders in our value chain. We shape sustainability in line with requirements and our strategic priorities and continue to develop ourselves step by step.

Based on a comprehensive materiality analysis conducted in 2019, five fields of action were initially defined to set the framework for our sustainability strategy. We reviewed the key topics during the reporting period and further developed our fields of action. The

action area “partnership-based and customer-oriented management” was then integrated into the others, making it more precise. This ultimately allowed us to achieve a stronger focus on our key topics in the resulting four fields of action:

- Climate protection and resource conservation
- Responsible sourcing of raw materials
- Natural products
- Our employees

A materiality analysis in accordance with the criteria of the European Corporate Sustainability Reporting Directive (CSRD) is planned for 2024.

We have defined the relevant stake-

holder groups which we affect and which we are affected by. These stakeholder groups include: Employees (including the works council), shareholders, customers from industry, retail and end consumers, suppliers, producers, civil society, stakeholders from the Aachen region, and the media.

We involve them through various formats, such as:

Employees and shareholders

Internal communication (Intranet famos.net, global orientation of the Internal Communication department), annual discussions with employees, E-learning, regular training sessions, cross-departmental working groups (e.g. sustainability initiatives), actions and surveys (e.g. sustain-

ability month, idea contest), workshops, and strategy days

End consumers

Contact via homepage, telephone, social media, and the press

Industrial and commercial customers

Constant exchange through direct collaboration, e.g. in our Customer Relation Area and in our new, creativity-promoting Zentis premises

Suppliers and producers

Training, written agreements, joint projects, and workshops

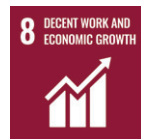
Committed to international goals

We want our activities to make a positive contribution to achieving the United Nations Sustainable Development Goals. By doing so, we are living up to our role as an internationally active company, making ourselves one with the goals of the global community.

We have identified five Sustainable Development Goals (SDGs) that Zentis can help implement in a direct and positive manner. We take these into account accordingly when further developing our goals and defining measures. We are supporting, in particular, the following SDGs via our sustainability activities.



As a food-processing company, we greatly value promoting sustainable and productive agriculture and supporting small farmers. We are also consistently committed to avoiding food waste.



We focus on long-term supplier relationships and monitor them to ensure fair working conditions and the protection of human rights in our supply chain. As an employer, we greatly value employee development and further education, occupational health and safety, and compliance. Our values of trust, openness, and respect are also of central importance.



With natural and sustainable products for our customers and end consumers, we have a direct influence on a sustainable lifestyle. We take a variety of measures to ensure that our production at Zentis also conserves resources.



We have developed a comprehensive climate protection strategy and aim to continuously reduce our direct greenhouse gas emissions and promote climate-friendly measures in our supply chain.



Together with our producers and suppliers, we implement projects for the sustainable cultivation of raw materials and participate in projects and initiatives to promote biodiversity.

— Compliance at Zentis

At the highest level and based on our high ethical standards, we are committed to treating people and the environment responsibly and maintaining a professional and respectful relationship with our stakeholders. Since 2012, we have laid down the basic principles for all locations, including all foreign subsidiaries, in our Compliance Management System.

We aspire to maintain a corporate culture in which compliance with applicable laws and standards as well as the company's own ethical principles are upheld to the best of our ability. We have therefore

integrated our Code of Ethics and our Compliance Guidelines, going beyond the legal requirements, into our Compliance Management System (CMS-certified in accordance with IDW-PS 980 (Institute of Public Auditors in Germany)). There is also a binding set of rules in the form of the Employee Handbook, pertinent to the USA. In our Compliance Guidelines, we define responsibilities and uniform procedures for the effective design and monitoring of our CMS.

The Code of Ethics is binding for all employees of Zentis Group and serves as a guideline for appropriate and respectful interactions with colleagues, business partners, and customers. In particular, it defines our principles of ethical conduct,

covers topics such as competition and antitrust law, corruption, conflicts of interest, data protection, diversity, and the prohibition of child and forced labor, and is based on the OECD Guidelines for Multinational Enterprises. The Code of Ethics also forms the basis for the Zentis Supplier Code of Conduct and fulfills the various requirements of our customers for codes of ethics.

The Code of Ethics is publicly available on our website.



All employees are obliged to behave with loyalty toward Zentis and to report conflicts of interest – even if there is only a suspicion thereof. The avoidance of conflicts of interest is ensured by compliance manage-

ment, risk management, the internal inspection system, and internal auditing. We disclose conflicts of interest to stakeholders through a risk report in our annual financial statements.

As Zentis Group, we commit ourselves to fair competition and adherence to anti-corruption regulations as well as the prohibition of money laundering. To avoid improper business practices, our internal E-learning program includes a special module on combating corruption; all employees are therefore informed about anti-corruption. New employees are given appropriate information material on our guidelines as part of their induction or on their first day at work. Our divisional management is also



the compliance officer, as are the respective managing directors of the subsidiaries. They receive regular training on compliance regulations and are supported by external consultants. For example, to actively embody our principles, we hold regular training courses at various levels and offer E-learning courses on our Code of Ethics. We use a questionnaire to ensure that suppliers and business customers are also informed about our ethical guidelines, informing them about our compliance requirements on an individual basis. We regularly check our supplier and customer relationships for incidents of corruption. In the reporting period, we were able to visit locations abroad again for the first time since Covid restrictions

were ubiquitous. The preparation of a compliance report is also planned again for 2024.

As part of our internal inspection system, information on potential violations of our guidelines can be reported at any time to direct superiors, the compliance officer, or anonymously via our compliance hotline, which all employees and external parties with corresponding information have access to via our homepage.

We have initiated a comprehensive update of the Compliance Management System and its associated guidelines, which we will finalize in 2024. For example, regulations on the German Supply Chain Act

(LkSG) and the topic of deforestation-free supply chains were added, as was the range of our E-learning training program.

In the reporting period, there were:



- no incidents of corruption or cases in which employees were dismissed or warned due to corruption
- no situations in which contracts with business partners were terminated or not renewed due to violations in connection with corruption
- no public legal proceedings in connection with corruption against Zentis or employees of Zentis initiated (neither have any such proceedings been carried out) and
- no legal proceedings due to

anticompetitive behavior or cartel or monopoly formation.

- no critical concerns, no incidents of non-compliance with laws and regulations, and no cases of conflicts of interest were reported. There were also no known incidents of discrimination, and no labor law measures were required in connection with cases of discrimination.



Climate protection and resource conservation

-  OUR CLIMATE PROTECTION STRATEGY
-  THE FOOTPRINT OF OUR PRODUCTS
-  OUR CLIMATE PROTECTION PROJECTS
-  ENERGY MANAGEMENT
-  WATER MANAGEMENT
-  WASTE MANAGEMENT
-  LOGISTICS

Our climate protection strategy

We obtain our raw materials almost exclusively from nature; as such, we have a special responsibility to act in an environmentally friendly and resource-conserving manner. In other words, climate protection is a top priority.

We are committed to the Paris Climate Agreement and the goal of keeping global warming to well below 2°C — to 1.5°C, if possible. As part of the Science Based Targets initiative (SBTi), we have set ourselves the goal of reducing our global Scopes 1 and 2 emissions by 30 percent by 2030 compared to 2019.

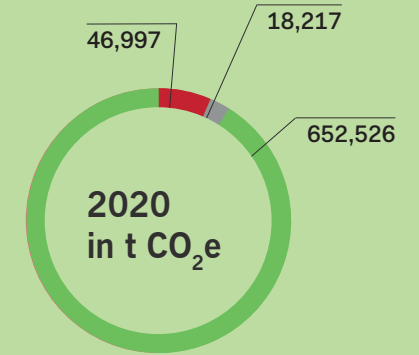
We are currently working on making our goals even more ambitious. For example, we are developing a goal for Scope 3 to achieve validation of all our goals by the SBTi in 2025.

Our central control instrument is the CO₂e footprint in accordance with the globally recognized Greenhouse Gas (GHG) Protocol. We first calculated this in 2018 for Scopes 1 and 2 (direct and indirect CO₂e emissions) of our German sites, and then in 2020 for all Zentis Group sites. In addition to Scopes 1 and 2, the corporate carbon footprint now also includes all categories of our upstream and downstream supply chain (Scope 3). In 2020, global emissions for all of Zentis Group amounted to 717,740 t CO₂e (Scopes 1–3).

Over 90 percent of our CO₂e emissions are generated in the upstream supply chain (Scope 3). Production materials and consumables, mainly our purchased raw materials, make up the largest share. Our packaging emissions are comparatively low thanks to our container system. Another major factor in Scope 3 emissions is logistics.

Our Scopes 1 and 2 emissions account for less than 10 percent of our total CO₂e footprint. They are nonetheless a decisive factor in our climate protection strategy, as we have a direct influence on these emissions. Key for our location-based emissions is the high heat consumption, which is typical for the industry. The emissions from our vehicle fleet are comparatively high

OUR CORPORATE CARBON FOOTPRINT



■ Scope 1 ■ Scope 2 ■ Scope 3

OUR LARGEST CO₂e-SOURCES OF 2020 IN %



■ Scope 1 ■ Scope 2 ■ Scope 3

REDUCTION IN CO₂e EMISSIONS SINCE 2019 BY

23%

in Germany, Scopes 1 and 2

because we use in-house trucks to transport our products. Since 2021, we have been monitoring our emissions in Scopes 1 and 2 at all Zentis locations on a monthly basis in a newly designed dashboard, to help manage them even better. Our sites in Germany, where the majority of our products are manufactured, are responsible for the largest share of our emissions. We have already achieved a significant reduction in

GREEN POWER IN PRODUCTION IN GERMANY

100%

our Scopes 1 and 2 emissions at our manufacturing facilities in Aachen – by roughly a quarter since 2019. Efficiency measures in production and logistics, such as the switch to 100% green power, have led to a reduction in our CO₂e emissions. However, the decline is also due to lower production volumes during this period. The production volume in 2022 was 180,949 tons and 176,641 tons in 2023.



DEVELOPMENT OF OUR CO₂e EMISSIONS IN GERMANY

EMISSIONS IN SCOPES 1 AND 2 IN T CO₂e

2019		33,769
2020		33,021
2021		28,447
2022		28,176
2023		25,932

The footprint of our products

The Product Carbon Footprint (PCF) provides transparency about the emissions of our products along the value chain. In total, we have already calculated footprints for over 30 products in our portfolio.

