



2024

Our sustainability activities

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The sustainability activities disclosed in this brochure refer to the Fuchs Gruppe international. Content referring to the sites in Dissen am Teutoburger Wald, Melle, and Schönbrunn exclusively, is marked with the symbol:

♥ Germany



1

The Fuchs Gruppe

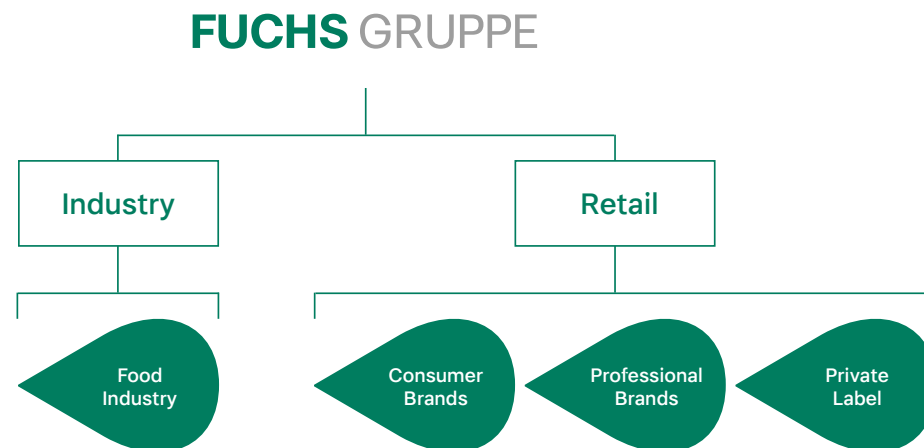
The Fuchs Gruppe



As seasoning experts, the Fuchs Gruppe stands for the enjoyment of good taste. Responsible behaviour is firmly anchored in our self-image and is supported at the same time by our corporate values and clearly defined principles within the framework of our Compliance Guidelines.

We have always stood for the creation of sustainable values. With a broad product portfolio, we serve different customer needs, both nationally and internationally, with our two Business Units (BUs), Retail and Industry.

Business areas



Through its products and branches, the Fuchs Gruppe is represented around the globe. With a total of 14 subsidiaries under the umbrella of DF World of Spices, we are active at 19 locations in ten countries on four continents in 2024.

Our subsidiaries also include Fuchs GmbH & Co. KG, responsible for the business in Germany, with locations in Dissen, Melle and Schönbrunn, and which is the main focus of this brochure.

Social responsibility

The main shareholder of the Fuchs Gruppe is the Dieter Fuchs Stiftung, which was established by company's founder Dieter Fuchs and pursues exclusively charitable purposes. The use of dividend distributions from the company and the stable foundation structure offer the Fuchs Gruppe particular security and emphasise our social responsibility.

The foundation's purpose is to promote science, education and upbringing, together with art and culture. This structure ensures that the company's profits not only strengthen the financial stability of the group, but also make a positive contribution to society.

More
information:



"By supporting regional and supra-regional projects, the Foundation aims to give something back to the people of the Osnabrück region in particular, entirely in the spirit of its founder Dieter Fuchs."

Josef Diekmann, Foundation Chairman

Projects of the Dieter Fuchs Stiftung



Generation workshop

The Dieter Fuchs Stiftung has been supporting the generation workshop run by Ursachenstiftung for five years with a total of 150,000 euros. This project supports young people as they transition from school to their jobs, offering practical insights into regional companies from crafts and industry.

About 60 projects are hosted every year, with students acquiring manual skills from experienced specialists — many of them retirees — and exploring their professional interests.

University of Applied Sciences Osnabrück

The new endowed professorship 'Sustainable Food Technology' at Osnabrück University of Applied Sciences was made possible by financial support totalling around 680,000 euros for four years. The Dieter Fuchs Stiftung significantly contributes to this by funding not only the chair but also some staff and technical equipment.

The goal is to further develop research and teaching on future topics such as climate protection, digitalisation and sustainable nutrition in a practical way. The chair is part of the Food Future Lab, funded by the Dieter Fuchs Stiftung and the Aloys & Brigitte Coppenrath-Stiftung with a total of 1.3 million euros since 2020.