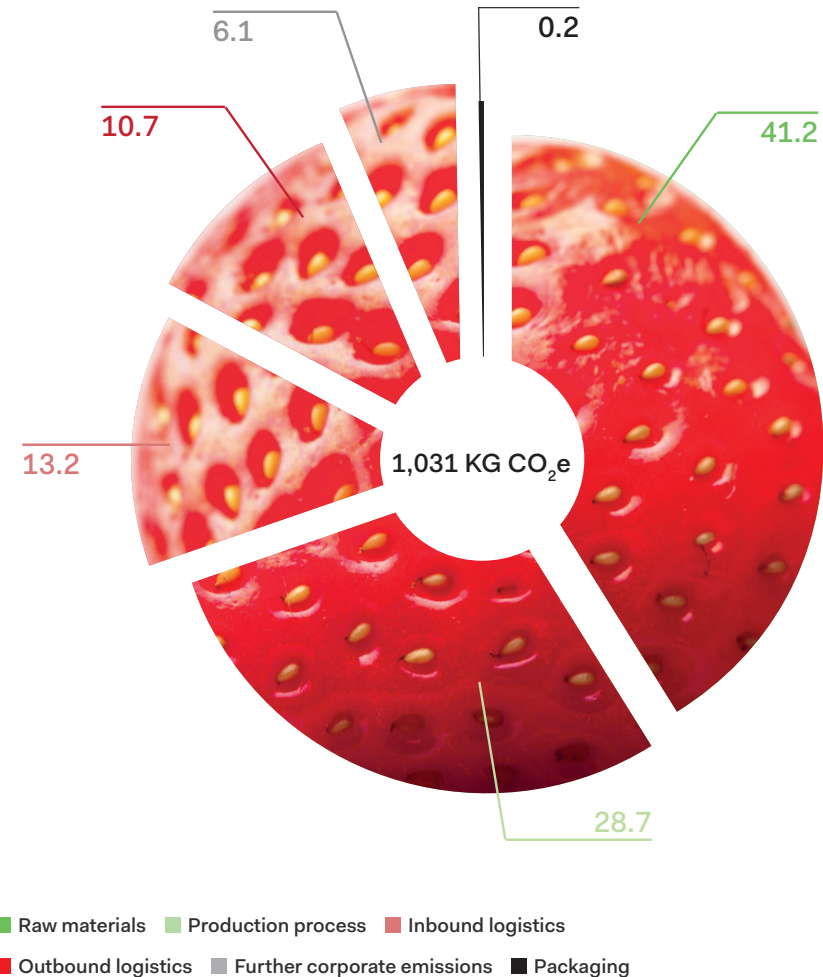
The PCF covers all emissions along the entire value chain according to the cradle-to-customer principle, i.e. from cultivation to the customer. PCFs for various products create transparency regarding where we can start to reduce emissions. That is why we invest in calculating these footprints and have already balanced many different fruit preparations.

As an example, the diagram shows

the product carbon footprint for our business-customer product, "Strawberry fruit preparation."

- **Raw materials:** Cultivation and production of fruit, sugar, and thickeners
- **Production process:** Pre-processing of the fruit at the supplier and in production at Zentis
- **Inbound logistics:** Transportation of raw materials from origin to Zentis
- **Outbound logistics:** Transport of the fruit preparation from Zentis to the customer
- **Further corporate emissions:** Business trips, commuting, administration
- **Packaging:** Production to disposal of the stainless steel containers that transport the fruit preparation to the customer

PERCENTAGE (%) BREAKDOWN OF EMISSIONS PER TON OF STRAWBERRY FRUIT PREPARATION IN 2021



Our climate protection projects

We have been financially supporting various climate protection projects around the world for several years now – and we have just launched our first own project, further instantiating our contribution to climate protection.

Since 2021, we have been investing in certified climate protection projects for forest conservation, reforestation, and the promotion of renewable energies. For example, in the reporting period, we provided financial support for a forest conservation project in Brazil and projects to expand wind energy in Nicaragua and India – all significant contributions to climate protection. In the 2022/23 reporting year, a total

equivalent of 84,572 tons of CO₂e were financially supported.

You can find out more about our climate protection projects here:



In 2022, we went one step further and developed a climate protection project in eastern Nicaragua together with EcoPlanet Bamboo, allowing us to interact even more closely with the people and the region. Cattle were once bred on the Ixtin farm, but now, around 1,000 hectares of existing forest are being protected and about 3,000 hectares of land are being reforested and cultivated with the native Guadua bamboo. Bamboo is a crop where individual stalks are harvested; this kind of hands-on management benefits the

people in the region, as around 30 jobs on the farm can be maintained through the project's financing from Zentis.

The Zentis Fruit Tree Project was also launched: 290 fruit trees of different local varieties were planted on one hectare of the farm. Families of the employees and people in the surrounding communities can all access the fruit. Every year in March, we organize a Fruit Festival for the community around the farm. Parents, children, teachers, and local authorities take part, engaging in a lively exchange about the cultivation and use of the fruit.



— Energy management

Our aim is to make our production processes as resource saving and environmentally friendly as possible. Given its significant contribution to climate protection, energy management plays a central role.

In 2023, energy consumption (natural gas and purchased electricity) amounted to 234,964 MWh for the entire Zentis Group, the majority of which (131,920 MWh) came from our German sites (56.2 percent). All of our energy costs are generated from natural gas and electricity. The energy management of our locations in Aachen is certified in accordance with ISO 50001.

Our total electricity consumption in Germany is made up of the amount of purchased electricity and the amount we produce ourselves through our combined heat and power plants, including our photovoltaic system. This amounted to 30,303 MWh in 2023, about 7.6 percent lower than in 2021. The consumption of purchased electricity amounted to 15,392 MWh, while we used 41,600 MWh for thermal energy, and 73,762 MWh for steam (both generated by natural gas). The five combined heat and power plants experienced frequent malfunctions during the reporting period. Though they consumed less gas, they also produced less electricity and caused an increase in purchased electricity. For processing in our main manufacturing

facility, where we produce fruit preparations and jams, we purchase raw materials in various processing forms, which then require various production steps such as:

- Preparing and cleaning the fruit
- Heating, cooling, and filling

- Cleaning the equipment

For these steps, we need energy primarily for heating and cooling processes, including operating the production equipment. This accounts for over 90 percent of our total energy consumption in Germany.

TOTAL ENERGY CONSUMPTION IN MWH

	2020	2021	2022	2023
Germany	141,916	143,052	141,574	131,920
USA	62,868	76,723	69,189	67,054
Poland	27,218	29,482	28,086	28,712
Hungary	7,195	13,365	7,722	7,278



USING ENERGY MORE EFFICIENTLY: OUR MEASURES AND PROJECTS

Combined heat and power plants

Since 2016, we have been using five of our own combined heat and power plants in Germany and others. The heat generated is mainly used for making hot water for cleaning the production equipment and the stainless steel transport containers. For optimal efficiency, excess heat from one of our buildings is used for heating, and the cooling chambers are cooled on production-free weekends. In 2023, the proportion of electricity generated in-house was 50.3% (2021: 55.2%). The decrease in the reporting period is due to shutdowns and malfunctions of various combined heat and power plants.

Photovoltaic system

Our first photovoltaic system was put into operation in mid-2022, generating a total of 26,266 kWh of

electricity in 2023, all of which we were able to use ourselves. At our main facility in Aachen, the photovoltaic system currently accounts for <1% of the total amount of electricity produced.

Technological improvement of our data center

Our data centers were equipped with new technology in 2023. This changeover allowed us to increase performance and reduce energy consumption in the data center by 80 percent compared to the previous year.

Intelligent lighting

In 2022, we started using LED systems with intelligent control that react to sunlight (via the windows) and dim independently at our production facility in Aachen. They are only active when people are present

in the rooms, allowing for significant cost savings compared to conventional LED systems. We have already been able to save around 206,000 kWh per year. Our aim is to equip the entire production areas like that over the next few years.

Energy-efficient refurbishment of our finished goods warehouse

From 2022 to 2023, our finished goods warehouse was renovated to make it more energy efficient. It is used for storing finished fruit preparations at around 8°C. The refurbishment measures, including roof-surface refurbishment, partial insulation of the walls, and conversion of the cooling system, will lead to savings of at least 200,000 kWh per year.

Cold-water network for the refrigeration systems

Excessive volume flows were detected in the cold-water network of our refrigeration systems because the running performance of the associated supply pumps was too high. The pump control has been optimized and the number of active pumps has been reduced from five to a maximum of three. The energy savings in electricity are around 150,000 kWh per year.

Ventilation automation

The automated shutdown of ventilation systems during non-production times saves around 190,000 kWh of electricity per year.

Reducing emissions with new purchases

We have purchased two new boiler systems for our plant in Philadelphia, USA, both reducing emissions by 30 percent each.

Water management

We mainly use water for cleaning the production equipment. Here, too, we want to work as efficiently as possible. Only very small quantities of water are used as an ingredient in our products.

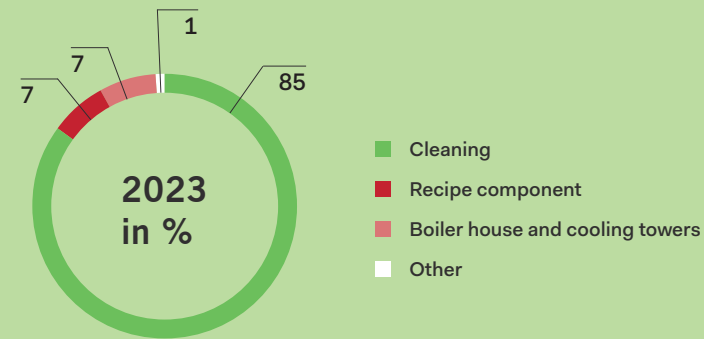
In 2023, the Zentis Group's total water withdrawal amounted to 1,629,086 m³ – in Germany, to 788,658 m³. That is 7.5 percent less than in 2021. In 2023, 4.5 m³ was required per ton of end product.

High-quality wastewater

We obtain our water from the municipal fresh water network. In principle, our wastewater is particularly well suited for the urban sewage treatment facility due to the biological loads. As a result, we can discharge our wastewater into the municipal sewer system without having to clean it first.

The fragmentation of orders and the increased demand to be free of allergen also have an impact on the pH value, thus the quality of the wastewater, which is why we commissioned a wastewater treatment facility in 2019 that adjusts the pH value as required.

WATER USE IN GERMANY



TOTAL WATER WITHDRAWAL IN M³

	2020	2021	2022	2023
Germany	918,931	852,592	872,654	788,658
USA	261,042	293,064	292,951	288,530
Poland	261,000	293,000	459,991	496,722
Hungary	39,107	48,773	50,651	55,176

USING WATER MORE EFFICIENTLY: OUR MEASURES AND PROJECTS

Cleaning process for allergen-free fruit trucks

There is a separate cleaning program for less contaminated fruit trucks with non-allergenic substances. This means that significantly less water is used, and the water from the last rinsing step is reused for the next truck for a rough cleaning. The washer for the fruit truck is already working very efficiently.

Optimization of Overall Equipment Efficiency

The Overall Equipment Efficiency (OEE) represents the efficiency of the production equipment in the fruit preparations/jams sector. A team regularly analyzes the OEE

and develops possible optimizations in the structure, organization, and process time of workflows.

During the reporting period, for example, it was found that certain recipes burn more easily during the cooking process, requiring more frequent and intensive cleaning, leading to increased water usage, time losses, and higher costs. The OEE team developed a solution to prevent the burning of the fruit preparations, thus reducing the cleaning effort. By 2023, we will have already converted four systems accordingly and optimized the recipes of other products so they can be used on this equipment as well.





Waste management

We want to keep the generation of waste and packaging materials to a minimum. Residual waste should be recycled in an environmentally friendly manner or, if necessary, disposed of properly.

Around two thirds of the fruit preparations we produce are transported globally to our industrial customers in around 32,000 sturdy and reusable stainless steel containers. This system presents several advantages: The contain-

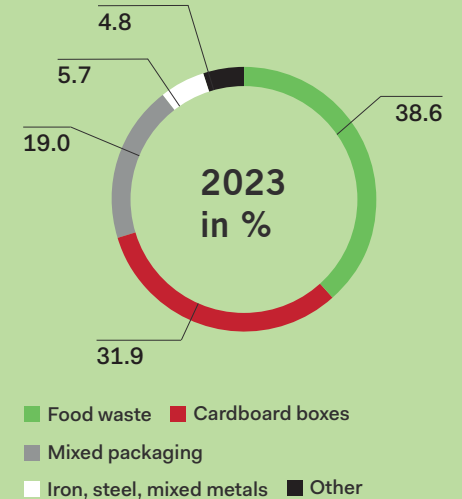
ers are completely taken back, cleaned, and refilled with fresh goods—greatly reducing waste, especially when it comes to industrial customers.

Our waste generation is mainly composed of food waste, which is primarily used as animal feed or for biogas production. Cardboard packaging and mixed packaging are the other major waste generators. Less than 0.1 percent of waste is classified as hazardous according to the waste catalog, including waste oils and solvents. These are collected in suitable and approved containers and properly disposed of at all locations. All waste in Germany is transported and recovered either materially or energetically by certified waste

management companies. No waste is landfilled. Internally, we are also increasingly focusing on avoiding waste, especially in Germany. Since 2019, several mainly employee-led campaigns have helped to reduce the amount of single-use plastic in the canteens and laboratories, and to separate waste, down to the smallest detail, wherever possible.

In the USA, the focus in the reporting period was on recycling. The proportion of recycled pails, drums, and other packaging materials in large containers rose by 24% between 2022 and 2023. The increase in recycled corrugated board in loose form was around 28%. The proportion of pallets recycled in the reporting period was around 17%.

TYPES OF WASTE IN GERMANY



TOTAL WASTE IN T

	2023
Germany	8,811
USA	1,701
Poland	1,536
Hungary	97



FIGHTING FOOD WASTE: OUR MEASURES AND PROJECTS

Efficient product-development process

To make the product-development process as efficient as possible, we worked on adapting the system to accurately display our current articles and raw material stocks during the reporting period. By reorganizing the product-creation process, we were able to avoid supply bottlenecks and food waste.

Improved sales forecast

A system for creating sales forecasts helps to estimate purchasing requirements and prevent food waste and emergency purchases. The system was successfully tested with pilot customers during the reporting period and is going to be extended to other customers in the future.

Demand planning

In early 2024, we implemented a demand-planning process in Aachen to improve efficiency from sales planning to sourcing. The main goal is to ensure the optimal quantity of the right products at the right time and place to avoid raw material excess and potential disposal.

Inventory management

The integration of external warehouses into the Zentis system landscape and the implementation of inventory management help to increase the transparency of warehouse stocks. The aim here is to achieve an optimum stock level, ensuring a high level of readiness for delivery while minimizing stock levels.

COMMITMENT TO THE 10X20X30 INITIATIVE

We want to halve our global food waste by 2030. Together with major food retailers and other manufacturers, Zentis supports the United Nations' global goal of drastically reducing food waste and losses in the production and supply chain by 2030.

As a supporter of the initiative, we measure and publish food losses and waste, taking appropriate measures to reduce them.

Logistics

We work with our own logistics company to transport goods to our customers in an environmentally friendly way. The globally oriented Supply Chain Management department also ensures optimal planning and control of production processes.

The Logistik Service GmbH was founded in Aachen in 1998 and is an independent business unit of Zentis specializing in temperature-controlled and flexible trans-

portation. Its core tasks include delivering products, organizing the sourcing of raw materials, and transportation between our European facilities and the external finished product warehouse near Aachen. Orders are always combined to ensure optimum capacity, and we can always respond to customer requests at short notice. Logistik Service GmbH also allows us to directly control emissions as part of our climate goals. In the reporting period, the biggest challenges for our logistics operations were rising costs (e.g. higher fuel costs, including Ad Blue and an increase in highway tolls), a shortage of skilled workers – particularly professional drivers and warehouse staff – and, in some cases, scarce availability.



- 153 employees
- Fleet of 35 in-house vehicles and 108 trailers
- Average age of vehicles: 3.3 years
- In 2023, approximately 3.9 million kilometers were carried out in Germany as internal transportation (Zentis) and approximately 5.2 million kilometers as external transportation (third parties)
- In the USA, Poland, and Hungary, the company does not operate its own vehicle fleet
- External logistics are used in Germany, the USA, Poland, and Hungary
- Sea freight is mainly to Canada and Iceland
- No airfreight was incurred in 2022 and 2023

EFFICIENT LOGISTICS: OUR MEASURES AND PROJECTS

Optimal capacity

Optimal capacity can be achieved by specifically adding third-party business and sourcing logistics.

Expansion of in-house sourcing logistics

In the reporting period, the company's in-house sourcing logistics for raw materials, packaging materials, cocoa butter and paste, flakes, starch, sugar, liquid sugar, fruit, almonds, fat, honey, and starch were expanded even more.

Savings through lift axles

All trailers acquired in the reporting period are equipped with a lift axle, which lets them raise the front axle when they are transporting less than four tons, helping them reduce tire wear and fuel consumption.

Container logistics system

A container logistics system was implemented for the global control, analysis, and tracking of our reusable stainless steel containers, which also optimizes the predictability of return transports.

Vehicle fleet

Our LNG truck will continue to be used. We always keep an eye on alternative transportation concepts and have been increasingly electrifying our car fleet since 2020.

Modernization of cooling units

We have been successively modernizing our trailers' cooling units since 2021. Thanks to the latest technology, less fuel is consumed and it is also quieter, making trips more pleasant for our drivers and the area less noisy for people in the immediate vicinity.

Adjusting the storage temperature

By adjusting the temperature from 7°C to 10°C both in the warehouse and during road transportation, the energy required for cooling is reduced while quality is kept high.

E-learning for drivers

The E-learning tool makes it easier to train drivers on topics such as general driving instructions, driving and rest times, load securing, and hygiene.

Intelligent light in the finished goods warehouse

A newly installed intelligent-light system reacts to movement and dims automatically when inactive, leading to savings in electricity consumption for lighting in the finished goods warehouse.





Responsible sourcing of raw materials



FROM NATURE: OUR RAW MATERIALS

OUR SOURCING COUNTRIES

CERTIFICATIONS AND MEMBERSHIPS

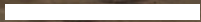
HOW WE SHAPE OUR SUPPLY CHAINS

TACKLING CHALLENGES IN SOURCING

From nature: Our raw materials

RAW MATERIALS 2023

STRAWBERRIES



COCOA*



PEACHES



ALMONDS**



RASPBERRIES



HAZELNUTS**



SOUR CHERRIES



*all components

**all forms of processing

APRICOTS



We use raw materials of the highest quality for our products. Our fruit and other ingredients come from all over the world.

BLUEBERRIES



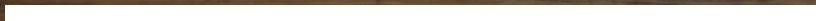
APPLES



BLACKBERRIES



WHITE SUGAR



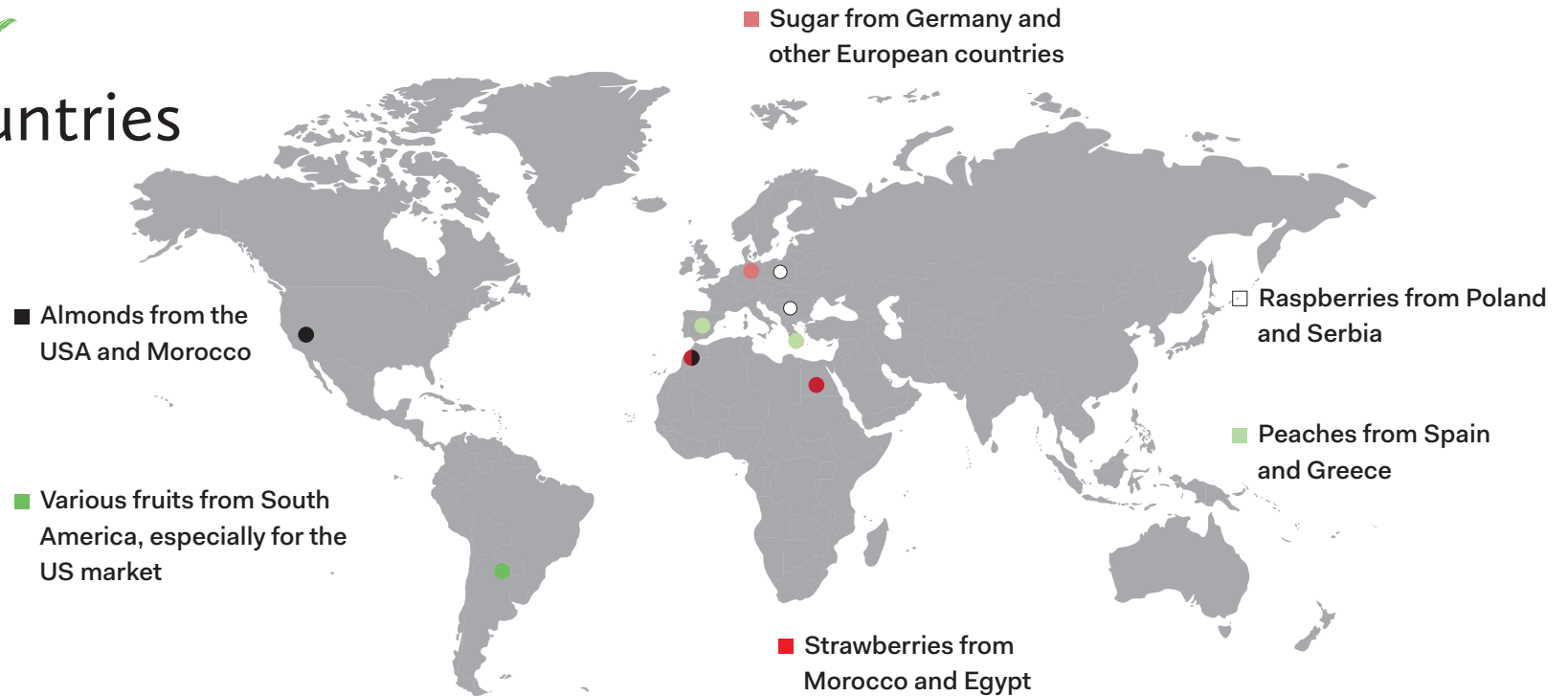
Using natural and high-quality natural products is the basis of our business.

Strawberries have long been by far the fruit we use the most. Other important fruits are raspberries, apricots, and apples. Sugar is a highly important raw material for our business. We also use almonds, cocoa, and hazelnuts. The chart shows our most important raw materials in the reporting year.

We buy our raw materials where they grow and ripen best, carefully checking the conditions on site in the respective harvest year. We also take into account numerous economic and quality aspects in the various countries around the world where we source raw materials.



Our sourcing countries



We only source fruit where our strict quality and sustainability standards for cultivation and harvesting are met. To this end, we have established strict supplier checks and approvals. We supply our European facilities with sugar from Germa-

ny and other European countries, deliberately keeping transportation costs as low as possible. The sugar we buy comes almost exclusively from sugar beet, allowing us to support German and European agriculture.

Cocoa is currently sourced via traders on the world market. Almonds are the most important raw material for our marzipan products. We source around 94 percent of the almonds we use from California, and the rest are bitter almonds from Morocco.

Certifications and memberships

A regular exchange with stakeholders along our entire value chain is central to our sourcing. This is because many of the social and environmental issues in our supply chain can only be addressed together with other stakeholders. Certifications and memberships are two key instruments in our sourcing strategy.

Many certifications are used directly for product claims, such as Fair-trade® and Rainforest Alliance. Our involvement in initiatives such as FONAP or RSPO affects the quality of the raw materials we source; we are also committed to ensuring that

our entire industry develops in the direction of sustainability.