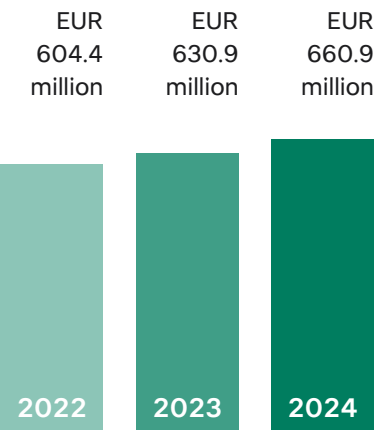
Our economic development

We closed the 2024 financial year with a positive Group result. The Fuchs Gruppe’s consolidated turnover totalled EUR 660.9 million, and grew by +4.8 per cent compared to the previous year — despite a challenging market environment with increasing cost pressure, declining purchasing power, and challenges along the supply chain.

International business generated 51.3 per cent of sales. With targeted investments in the brand business and in expanding and optimising production facilities and processes, we have created the foundation for sustainable growth.



Consolidated revenue trend



Turnover 2024

- 48,7 % Germany
- 51,3 % international



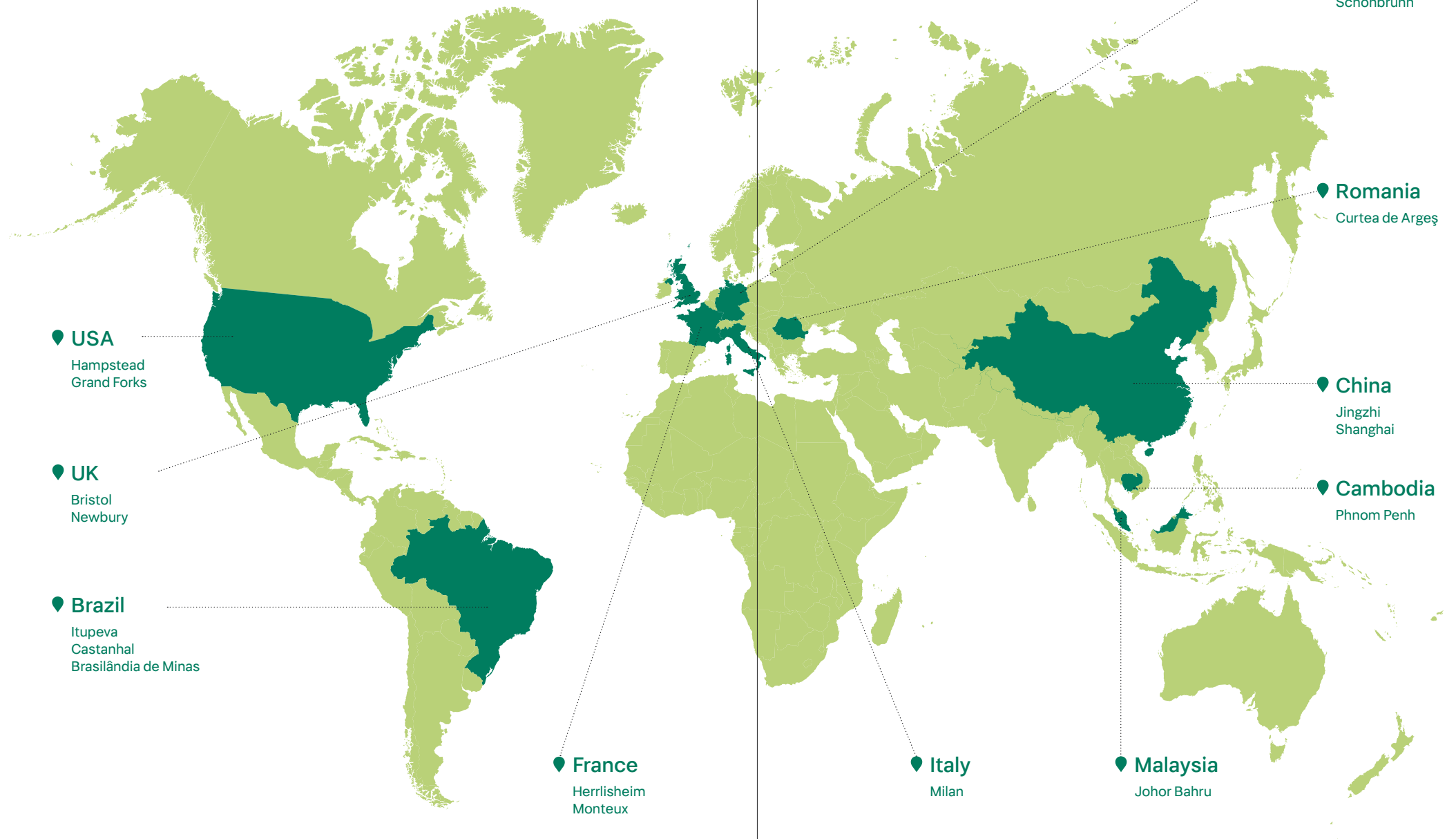
Our employees

As of 31 December 2024, the Fuchs Gruppe employed 3,107 employees worldwide. A little more than half of them are working in Germany. About