RSPO-1106082

RSPO

RSPO (Roundtable on Sustainable Palm Oil) is an initiative of various stakeholders from the palm oil industry. The initiative aims to reduce deforestation, help preserve biodiversity, and contribute to better living conditions for rural communities in countries producing palm oil. Zentis has been RSPO certified since 2012. Palm oil is used for our confectionery, in nut and chocolate spreads, and in preparations for the processing industry, where the

>99%

CERTIFIED PALM OIL

RSPO Segregated model comes into play. This model requires certified palm oil to be kept separate from non-certified palm oil at every stage along the entire supply chain. This helps to guarantee that only certified palm oil actually ends up in the end product. It is particularly challenging at present in the market to source Palm Kernel Stearin fraction according to the RSPO Segregated model. That is why we also process a small proportion of our palm oil (less than 1%) in accordance with the RSPO Mass Balance model, where mixing with non-certified palm oil is permitted. As there have also been problems in the past with the sourcing of flavorings and emulsifiers with RSPO-certified palm oil derivatives and fractions, we now sometimes

switch to palm-oil-free flavorings and emulsifiers if they are not available in the desired RSPO quality.



ORGANIC

The proportion of certified organic raw materials at Zentis is currently 2.7 percent. Of the fruit we buy, 5.4 percent is certified organic. Though we only use sugar cane on special request, 71 percent of it is certified organic. We want to focus more on organic farming to promote the preservation of biodiversity, among other aspects.



SEDEX

As a processor and trader in the middle of the supply chain, we have been an AB member of Sedex (Supplier Ethical Data Exchange) since 2006. Sedex is a web-based database for companies to achieve greater transparency and sustainability in the supply chain, enabling companies to analyze and evaluate potential risks within the supply chain. We also use the special Sedex Risk Assessment Tool for our own risk assessment. We do not currently have any high-risk suppliers. We actively approach suppliers and ask them to take part in a SMETA audit. The Sedex Members Ethical Trade Audit is Sedex's auditing method and independently

verifies sustainability performance. The network of our suppliers listed in Sedex was further expanded in the reporting period, while the social standards throughout Zentis Group are already being audited by various customers. These corporate social audits are based on common international social standards such as SMETA or customer audits such as the Social Workplace Accountability Audit.



FONAP

We have been a member of FONAP (Forum for Sustainable Palm Oil) since 2017. The aim of FONAP is to

significantly increase the proportion of sustainably produced palm oil and derivatives on the German, Austrian, and Swiss markets as quickly as possible, while at the same time improving existing standards and certifications. For us, this means: We commit ourselves via self-declaration to strive for using 100 percent sustainably produced palm and palm kernel oil in our products.

FURTHER CERTIFICATIONS



Lebensmittel
ohne Gentechnik



Vegane und
vegetarische Produkte





RAINFOREST ALLIANCE

Rainforest Alliance recognizes responsible, sustainable agriculture and transparency along the value chain. The aims are to respect human rights, secure the income of producers, preserve biodiversity, and protect the climate. We use Rainforest Alliance certification primarily for confectionery (chocolate, cocoa), but we have also been sourcing Rainforest Alliance certified hazelnuts since 2020. In 2020, the proportion of certified hazelnuts amounted to 1 percent. In 2023, no certified hazelnuts were purchased, but we want to increase this again in the future.






FAIRTRADE

The Fairtrade seal identifies fair trade products whose production meets defined social and ecological criteria. A basic component of the seal is the payment of guaranteed prices and an additional premium for community projects in the growing regions. Fairtrade promotes ecological, contractually fixed cultivation practices and prohibits child labor. The proportion of certified cocoa in our confectionery (private label) sold in Germany remained the same in the reporting period at over 99%, 22.5% of which is Rainforest Alliance certified and 77% Fairtrade certified. The

certified proportion of total cocoa used fell slightly in the reporting period compared to previous years. Thanks to an improved market situation in 2023, we were able to

source our chocolate 82.7 percent certified. However, as the markets are subject to constant change, this proportion may fall again in the coming years.

PROPORTION OF RAINFOREST ALLIANCE AND FAIRTRADE CERTIFIED PRODUCTS IN 2023 IN %

COCOA CONFECTIONERY (PRIVATE LABEL)		99.5
TOTAL COCOA		35.0
CHOCOLATE		82.7

PROPORTION OF CERTIFIED CHOCOLATE IN %

2021		34.8
2023		82.7



FOOD FOR BIODIVERSITY

We are a member of the Food for Biodiversity industry initiative launched in March 2021.

You can find out more about the **initiative** here:



Simply put: Without biodiversity, there are no fertile soils. The preservation of biodiversity is essential for food production, which therefore fundamentally applies to us. Agriculture and the food sector can help to preserve biodiversity and habitats. The aim of the initiative is to protect biodiversity in the food industry and in the upstream supply chain, which also helps to combat species extinc-

tion. The companies involved are encouraged to actively participate with projects and measures. For some time now and as part of our NaturRein philosophy, we have been supporting select projects to preserve and promote biodiversity, such as growing and maintaining orchards in Germany.

In 2022, we also launched a pilot project to develop and implement biodiversity standards at one of our apricot suppliers. The aim is to highlight the added value of biodiversity in agricultural production. Participating producers were able to increase their agronomic performance through measures such as diversification of arable land and the creation of natural habitats.

The switch to more sustainable practices also helps to differentiate apricot suppliers on international markets. The project immediately promoted a better understanding of sustainably sourced products among those involved, demonstrating the link between sustainability and agronomic profitability. The successful collaboration between Zentis, producers, and other stakeholders, including the technical and financial support, was decisive in the project's success, which the well-trained staff and the commitment of our apricot supplier played no small part in.





How we shape our supply chains

We are committed to continuously improving environmental and social issues in the supply chain. Our long-term relationships and close contact with our suppliers, including strict supplier testing and approval, are the basis for our high quality and sustainability requirements.

Our requirements apply to the production, manufacture, packaging, and transportation of raw materials, going far beyond the norm for food-law aspects and legal requirements. Our tools for testing

and approval are regularly evaluated by our Quality Management team in collaboration with the Purchasing department. We carry out an extensive annual supplier evaluation for our strategic suppliers and suppliers with a defined sales volume, including aspects such as quality, prices and conditions, and delivery and service as well as Good Manufacturing Practice (GMP). Depending on the result, the supplier is informed, asked for a statement, or requested to take specific improvement measures. If these measures are not taken or do not meet our requirements, the supplier will be blocked. There were no suspensions in the reporting period based on the annual supplier evaluation. Our annual supplier evaluation covers around 80 percent of our purchasing vol-

ume. In the supply chain, social aspects have often taken priority over quality aspects in the past; environmental aspects such as the loss of biodiversity or the consequences of climate change are now becoming increasingly relevant. Since 2016, one person has been responsible for sustainability in Purchasing at Zentis. To expand local support for our suppliers, an additional position was created in the Fruit Scout division in Purchasing at the beginning of 2024. This team supports suppliers on site to gain a better insight into harvesting and processing, actively aids projects, and strengthens ties with suppliers.

GENERAL SPECIFICATIONS FOR SUPPLIERS

Our general specifications are the

binding set of requirements for all our suppliers, who must confirm compliance in writing. The general specifications were introduced in 2016 and are updated regularly, most recently in 2023. They include content from the following areas:

- HACCP, to ensure food safety
- Hygiene measures
- GMP
- Foreign body avoidance
- Allergen management
- GMOs (genetically modified organisms)
- Traceability
- Sustainability issues at an ecological level
- Packaging requirements (since 2018)

COOPERATION WITH OUR SUPPLIERS

The aim of our on-site visits and training courses is to make raw material suppliers aware of their role as a responsible part of the supply chain. Training is provided on product-related quality topics such as foreign body avoidance and hygiene measures. Department heads are also trained in environmental and social aspects. The Fruit Scout team was able to resume its activities without any problems during the reporting period after Covid.

Particular attention is paid to researching new suppliers and products. Our preference is for suppliers with certifications recognized in

Europe, such as Global GAP, ISO 14000, and Sedex/SMETA. We also carry out supplier evaluations via supplier questionnaires. For example, suppliers are asked whether they comply with standards such as ISO 14001, ISO 50001, or SMETA. New suppliers are currently being interviewed as part of the supplier-approval process. In the future, existing suppliers will also be asked about environmental and human rights issues. We additionally keep an internal list of risk countries in which child labor, for example, is still widespread. We seek to avoid sourcing raw materials from these regions whenever possible and implement special measures if we are never-

theless dependent on them due to the large quantities involved. One example is the sourcing of hazelnuts from Turkey, where 80 percent of the world's hazelnut harvest is grown. Our Code of Conduct and the supplier questionnaire are applied there, as for all Zentis suppliers.

We have also stipulated that only raw materials from Zentis-audited suppliers will be accepted for Turkey. Thanks to regular audits on site and our certifications for these raw materials (in accordance with the Rainforest Alliance and Fairtrade standards), the risk of child labor can be safely excluded for 93.7% of our hazelnuts from Turkey.



MORE TRANSPARENCY FOR OUR SUPPLY CHAINS

Regulatory requirements such as the German Supply Chain Act (LkSG) and increased stakeholder demands for traceability and transparency in supply chains are creating new tasks for the purchasing of raw materials.

We created an internal working group in 2023 to fulfill our due diligence obligations under the LkSG. This group is responsible for implementing the measures in connection with the new law, which Zentis must comply with starting 2025. The group will also define processes and workflows to guarantee the traceability of raw materials back to the field. For 2024, for example, the group is planning workshops on sustainable sourcing for the entire Purchasing department and would like to define further strategic goals for responsible sourcing.

In 2022, we carried out a comprehensive raw-material risk analysis with the aim of identifying risks and deriving improvement measures. The analysis covers 895 articles and 26 material groups, which source 90 different raw materials from various countries of origin. The analysis modeled environmental and human rights risks for the purchased goods and raw materials, considering various perspectives such as greenhouse gas emissions, environmental impacts, labor rights, and biodiversity risks. An in-depth analysis was carried out for the top 13 risk commodities and documented in fact sheets.

One result: The environmental risks at Zentis are mainly caused by the cultivation of raw materials, primarily through water consumption and greenhouse gas emissions.

Deforestation risks are critical, extending beyond known commodities such as cocoa and palm oil. Certain countries in Latin America are therefore now increasingly on our radar. Biodiversity risks occur primarily in tropical countries and affect commodities such as cocoa, palm oil, agave, and cane sugar. With regard to human rights risks, the analysis has shown that these vary greatly depending on the country of origin, and range from moderate to very high risks. Labor-intensive raw materials from high-risk countries, in particular, must be viewed critically from a human rights perspective. Aside from cocoa, the Zentis supply chain includes melons, papaya, mango, berries, and almonds from South and Central America, Africa, and South-East Asia.



Tackling challenges in sourcing

In 2022 and 2023, Purchasing at Zentis was faced with major challenges due to various unfavorable events, such as supply bottlenecks and price increases.

The aftermath of Covid, the war of aggression against Ukraine, and the global container shortage have had far-reaching consequences for many companies over the past two years. There were also shortages of raw materials in agriculture, primarily due to extreme drought, heat, and frost in cultivation areas as a result of climate change. This has affected availability and increased prices. The main focus in the reporting pe-

riod was on ensuring the availability of raw materials, especially sugar, starch, grain, and saccharification products. Three measures come to the fore here.

LONG-TERM PARTNERSHIPS

Our strategy of engaging in long-term partnerships with our suppliers has paid off in these difficult times. For example, we were often given priority when it came to negotiating new contracts. The support of our suppliers in pre-financing raw materials has also helped us to secure quantities.