42 per cent of the German employees are female.

	2024	2023
Number of employees		
Worldwide	3,107	3,201
Germany	1,574	1,718
Proportion of women		
Worldwide	(45 %) 1,399	(44 %) 1,394
Germany	(42 %) 659	(43 %) 686

4 continents, 10 countries, 19 locations

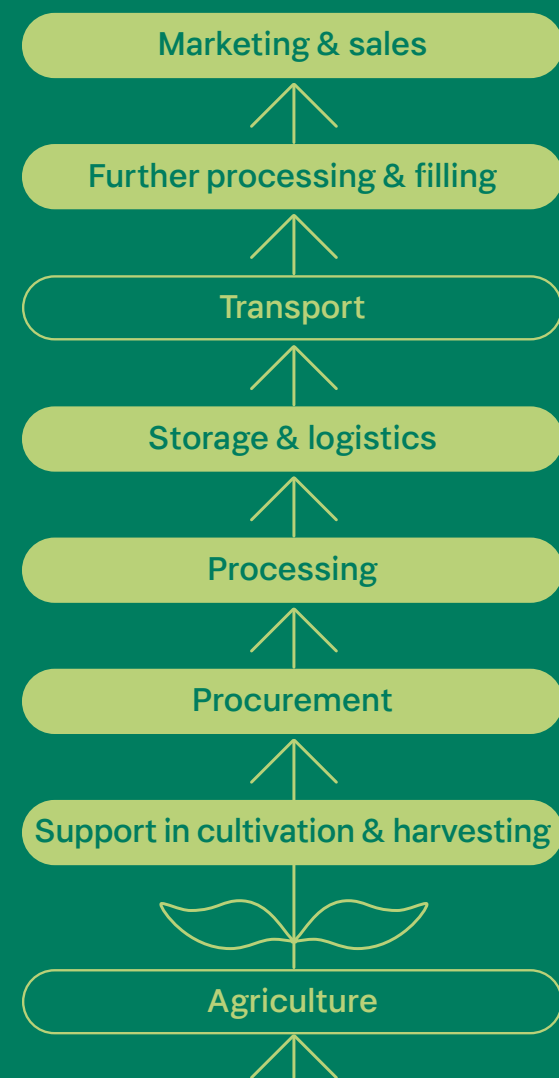


Our value chain



Our value chain starts with support for cultivation and harvesting, e.g., through our subsidiaries in Brazil and Cambodia, especially for pepper. This support includes promoting sustainable cultivation methods, for example through training courses and information materials. This is followed by procuring goods through purchase from various supplier categories (see Glossary). Supply chain transparency is an important keyword in this respect, and is made possible by, among other things, long-term, partnership-based cooperation and the traceability of batches back to the region of origin.

Procurement includes various forms of quality control, both before and after shipment in the production process. The initial processing steps, such as drying, cleaning and sterilisation, are carried out during preparation. After transport, the raw materials are processed, ground, blended and refined, and then filled into containers for sale to customers.



2

Our sustainability strategy

Our four areas of action

We constantly improve our sustainability commitment while focussing on four areas of action at the Fuchs Gruppe. In Germany, we use recognised standards and platforms assigned to each area for this.

EcoVadis offers an integrated overview. Our last rating achieved was 56/100.

Legal basics and directives of our sustainability work include:

- Corporate Sustainability Reporting Directive (CSRD) incl. EU Taxonomy
- EU Deforestation Regulation (EUDR)
- Corporate Sustainability Due Diligence Directive (CSDDD)



Responsible sourcing

- BAFA report 2024 with risk analysis
- Code of Conduct (internal & external)
- Whistleblowing hotline
- **Under development:** Adaptation of our due diligence processes



Responsible products

- IFS, BRCGS, and other quality certifications
- **Under development:** Increase of recyclable packaging & share of recyclates



Responsible community & workplace

- SMETA audit and SEDEX FAQ
- Occupational safety officer
- Mandatory health and safety training
- Sustainability Weeks
- **Under development:** ISO 45001



Responsible use of resources

- ISO 50001
- SBT-Commitment: Reduction of emissions in line with the 1.5 °C target.
- **Under development:** ISO 14001

Our sustainability management

The **Sustainability Committee** was founded in 2023 for close cooperation between representatives of international business units and the sustainability team. They meet three to four times a year to make some strategic decisions and drive the global sustainability strategy.

The **Fuchs Gruppe Sustainability Platform** was founded in 2024 to promote operational exchange on sustainability. The platform serves as a central knowledge base and supports the active participation of everyone involved. Employees from all subsidiaries meet on

a regular basis to discuss projects and best practices.

We also add momentum outside of our company as an active member of the **Sustainable Spices Initiative (SSI)** and **European Spice Association (ESA)**, organisations in which we work to improve sustainability in the food industry.



“Sustainability thrives on joint action. We are strengthening the future viability of the Fuchs Gruppe worldwide by sharing knowledge, learning from each other, and working together to improve.”

Nils Meyer-Pries, CEO Fuchs Gruppe

Thinking globally. Acting together.

In 2024, we introduced our group-wide **Fuchs Gruppe Standard** as an important contribution to further develop our international sustainability management. Based on employee numbers our subsidiaries are required to live up to

different standards within the next few years. The standard breaks down as follows:

Overall Evaluation | EcoVadis
> 150 employees | 2025

Sustainability reporting | CSRD*
annually in the management report of the Fuchs Gruppe

Social standards SMETA audit/SA 8000/ Amfori BSCI (> 10 employees 2025) SEDEX FAQ (> 10 employees 2025) ISO 45001 (> 100 employees 2026) Development of trainings on health & safety Designation of an occupational safety officer	Environmental standards ISO 14001 (> 100 employees 2026) ISO 50001 (< 100 employees 2026) SBT-Commitment (Fuchs Gruppe as of Q4 2025)	Supply chain due diligence CSDDD** Risk analysis for suppliers of the Fuchs Gruppe Action plans Code of Conduct — Fuchs Gruppe (since 2024) — Business partners (since 2024) Whistleblowing hotline (since 2024)
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Sustainability Weeks (annually)

* Mandatory as of 2027, test phase until then
** Mandatory as of 2028, preparations underway

Agenda 2025

Sustainability is a central component of our corporate strategy.

In 2024, we implemented many projects that meet both external requirements and our internal sustainability strategy. We strive to further expand this in the years to come.

Project

Explanation

Status

Sustainability reporting

Sustainability reporting in accordance with the CSRD is going to form part of the management report in the company's financial statement from the financial year 2027 onwards. In preparation for this first report, we are going to perform comprehensive data collections in 2025 and 2026 to establish a basis for reporting on the financial year of 2027. Beyond this, the international companies report on their sustainability activities for the year 2025 in a separate brochure.



Due diligence

We submitted our first report to BAFA in accordance with the LkSG (link or QR code to the report, see Glossary) in 2024. The coalition agreement of April 2025 is expected to strike this law. The CSDDD is expected to apply from 2028 onwards. By then, we are going to implement relevant processes and take measures to comply with our due diligence obligations (see chapter "Responsible sourcing").



Climate strategy and group-wide CO₂ accounting

In 2024, the first group-wide CO₂ balance sheet was calculated for the financial year of 2023. Apart from Scope 1 and Scope 2 emissions, it also considered all essential Scope 3 categories. 2023 thus serves as base year to determine an SBT-compliant reduction path to be defined in 2025. Beyond this, 2025 will also include the calculation of the CO₂ balance sheet for 2024.



International sustainability projects

All companies of the Fuchs Gruppe continue to work towards their individual sustainability projects within the group-wide sustainability strategy. For more on this, see page 17.



Sustainability Weeks

Our second Sustainability Weeks will be held at all subsidiaries from 22 September to 3 October 2025, offering a range of activities and workshops on the subject of "Education and Community".