LEAD BUYING

We have been pooling our strengths internationally since 2017 by using lead buying as part of our purchasing strategy. The Global Lead Buyer



Day plays a central role here, having taken place in Poland in 2022 and at our headquarters in Aachen in 2023. Colleagues from the USA, Germany, Poland, and Hungary reviewed the existing strategies for our fruit. This group also discussed and planned the handling of raw materials affected by challenges, such as sugar and starch. Weekly meetings, particularly in the fruit sector, ensured transparency about changes in the commodity markets and plentiful information was exchanged about requirements, including possible coverage and negotiations. An IT program was set up during the reporting period to ensure the availability of raw materials.

SUPPLIER DAYS

Regular Supplier Days promote exchange and proactive collabora-

tion for concrete solutions to problems. In June 2022, another Global Supplier Day was held in Aachen for the Fruit and Ingredients divisions. Current performance and possible improvements were discussed with the suppliers for each country and involved topics such as more efficient transportation to save time during delivery. In the future, container goods are to be packed on pallets to ensure better raw-goods storage. In the Ingredients division, improved communication on current market information should have a positive influence on the development of raw materials.

Thanks to regular exchanges with some suppliers, we have already been able to avoid delivery bottlenecks and shorten delivery times.



ABOUT

59 %

OF OUR SOURCES FOR
RAW MATERIALS HAVE
BEEN IN EXISTENCE
FOR MORE THAN

10 YEARS.

*Raw materials sourced
for Zentis Germany

WITH 39% OF OUR
RAW-MATERIAL SUP-
PLIERS, WE REALIZE
ANNUAL SALES OF
MORE THAN

200,000 €

FROM APPROX.

24 %

OF OUR RAW-MATERIAL
SUPPLIERS, WE
PURCHASE OVER

94 %

OF OUR RAW-MATERIAL
QUANTITIES.

THE RELATIONSHIP
WITH OUR SUP-
PLIERS AND TRAD-
ING PARTNERS IS
CHARACTERIZED BY
LONG-STANDING,
TRUSTING COOPER-
ATION—WORLDWIDE.
WE OFTEN CON-
CLUDE MULTI-YEAR
CONTRACTS.





In 2023, 71% of all suppliers for Zen-
tis Germany were also producers. With
them, we realized a sourcing volume of
77% of the total volume.



35.7% of our sourcing at the main German site in
Aachen is carried out locally by suppliers based in
North Rhine-Westphalia and the neighboring French
and Dutch regions.



Natural products

-  INNOVATION FROM TRADITION
-  THE ZENTIS BRAND
-  QUALITY AND SAFETY
-  OUR PACKAGING

Innovation from tradition

Our specialty lies in the processing of fruit and other natural raw materials. With innovative ideas and production processes, we are one of the leading fruit processors on the market. Delicious, high-quality products that are as natural as possible are of paramount importance to us.

We meet individual customer requirements flexibly and quickly in our product development. We combine the extensive know-how of our employees across all divisions: Research and Development

specialists work together with the Purchasing, Production, Marketing, and Quality Assurance departments to develop innovative products. This claim has united us at Zentis for over 130 years.

Our sites in the USA, Poland, and Hungary, including the Zentis Süßware site, also have their own product development units. Each location boasts their own specialty: Zentis Poland, for example, is developing new processes and products for spicy preparations and natural colorants.

At the heart of our creative process is the innovation pipeline. New ideas are developed and evaluated step by step in several stages. We have created platforms to continuously

generate marketable innovations. This can strengthen global product development structures and make internal data exchange efficient and transparent. These platforms help prioritize and promote innovations according to trends, and they reflect increasing demands for sustainability and naturalness.

While we used to work on sustainability in a separate platform for several years, we integrated it into the other platforms in 2022. All divisions now take sustainability into account when working on product innovations. The integration resulted in a total of five platforms.



OUR INTERNATIONAL PLATFORMS

1. Clean Label
2. Sugar Reduction
3. Plant Based
4. Daredevil
5. Indulgence

1. Clean Label

Clean Label primarily stands for the avoidance of additives and the reduction of ultra-processed ingredients. This platform also features more environmentally friendly offers. Topics in the Clean Label platform include:

- No artificial colors
- No added flavors
- No stabilizers
- 100 % fruit / Fruit only
- Just fruit and sugar
- Seasonal and organic concepts, e.g. Bioland, Naturland, 4Cs*

*Raw materials for the product come from a maximum of four countries; this standard is intended to promote transparency and local sourcing.

2. Sugar Reduction

Approaches to reducing the sugar content of preparations are being tested in this platform. The possibilities of alternative sugars, raw materials with sweetening properties, sweeteners, as well as natural flavors are being explored and piloted to enhance the taste profile.

By taking targeted measures to reduce the sugar content in our products, we have already developed and implemented various individual solutions in close cooperation with our customers.

Our goal is to reduce the sugar content in the end product by an average of 10 percent, which reinforces our commitment to healthier nutrition and innovative product developments.

3. Plant Based

This platform includes new developments of products and technologies for the growing market of milk alternatives. For example, we consider the use of new raw materials, preparations for vegan end products, and the production of regional and sustainable solutions (e.g. from oats).

Another current example is the V-Comp Pro joint venture. It focuses on the distribution of organic oat raw materials as a basis for tasty plant-based milk alternatives. This product category meets the growing demand for healthy food alternatives, aiding sustainability in the food industry. Our raw materials (compounds) can make for various delicious applications in vegan drinks and spoonable yogurt alternatives for customers in the processing industry.



4. Daredevil

This platform collects and documents ideas and innovation projects from Zentis that cannot be assigned to any other platform. A process was set up to review, assess, and further promote these ideas. Various tools and forms of inspiration are also collected here to help foster ingenuity.

5. Indulgence

The Indulgence platform is used for the cross-border exchange of information on trends, products, raw materials, and processes relevant to product groups. The title is the focus. So, chocolate splits and new forms of stable chocolate cereals or ultra-high temperature (UHT) preparations with caramel, coffee, nuts, and chocolate take priority.



Our range of brands

We sell spreads and confectionery to end customers via food retailers under the Zentis brand. Always making the best out of fruit is our brand promise, so we want to tap into current trends and new markets.

In the reporting period, the modernization of Zentis spreads in the core product range was expedited. We also further expanded and implemented our innovation pipeline with product concepts for food retailers and end customers.



THE MOST IMPORTANT CURRENT INNOVATIONS FROM ZENTIS

The Less Sugar line has been expanded to include the Triple Zero range. These are fruit spreads with no added sugar, preservatives, or artificial sweeteners.

In the NaturRein range of products, NaturRein Classic has been replaced by the new NaturRein Fruit Bruschetta line. Fruit Bruschetta has been on the market since October 2022 and strengthens the brand's positioning in the high-fruit segment. The unique selling points of the new NaturRein fruit spreads are the particularly high fruit content at 90 percent and the

innovative consistency: Fine fruit cubes embedded in finely strained fruit puree offer a particularly delectable taste experience, almost like freshly cut fruit. The NaturRein range now consists of the 75% high-fruit, 75% fruit-strained, and fruit-bruschetta segments.

Our Traditions products Nusspli and Belmandel have reinvented themselves with a proven taste, innovative recipe, and strong appearance. In addition to the well-known classic Nusspli Original with palm oil and certified Rainforest Alliance cocoa,

two trendy palm oil-free varieties of Nusspli and Belmandel have now been added to the range.

In 2023, the Fine Marzipan Pralinés with Original Aachener Pflümli were introduced for the first time, a composition of two product worlds that people have always been talking about: The traditional Aachener Pflümli spread combined with the finest marzipan.

Our marzipan potatoes and powdered eggs are also now ProVeg certified.

100%

Zentis NaturRein



Because nature is our most important supplier, we also want to give something back by actively contributing to the preservation of natural habitats. That is why NaturRein acts strictly according to our Fair to Nature philosophy. This is based on four pillars:



NATURAL RECIPES

We use a Clean Label approach with only three classic ingredients: Fruit, gelling sugar, lemon juice.

AROMATIC FRUIT FROM CONTROLLED CULTIVATION

These are hand-picked, sun-ripened field and forest fruits from nature-promoting cultivation – all traceable back to the field.

PROMOTION OF CLIMATE PROTECTION PROJECTS

We have been supporting a forest conservation project together with Climate Partner in Peru for some time. Our Zentis-owned Fruit Tree Farm project in Nicaragua was launched in May 2022. Around 290

fruit trees grow there on one hectare, helping to improve the nutrition of local communities.

FAIR TO NATURE INITIATIVE

This initiative is about supporting projects in maintaining and preserving orchards and flower meadows, including, for example, the Blütenparadies Aachen project. The FAUK e.V. association creates flower meadows in the fields of the Aachen region as habitat and food source for insects. Through our cooperation with the Natur- und Kulturinitiative Streuobstwiesen Kottenheim e. V. (Nature and Culture Initiative for Orchard Meadows in Kottenheim), we protect and promote orchards around Kottenheim in the Rhineland-Palatinate region.

Quality and safety

As a leading food processing company, we have integrated quality and safety into our daily operations for many years. We ensure high quality through our time-tested food safety and quality culture at all production sites.

Processes such as regular inspections and certifications, our process-oriented quality management, as well as close information exchange with external experts are firmly anchored in the overall work flow and employee awareness. Due to our international activities, we attach great importance to

exchanging information on quality issues across all locations and using the transfer of knowledge for continuous further development. Although our various locations have established independent quality management systems, we have been adopting an increasingly global approach since 2021 and successfully tackling overarching issues and challenges together. In 2023, we were able to intensify cooperation between the various microbiology, chemistry/analytics, and incoming goods inspection laboratories. New trends and non-conformities are discussed at regular meetings. Over the next few years, we want to



International
Featured Standard

continue to position ourselves internationally in terms of quality, and standardize processes. Personnel and operational hygiene, including continuously training employees, are central elements of our Quality Management System and are either carried out by colleagues with external parties or only by external parties. Annual hygiene training, for example, is mandatory for all employees in production areas.

We regularly have our internal processes and the proper implementation of all quality measures checked and confirmed by independent certification bodies.



Food Safety
System Certification

Internal process audits

A risk-oriented internal audit of all areas of Zentis takes place under the organization of the Quality Management department. All areas with a direct impact on food safety are audited at least once a year. However, all other aspects are also regularly reviewed by trained colleagues with regard to the Zentis standards and guidelines, and the employees are questioned on topics such as departmental targets, energy savings, discrimination, hygiene, and process flow. If necessary, improvement measures are determined by the departments together with the auditors. There is also room to make



MEASURES FOR ACTIVE QUALITY ASSURANCE

We check the reports from the RASFF on a daily basis, including regular updates from trade associations such as the German Federal Association of the Fruit, Vegetable, and Potato Processing Industry (BOGK), the German Federal Association of the Confectionery Industry (BDSI), and external laboratories and consumer forums. Our goal is to react faster and to gain an information advantage for both our customers and Zentis.

recommendations to colleagues regarding their processes and thus to embody continuous improvements in partnership at Zentis. Agreed measures must be demonstrably implemented within a certain period of time. Just as we audit our partners, we are audited by many of our industrial and commercial customers. During the reporting period, our customers carried out 16 audits and audit-related visits to our locations

in Aachen to take a look for themselves at how we comply with their quality requirements. All audits were completed positively in the reporting period. There were no violations in connection with the health and safety impacts of our products.