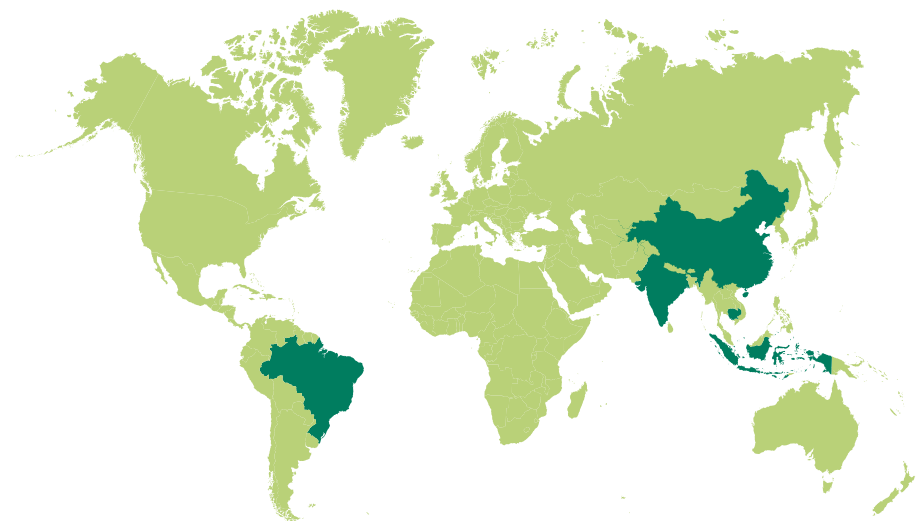
Responsible
sourcing

3

Activities in our
areas of action

Our main countries of origin

♥ Germany



Our most important procurement markets for spices are Brazil, China, Cambodia, India and Indonesia. In 2024, we purchased almost 70 per cent of our pepper, the largest item in raw materials procurement, from our subsidiaries in Brazil and Cambodia.

♥ China

♥ Brazil

♥ India

♥ Cambodia

♥ Indonesia





300 spices & herbs from 50 countries

Germany

The procurement of high-quality raw materials is central to the quality of our products. We source more than 300 different spices and herbs from about 50 countries worldwide. We have determined the ten most important spices and herbs by annual purchasing volume.