Actively informing

We check the reports from the RASFF (Rapid Alert System for Food and Feed) on a daily basis, including

regular updates from trade associations such as the German Federal Association of the Fruit, Vegetable, and Potato Processing Industry (BOGK), the German Federal Association of the Confectionery Industry (BDSI), and external laboratories and consumer forums. Our goal is to react faster and to gain an information advantage for both our customers and Zentis.

Active against food fraud

Our Zentis Food Fraud Team uses a vulnerability analysis to assess potential risks and identify appropriate measures against food counterfeiting. Topics include the availability of certain raw materials, price trends and countries of origin, as well as known violations and information that we receive from our partner

laboratories and associations. Various reports listing known violations of food counterfeiting and the Knowledge Center for Food Fraud and Quality are also consulted in the risk assessment. Possible reports of food fraud cases are monitored on a daily basis and an immediate internal check is carried out to determine whether Zentis products could be affected and, if necessary, measures are taken. We integrate risk-oriented and event-driven analyses into our sample and test plans.

HACCP concept

We carry out a hazard and risk analysis of the raw materials and production processes, taking into account the customer's intended use. Based on the identification of critical control points, measures are

defined and seamlessly implemented to eliminate the food safety risk for the end consumer or reduce it to an acceptable level. Our HACCP system is regularly reviewed by our HACCP team.

Incoming goods inspection

Every delivery is strictly inspected. For our raw-fruit products, we check 1 percent of the entire delivery. By working closely with our suppliers, we guarantee the traceability of our raw materials from their exact origin to the batch used.

Outgoing goods inspection

Before each delivery to the retail trade or the processing industry, our products are tested in the Zentis laboratories for sensory, microbiological, and analytical quality parameters.

Foreign body detection

High-performance neodymium magnets, metal detectors, and X-ray technology are installed in the product lines. Additionally, during the reporting period, we continuously optimized and refined sieve usage for various fruit varieties to prevent foreign bodies from entering the process (e.g. cores). Regular verification of our detection systems shows that these measures have been successful.

In-process inspection

Throughout the entire production process, we monitor compliance with the strict requirements of food legislation and EU regulations, including those of our customers and our own requirements.





Our packaging

Packaging becoming more sustainable is seen as increasingly important by retailers and consumers. At Zentis, the Packaging Development department works on new and further development as well as the continuous optimization and harmonization of packaging systems.

Packaging Development takes care of the efficient use of packaging materials, and supports the Purchasing department with sourcing and the Technical and Production

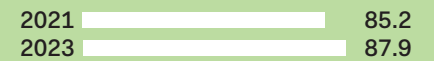
departments with implementation. Together, they are always keeping an eye on costs and the supply chain. In 2024, Packaging Development will be increasingly driving projects forward.

Fruit preparations are mainly delivered in reusable stainless steel containers, which can be used several hundred times and are collected by our Logistics department as part of the next delivery, resulting in no empty truck runs. We plan short transportation routes when purchasing packaging. Large-volume packaging and heavy packaging such as glass are predominantly sourced regionally. Plastic packaging (both mono and composite films) is mainly used in confectionery. Only plastic films

in the form of PET monofilms and sleeves are used for the jams. We reduce packaging material by using thinner films and are increasingly using monomaterials (e.g. OPP) to improve the recyclability of confectionery packaging where possible. We also actively take potential MOSH/MOAH issues into consideration, e.g. in connection with printing inks, to increase overall safety. Paper-based packaging includes paper labels, banderoles, and transport cartons. They are used in all fields of business and make up a small proportion of the total volume of packaging.

PROPORTION OF PACKAGING IN TOTAL CONSUMPTION IN %

GLASS*



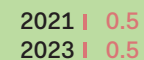
PLASTIC



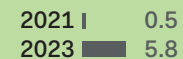
COMPOSITE FILMS



PAPER/CARDBOARD



METAL (TINPLATE AND ALUMINUM)



*High proportion of glass is due to the high dead weight.



The relaunch of the Nusspli and Belmandel brand products in January 2023 saw a switch from plastic cups to glass. These Zentis classics are now available in contemporary packaging with a modernized design.

Up to
90%

of our plastic packaging
is already recyclable.

We reduce packaging material by using thinner films and are increasingly using monomaterials (e.g. OPP) to improve the recyclability of confectionery packaging where possible.

FOR THE FIRST TIME, PVC-FREE LIDDING COMPOUNDS ARE BEING USED IN OUR NATURREIN RANGE OF PRODUCTS – EVEN MORE ADVANTAGEOUS THAN OTHER SOLUTIONS WHEN IT COMES TO RECYCLING.

Labels

on our jam jars have partly been made from recycled paper since 2022.



RELAUNCH

When the breakfast jam range of products was relaunched in 2022, we switched from plastic cups to glass (230 g) and modernized the design.

RANGE OF PRODUCTS

In 2023, the breakfast jam range of products was expanded to include a large jar (340 g) for families. Relatively speaking, larger containers have a lower environmental impact.










CARDBOARD BOX

The cardboard outer packaging for jams, confectionery, and product displays as well as the sleeves for our NaturRein range of products are already made from 100% FSC-certified cardboard.



Our employees

-  WORKING AT ZENTIS
-  WHAT DISTINGUISHES ZENTIS AS AN EMPLOYER
-  SUSTAINABILITY IN THE WORKFORCE
-  DIVERSITY AND EQUAL OPPORTUNITY
-  TRAINING AND EMPLOYEE DEVELOPMENT
-  OCCUPATIONAL HEALTH AND SAFETY
-  SOCIAL ENGAGEMENT



Working at Zentis

As a large medium-sized company, we pursue a value-based and future-oriented HR policy. We have defined trust, openness, and respect as core values that are reflected in our corporate culture.

We want to contribute to the satisfaction, motivation, and health of our employees by showing our appreciation with a diverse range of collectively agreed-upon company and fringe benefits. Benefits like these can aid the personal, professional, and cultural development of our employees, promoting identification with the company. The strategic alignment of these measures is bundled in the Zentis People Strategy;

with it, we aim to organize ourselves more on a global level in the Human Resources department. Zentis is also addressing issues such as the shortage of skilled workers, demographic changes, flexible working hours, remote working, and skills development. Technological innovations are also becoming increasingly important in HR work. The focus continues to be on active and targeted succession planning, the ongoing development of company training, and education programs and agile recruitment geared toward skilled-worker shortages. Temporary workers continue to cover order peaks, vacation, and health issues, currently averaging less than 100 people at all German locations. As a rule, temporary workers take on simple unskilled and semi-skilled

2.172 

EMPLOYEES WORLDWIDE
IN ZENTIS GROUP

tasks in the respective production areas. This includes, for example, the handling and preparation of raw and auxiliary materials, incoming and outgoing storage, transportation on the facility premises, and refilling, operating, and monitoring activities at our production facilities. We also employ 13 people in Germany with non-guaranteed working hours, including one woman.* Temporary staffing / temporary employment as a whole remains difficult, as temporary employment agencies are not always able to provide sufficiently qualified staff, particularly for short-term and temporary fill-ins. To counteract this trend, further positions were transferred from temporary employment to the permanent workforce during the reporting period.

Zentis received the **LEADING EMPLOYER** Award at the beginning of 2024, putting us in the top 1% of German employers. The commitment and diversity of our employees with their knowledge, enthusiasm, and performance are the driving force behind our success day after day. The annual meta-analysis is Germany's most comprehensive study of its kind on the subject of employer quality and is carried out independently of any commission.

You can find more
about the award here:



*Employees with non-guaranteed working hours are marginally employed and paid on an hourly basis. This differs from temporary employees who receive a monthly wage.



What distinguishes Zentis as an employer

With their commitment, flexibility, and innovative spirit, our employees are essential to the company's success. We gladly offer them comprehensive benefits and strive to be a top employer.

Company benefits

We offer collectively agreed benefits, such as 30 days' vacation in Germany, vacation pay, and a company pension scheme. Various programs allow our employees to participate in the company's success through bonuses and other non-cash benefits. In Germany, we

offer flexible working time models such as part-time work and parental leave to ensure a healthy work-life balance.

Remote work

If organizationally possible, employees can also work from home or on the road for up to 72 days a year. Since 2018, the number of employees working remotely in Germany has almost tripled from 124 to 341 in 2023.

Supplementary company health insurance

Since mid-2020, Zentis Group has offered employees in Germany supplementary company health insurance, 100% of the costs of which are covered by the employer. All employees have a personal health budget for additional health expenses

such as visual aids, medical aids and remedies, and dental-prophylaxis costs or dental treatment.

Fair remuneration

Zentis Group's remuneration policy is aimed at market-oriented, performance-related, and success-dependent compensation. In Germany, all employees receive at least the collectively agreed salary, 92 percent of whom are covered by collective agreements. There are also company agreements or voluntary company benefits. Employees not covered by collective bargaining agreements include senior executives in middle- and senior-management positions due to leadership or specialized roles, and all other employees without an explicit collective bargaining agreement.

Procedure for determining remuneration

The remuneration policy is subject to monitoring by the Executive Board and the Shareholders' Meeting. The Advisory Board is involved in an advisory capacity in matters relating to remuneration. All managers receive a variable component in addition to their basic salary in accordance with the Performance Management System. This also sets out personal goals specific to each department with an impact on the economy, the environment, and people. These include sustainability goals such as energy efficiency, CO₂e emissions, raw material purchasing, reject rates, and working conditions at upstream suppliers.

Sustainability in the workforce

Sustainability is a natural and actively practiced part of Zentis' corporate culture. We want to encourage our employees to promote sustainability both at work and in their private lives.

Only together can we bring about long-term change, which is why our employees play a central role in sustainable development at Zentis. They contribute to the implementation of sustainability in different places and in different ways.

With our Sustainability Ambassadors program, we want to impart knowledge, skills, and values, but also encourage our employees to become involved in sustainability at work and in their private lives. Since March 2021, employees have been able to take part in an E-learning program on our central learning platform and become Sustainability Ambassadors. The E-learning conveys the basics and current developments in sustainability, Zentis' commitment, and the work of the various departments. By the end of 2023, 269 employees had already received their Sustainability Ambassador certificates.

In 2022, committed employees have already organized themselves into four sustainability initiatives and are

working on relevant issues. These range from employee mobility and waste separation in the office to the expansion of the vegetarian canteen. In working groups, employees with different areas of expertise exchange ideas on a voluntary basis and develop ideas, create employee surveys, and interview experts. The team has already put ideas into practice, such as deposit bowls and cups in our company canteen, and a car-sharing network.

In addition, our intranet "famos.net" was expanded to include sustainability. Here, our employees can find out about current projects on an ongoing basis and get tips for a more sustainable work day.





Diversity and equal opportunity

We are convinced that a diverse workforce with all kinds of experience and perspectives helps us to develop new ideas and implement market trends in a targeted manner—for us, diversity is an enrichment.

Diversity among our employees is an inspiration and promotes innovation. We work with employees from 39 different nations and form teams together across all age groups. We are continuing to work toward a balanced ratio of women and men in the workforce and management.

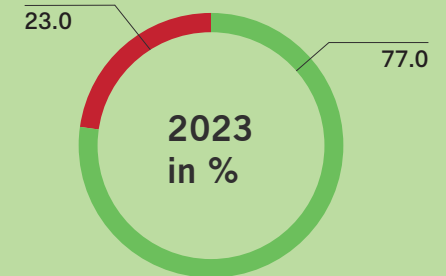
During the reporting period, six female empowerment workshops were held on topics such as rhetoric, mindfulness, and conflict management. In addition, internal exchange was intensified through a monthly meeting among women in order to strengthen networking, among other concepts.

Zentis offers people with disabilities or health issues permanent employment opportunities. They have been integrated into the existing working groups for many years. Whenever possible, we adapt workstations and working-time models individually in coordination with the representative for severely disabled employees, the works council, and the occupational health and safety service in Germany.

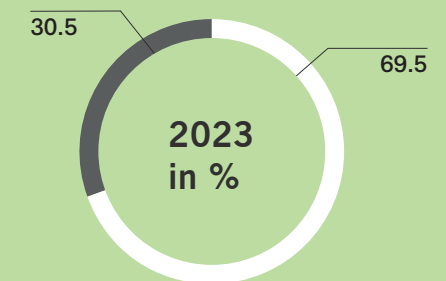
In cooperation with Lebenshilfe Aachen, we enable severely disabled people with poor prospects of finding employment in the primary labor market to work regularly in our confectionery production environment.

Zentis does not tolerate any form of discrimination. The body authorized in Germany under the General Act on Equal Treatment (AGG), the Compliance department, and the whistleblower reporting office did not become aware of any cases of discrimination during the reporting period. Similarly, no (labor law) measures related to discrimination cases were necessary in the HR department.

WORKFORCE IN GERMANY BY GENDER



■ Proportion of male employees
■ Proportion of female employees



■ Proportion of male managers
■ Proportion of female managers



Training and employee development

Our employees need specialist knowledge and a repertoire of personal and methodological skills. With our diverse programs, we develop and qualify employees in a targeted and comprehensive manner.

provide needs-based training with the aim of subsequently retaining apprentices, the total number of apprentices being a high number in the reporting period.

There are various reasons for a lower retention rate when it comes to our apprentices: Some decide to study or take time off. The individual match between their performance and our requirements also plays a role here.

Vocational training continues to be highly valued in Germany, with a focus on commercial, IT, industrial/technical, and logistics professions. Our vocational training has been awarded the BEST PLACE TO LEARN seal of approval with the distinction "very good". This award was confirmed via recertification at the beginning of 2024. We also



APPRENTICES IN GERMANY

	2020	2021	2022	2023
Number of apprentices	46	50	46	48
Retention rate in %	63.4	85.7	53.9	50.0

FURTHER-EDUCATION TRAINING HOURS IN GERMANY

	2022	2023
Total	4,137	4,563
Male employees	2,835	3,419
Female employees	1,301	1,144

KEY POINTS ON OUR EMPLOYEE QUALIFICATION PROCESS

All new employees in Germany are integrated into our company through a standardized onboarding process. In addition to essential information about the company – including sustainability – we support departments via the onboarding portal (available online) by providing templates and information on topics like orientation plans, provision of work clothing, and feedback discussions.

The employee annual review takes place once a year; in 2023 in Germany, there were approximately 84 percent of employees in the target group. This includes all employees

in the administrative division and employees in the production and production-related divisions, up to team-leader levels and their deputies. This kind of a structure for a feedback meeting promotes an exchange between employees and managers and defines goals and development opportunities for the next 12 months.

Job-rotation offers enable selected employees to temporarily change jobs internally. All employees also have access to an extensive training catalog, which is supplemented by specialist training and seminars offered by the departments.





Talent Management is a two-year international development program that employees from our foreign subsidiaries also participate in. This is where they develop their potential for leadership or strategic management tasks. The third round ended in spring 2023. The new round of global talent management started in spring 2024 with eight participants.

With our open training program, so far focused on Germany, we encourage all employees at Zentis to successfully master the complex challenges of the working world.

Much is offered via the E-learning platform, enabling time- and location-independent, and sometimes multilingual learning. There is a wide range on offer, even to promote personal and social skills: Examples of seminar topics include communication, developing personal self-management skills, stress management and mindfulness, and method training such as the basics of professional process management, and argumentation and discussion training. Language courses can be taken during working hours, and a wide range of IT training courses are also available.

LEADERSHIP DEVELOPMENT PROGRAMS:

1. Executive leadership program

This program is designed to promote a shared understanding of leadership. A combination of different modules, reverse mentoring, and the Leadership Lounge enrich personal and entrepreneurial development. All divisional managers at the German site and the Executive Board attended the program.

2. Industrial-technical management development

This program is aimed at managers in the industrial-technical sector; in Germany, that is about 80 employees. Four modules in the framework program are supplemented by elective modules in which managers may engage in further development according to their needs.

3. Leadership Program

The most effective tools, methods, and techniques of the Executive Leadership Program are made available in four modules for our Zentis department heads and staff managers. The training program was launched for the first time in spring 2022 and will be continuously developed and supplemented by further training courses.

Occupational health and safety

Occupational safety has a high priority in our company and is regulated in various guidelines. Already highly active at our German locations, occupational health management is encouraged across all Zentis sites.

Occupational safety in Germany is governed by the Occupational Safety Act (ASiG), the Industrial Safety Act (ArbSchG), the Industrial Safety Ordinance (BetrSichV), and the regulations of German Statutory Accident Insurance (DGUV). The statutory occupational safety committee reviews the status four times a year.

The most frequent accidents at Zentis have typical industry causes such as falls, cuts to fingers and hands, and accidents on the way to work. In the reporting period, 49 accidents occurred at the German sites that resulted in a visit to the doctor; 36 of these accidents were reportable, as the employees were unable to work for more than three days. For all employees in Germany, this resulted in an accident rate of 4.6 accidents at work per 200,000 hours worked in 2023. There were no work-related accidents resulting in serious injuries during the reporting period.

To ensure continuous improvement, a team regularly inspects all workplaces in Germany on the basis of a risk assessment and devel-

ops risk reduction measures where necessary. We use the accident surveys of employees and supervisors as a basis for this, and we also prevent accidents by providing regular training and instruction tailored to the various work requirements—for example, for production employees on handling hazardous substances, industrial trucks, and the use of personal protective equipment. The required training courses and content are defined in a designated training plan. Employees can report to the safety officer, the safety specialist, the works council, or directly to their line manager.





A company doctor advises employees and temporary workers in Germany on occupational and private health issues. The company doctor is also heavily involved in the risk assessment for industrial accidents and preventive measures. Employees are involved, consulted, and included in communication on various topics relating to occupational health and safety. When introducing new personal protective equipment or skin care products, for example, extensive tests and trials are carried out with employees.

In addition, the company regularly participates in the bonus scheme of the Employers' Liability Insurance

Association for the Food and Hospitality Industry (BGN), which rewards measures that go beyond the statutory requirements.

Bicycle leasing – Zentis AKTIV

Since 2023, Zentis has offered all employees in Germany the option of leasing bicycles. Zentis leases a company bicycle, which is also available for private use. This promotes the health of employees and makes a positive contribution to the environment. The leasing rate is deducted directly from gross pay in accordance with statutory regulations and is also worthwhile for employees thanks to state subsidies.

OCCUPATIONAL HEALTH MANAGEMENT IN GERMANY

Examples of measures in the Zentis “Healthy & Fit” program in the reporting period:

- **Eye check-ups**
- **Health checks**
- **Measuring heart-rate variability for possible stress levels**
- **Participation in the Aachen company run and the B2Run**
- **Free offer of annual flu and coronavirus vaccinations**
- **Offering ready-to-eat porridge in employee catering**
- **Self-defense courses**


Social engagement

At Zentis, we put our heart and soul into our work, especially in the Aachen region. We support various initiatives around our company headquarters.

Zentis has close ties to the Aachen region because of the company's roots here.

We support the International Charlemagne Prize of Aachen: This is the oldest and best-known prize awarded to personalities or institutions

that have rendered outstanding services to Europe and European unification.

You can find out more about the Charlemagne Prize here: 

Young people and regional traditions are particularly important to us. For example, we have been awarding the Zentis Children's Carnival Prize together with the Aachen Carnival Association for many years.

Zentis also participates in the Aachen Volunteer Pass and grants Aachen citizens who are involved in charitable work and are holders of the pass a 15 percent discount at the factory outlet in Aachen. We want to encourage our appren-

tices to see the world with open eyes and offer help to people who need support due to illness, personal misfortune, or other circumstances.

This is why the trainees regularly organize a make-a-wish tree campaign at Christmas time – most recently for pupils at the Roda School in Herzogenrath, which specializes in mental development. In cooperation with the school, the workforce donated 50 gifts for affected children, which our apprentices presented at Christmas.





About this report

This is the seventh Sustainability Report of Zentis. These reports are published every two years. The report covers the years 2022 and 2023 (January 1 to December 31 in each year). Reporting is voluntary.

The Sustainability Report was published in July 2024 and the editorial deadline was June 14, 2024. The last report was published in August 2022 for the 2020 and 2021 financial years. The report was prepared with reference to the GRI Standards 2021 (see GRI Index). No external

audit was carried out. We were supported by the sustainability consultancy STEINBACH STRATEGIEN in the preparation of the report and in questions relating to the application of GRI standards.

GOAL AND APPROACH

With this report, we want to show our stakeholders and anyone else who is interested how Zentis implements sustainability in its daily business. We report on how sustainability is anchored in our corporate strategy, on our key topics, and on the targets and measures we use to manage economic, environmental, and social aspects. All of the company's sustainability activities are recorded and documented and compared with the previous year's activities.

This report was prepared under the direction of the Sustainability Manager and approved by the Executive Board. During the preparation process, all relevant company divisions and specialist departments were involved from the outset in the transparent recording and preparation of topics – particularly regarding descriptive information and quantitative data. The information was obtained via questionnaires and additional interviews with the respective departments. Sustainability Management is responsible for compiling the content.

SCOPE OF CONSOLIDATION FOR DATA COLLECTION

Zentis Group does not publish an annual report. The scope of consolidation of this Sustainability Report

includes information on Zentis Germany (incl. Zentis GmbH & Co. KG, Zentis Süßwaren GmbH & Co. KG, Zentis Logistik Service GmbH, and Zentis Holding GmbH) and our foreign subsidiaries (USA, Poland, Hungary, and Russia). Unless otherwise stated, the reported content and data relate to this scope of consolidation. We currently have more figures available for Zentis Germany (e.g. distribution of energy consumption), but we are gradually expanding our data collection. The environmental figures (electricity, gas, water, and waste) for the foreign subsidiaries do not include logistics sites as they feature only very small quantities. Our employee data is valid as of the reporting date of December 31 of each reporting year.



METHODOLOGY FOR CALCULATING GREENHOUSE GAS EMISSIONS

We have prepared our CO₂e balance sheet based on the Greenhouse Gas Protocol.

Procedure

- Definition of system boundaries
- Documentation of the results
- Researching emission factors
- Recording of consumption data
- Calculation of CO₂e emissions

Included subsidiaries

All Zentis locations (Germany and foreign subsidiaries) were included in the final amounts, specifically:

Production sites:

- Aachen manufacturing facilities 1 and 2 (including logistics)
- USA: Philadelphia and Plymouth
- Poland
- Hungary

- Sales site Russia

Operational system boundaries according to Scopes

Scope 1

- Heat generation
- Vehicle fleet
- Refrigerants

Scope 2

- Purchased electricity for in-house use

Scope 3

- Raw materials and packaging materials
- Logistics (inbound, outbound, and interlogistics)
- Business travel
- Employee commuting
- Upstream chain emissions
- Waste from the company
- Water

The procedure for calculating the product carbon footprints is similar; standard formulations were used for comparability.

IMPORTANT CHANGES

Over the course of the further development of our sustainability management and the ongoing preparations for the Corporate Sustainability Reporting Directive (CSRD), we have globally aligned our reporting compared to the previous report and are now involving our foreign subsidiaries more strongly (previously focused on Zentis Germany).

We also reviewed our key topics and five fields of action during the reporting period. The field of action “partnership-based and customer-oriented management” was then integrated into the other four, mak-

ing it more precise. Our four current fields of action are now called: Climate protection and resource conservation, Responsible sourcing of raw materials, Natural products, and Our employees.

We are also applying the GRI Standards 2021 of the Global Reporting Initiative for the first time.

FURTHER INFORMATION AND CONTACT

This report is publicly available on our website.

You may reach out to  Nina Siegel for questions about our sustainability activities or this report via her email, nachhaltigkeit@zentis.de.

Figures for Zentis Group

CLIMATE PROTECTION AND RESOURCE CONSERVATION		UNIT	2020	2021	2022	2023
CLIMATE*	Total CO ₂ e emissions	t CO ₂ e	717,740	N/A	N/A	N/A
	Total Scope 1 CO ₂ e emissions	t CO ₂ e	46,997	N/A	N/A	N/A
	Total Scope 2 CO ₂ e emissions	t CO ₂ e	18,217	N/A	N/A	N/A
	Total Scope 3 CO ₂ e emissions	t CO ₂ e	652,526	N/A	N/A	N/A
ENERGY	Total energy consumption	MWh	239,197	262,622	246,572	234,964
	Total natural gas consumption	MWh	206,150	218,422	206,660	194,492
	Germany	MWh	128,395	128,601	126,442	116,528
	Poland	MWh	20,035	22,279	20,991	21,293
	USA	MWh	52,055	59,938	53,105	50,982
	Hungary	MWh	5,665	7,604	6,122	5,689
	Total power consumption**	MWh	33,047	44,200	39,911	40,472
	Germany	MWh	13,521	14,451	15,132	15,392
	Poland	MWh	7,183	7,203	7,095	7,419
	USA	MWh	10,813	16,785	16,084	16,072
	Hungary	MWh	1,530	5,761	1,600	1,589
WATER	Total fresh water withdrawal	1,000 m ³	1,480,080	1,487,429	1,676,247	1,629,086
	Germany	1,000 m ³	918,931	852,592	872,654	788,658
	Poland	1,000 m ³	261,000	293,000	459,991	496,722
	USA	1,000 m ³	261,042	293,064	292,951	288,530
	Hungary***	1,000 m ³	39,107	48,773	50,651	55,176
WASTE	Total waste	t	15,680	15,370	12,625	12,145
	Germany****	t	10,097	10,530	9,309	8,811
	Poland	t	3,843	3,291	1,452	1,536
	USA	t	1,604	1,476	102	1,701
	Hungary	t	136	73	1,762	97

*We created our last global CO₂e-footprint in 2020. **Only purchased electricity; the data does not include in-house production by our combined heat and power plants. ***The site operates its own well. The values refer only to fresh water obtained from the local supplier. ****The data was recalculated and corrected on the basis of updated data.

EMPLOYEES'		UNIT	2020	2021	2022	2023
WORKING	Total employees	Total	2,161	2,193	2,084	2,172
CONDITIONS	Germany	Total	1,250	1,291	1,319	1,291
	Poland	Total	406	398	360	369
	USA	Total	81	73	286	398
	Hungary	Total	375	383	73	71
	Russia	Total	49	48	46	43
	Total salaried employees	Total	1,978	1,993	1,919	1,986
	Germany	Total	1,142	1,162	1,152	1,130
	Permanent	Total	1,067	1,064	1,072	1,051
	Temporary	Total	75	98	80	79
	Poland	Total	357	359	360	369
	Permanent	Total	318	310	334	322
	Temporary	Total	39	49	26	47
	USA	Total	347	352	286	372
	Permanent	Total	347	352	286	372
	Temporary	Total	0	0	0	0
	Hungary	Total	86	74	75	72
	Permanent	Total	81	73	73	71
	Temporary	Total	5	1	2	1
	Russia	Total	46	46	46	43
	Permanent	Total	45	45	46	43
	Temporary	Total	1	1	0	0
OCCUPATIONAL	Reportable accidents per 1,000 employees					
SAFETY	Germany	Total	40.2	53.5	44.7	32.1
	Poland	Total	19.6	13.9	13.9	13.6
	USA	Total	72	30.3	13.7	0
	Hungary	Total	13	13	5.42	7.15

*The term "salaried employees" means those with an employment contract. The term "employees" includes salaried employees as well as temporary workers, apprentices, and interns.

EMPLOYEES*	UNIT	2020	2021	2022	2023
Days lost per reportable accident					
Germany	Days	22.3	19.3	22.3	18.8
Poland	Days	44.9	63.2	33.6	97.8
USA	Days	N/A	N/A	N/A	N/A
Hungary	Days	22	7	32	0

COMPANY MANAGEMENT	UNIT	2020	2021	2022	2023
Members of controlling bodies	Total	N/A	N/A	19	19
Female	%	N/A	N/A	N/A	52.6
Male	%	N/A	N/A	N/A	47.4
Under 30 years	%	N/A	N/A	N/A	47.4
30–50 years	%	N/A	N/A	N/A	5.2
Over 50 years	%	N/A	N/A	N/A	47.4
Cases reported via the whistleblower system	Total	0	0	0	0
Confirmed cases of corruption	Total	0	0	0	0
Confirmed cases of discrimination	Total	0	0	0	0

Figures for Zentis Germany

CLIMATE PROTECTION AND RESOURCE CONSERVATION	UNIT	2020	2021	2022	2023	
CLIMATE	Total Scopes 1 and 2 CO₂e emissions	t CO₂e	33,021	28,447	28,176	25,932

*The term “salaried employees” means those with an employment contract. The term “employees” includes salaried employees as well as temporary workers, apprentices, and interns.

CLIMATE PROTECTION AND RESOURCE CONSERVATION		UNIT	2020	2021	2022	2023	
ENERGY	Proportion of green electricity in purchased electricity	%	0	100	100	100	
	Proportion of electricity generated in-house	%	58.9	55.2	N/A	50.3	
	Electricity consumption per ton of end product	kWh/t	162	154	155	141	
	Energy consumption per ton of end product	kWh/t	799	781	783	747	
	Natural gas	kWh/t	723	702	699	660	
	Purchased electricity	kWh/t	76	79	84	87	
	Proportion of natural gas consumption (main manufacturing facility in Aachen (MF I))						
	Cooking process	%	58	52	53	53	
	Combined heat and power plant (electricity generated in-house)	%	37	38	34	30	
	Cleaning	%	3	9	12	16	
	Heaters	%	2	1	1	1	
	Electricity consumption (main manufacturing facility in Aachen (MF I))*						
	Production equipment	%	49	56	53	52	
	Refrigeration technology Cooking process	%	20	20	22	20	
	Compressed air	%	12	13	12	16	
Cold stores	%	10	8	10	10		
Lighting	%	9	3	3	2		
WATER	Water used per ton of end product	m ³	5.2	4.7	4.8	4.5	
	Proportion of water use in production						
	Cleaning	%	86	86	84	85	
	Recipe component	%	7	7	6	7	
	Boiler house and cooling towers	%	6	6	7	7	
Other	%	1	1	1	1		
WASTE	Total waste	t	10,097	10,530	9,309	8,811	
	Food waste	t	4,222	4,520	3,587	3,400	
	Cardboard boxes	t	2,398	2,783	2,957	2,809	

*Only purchased electricity; the data does not include in-house production by our combined heat and power plants.

CLIMATE PROTECTION AND RESOURCE CONSERVATION		UNIT	2020	2021	2022	2023
	Mixed packaging	t	1,871	1,795	1,818	1,672
	Iron, steel, mixed metals	t	N/A*	N/A*	580	506
	Wood	t	N/A*	N/A*	153	178
	Sludge from wastewater treatment plants	t	N/A*	N/A*	108	116
	Building rubble	t	435	161	59	83
	Plastics	t	N/A*	N/A*	47	47
	Other waste	t	1,171	1,271	N/A*	N/A*
PRODUCTS AND SOURCING		UNIT	2020	2021	2022	2023
CERTIFICATIONS	Total proportion of certified organic raw materials	%	N/A	2.6	N/A	2.7
	Fruits	%	N/A	6.0	N/A	5.4
	Sugar cane	%	N/A	65.0	N/A	71.0
	Proportion of Rainforest Alliance and Fairtrade certified products					
	Cocoa confectionery	%	N/A	> 99.5	N/A	99.5
	Total cocoa	%	N/A	39.1	N/A	35.0
	Chocolate	%	N/A	34.8	N/A	82.7
	Proportion of RSPO certified Palm oil	%	N/A	99.5	N/A	99.5
PACKAGING	Proportion of packaging materials used					
	Glass**	%	N/A	85.2	N/A	87.9
	Plastic	%	N/A	8.0	N/A	4.9
	Composite film	%	N/A	5.8	N/A	0.9
	Paper/Cardboard	%	N/A	0.5	N/A	0.5
	Metal (tinplate and aluminum)	%	N/A	0.5	N/A	5.8
SUPPLIERS	Proportion of local suppliers	%	N/A	N/A	N/A	35.7
	Proportion of suppliers who are also producers	%	N/A	N/A	N/A	71

*Until 2021, we consolidated this type of waste under "Other waste." We have been reporting our waste types individually since 2022. **The high proportion of glass is due to the high dead weight.

EMPLOYEES*		UNIT	2020	2021	2022	2023
WORKING	Total employees	Total	N/A	1,291	1,221	1,200
CONDITIONS	Zentis GmbH & Co. KG.	Total	N/A	901	0	154
	Zentis Süßwaren GmbH & Co. KG	Total	N/A	195	215	223
	Zentis Holding GmbH	Total	N/A	27	23	33
	Zentis Logistik Service GmbH	Total	N/A	168	146	153
	Zentis Fruchtwelt GmbH & Co. KG	Total	N/A	0	837	637
	Proportion of employees by gender					
	Female	%	22.7	22.7	23	23
	Male	%	77.3	77.3	77	77
	Proportion of middle and senior managers by gender					
	Female	%	N/A	28.4	27.7	30.5
	Male	%	N/A	71.6	72.3	69.5
	New employees**	Total	57	100	N/A	N/A
	Female	Total	19	37	N/A	N/A
	Male	Total	38	67	N/A	N/A
	Under 30 years	Total	16	33	N/A	N/A
	30–50 years	Total	33	48	N/A	N/A
	Over 50 years	Total	8	19	N/A	N/A
	Proportion of newly hired employees	%	5.0	8,6	N/A	N/A
	Total nationalities	Total	N/A	N/A	N/A	39
	Total training hours	Total	N/A	N/A	4,137	4,563
	Apprentices	Total	46	50	46	48
	Employees who make use of remote work	Total	323	333	352	341
	Proportion of employees covered by collective agreements and works agreements	%	N/A	92	N/A	92

*The term “salaried employees” means those with an employment contract. The term “employees” includes salaried employees as well as temporary workers, apprentices, and interns.

**The values have been recalculated and corrected based on updated data.

This Sustainability Report was prepared with reference to the GRI Standards 2021 as well as GRI 1: Foundation 2021 of the Global Reporting Initiative (GRI) and applies to the financial years 2022 and 2023 (each January 1 to December 31). GRI sector standards are not applicable. The information disclosed (i.e. the disclosures) corresponds to the latest available version of the German translation of the GRI Standards, which can be found here: [↗](#)

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