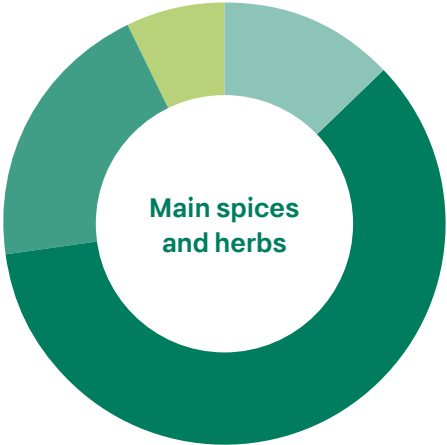
Our main spices

1. Pepper
2. Paprika
3. Garlic
4. Onion
5. Nutmeg
6. Cumin
7. Chili
8. Turmeric
9. Cinnamon
10. Caraway

Our main herbs

1. Parsley
2. Oregano
3. Dill
4. Thyme
5. Chives
6. Basil
7. Marjoram
8. Rosemary
9. Savory
10. Tarragon

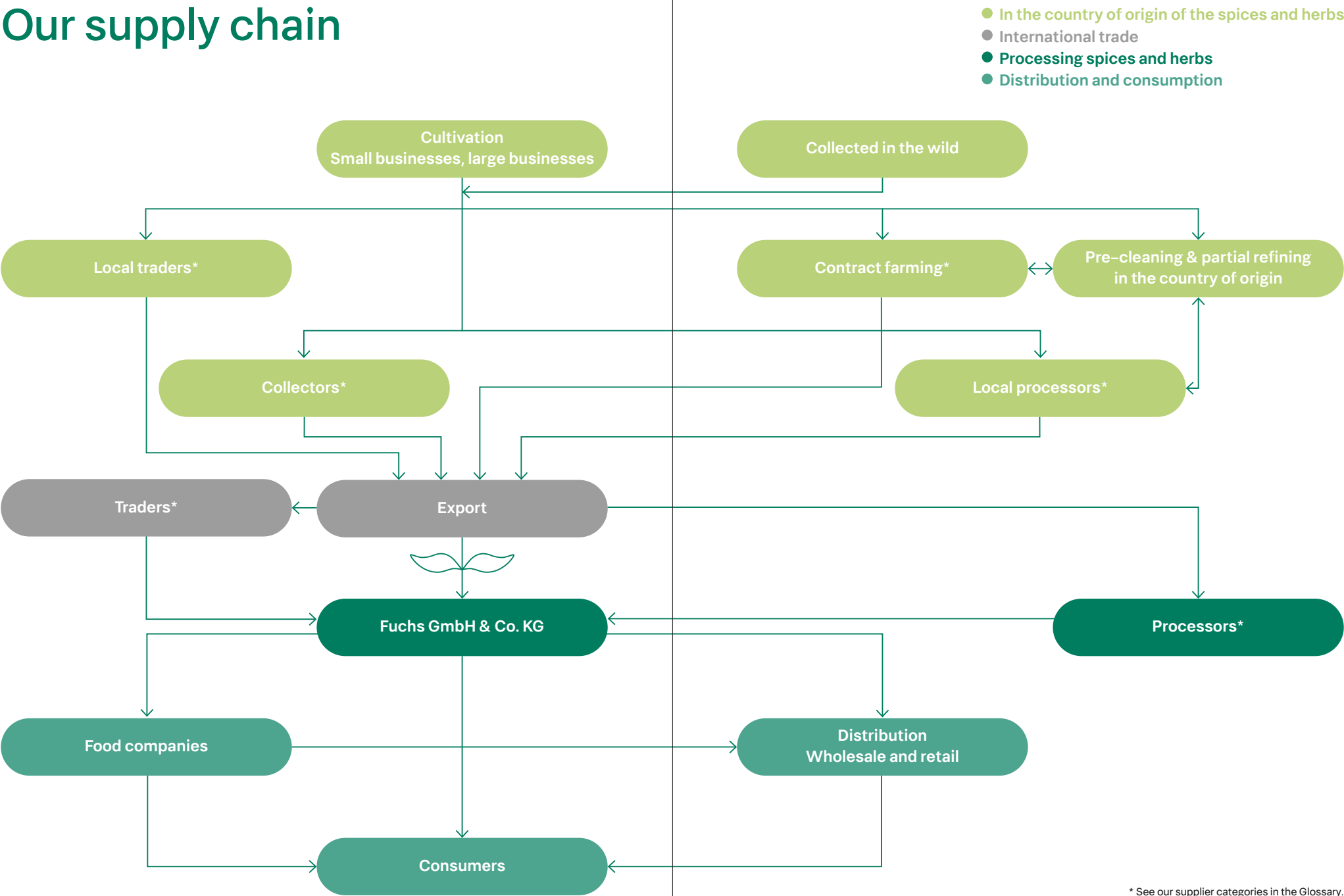
Our global supply chain is complex and varies based on raw materials, quality, and availability. We have defined supplier categories (see Glossary) and assigned them to the main raw material groups to improve transparency.



- 60 % Subsidiaries
- 20 % Traders
- 13 % Cultivation & contract farming
- 7 % Processors



Our supply chain



* See our supplier categories in the Glossary.

Being where the pepper grows

Info

Tropoc Produtos Tropicais de Castanhal Ltda. is a Fuchs Gruppe subsidiary that was founded in 1973. At its office in Castanhal, Pará, Tropoc specialises in procuring, processing, and marketing pepper. In cooperation with more than 1,800 farmers, Tropoc relies on sustainable cultivation methods, offers trainings

in Good Agricultural Practices (GAP), and thus promotes, e.g., agroforest systems that prevent soil erosion, bind emissions, and preserve biodiversity. The pepper is also mostly sun-dried to minimise use of fossil fuels.

To Tropoc's
sustainability
report:



"The quality of our pepper and sustainable cultivation methods are inextricably linked for Tropoc. The key is close cooperation with more than 1,800 farmers. We make a contribution to sustainable improvement of cultivation methods and yields in the long term by conveying knowledge and researching technologies."

André Kich, Head of Raw Material Origin



Viktoria Fuchs visits Tropoc

As a brand ambassador for our Fuchs spice brand, top chef Viktoria Fuchs travelled to Bélem together with our marketing team to get an authentic picture of pepper production at harvest time.

She accompanied farmers on site during the pepper harvest, drying, and sorting process. This gave her some valuable insights into the processes and challenges of cultivation — in particular in the face of increasing climatic changes.

Promotion of sustainable cultivation methods not only improves pepper quality but also secures the livelihoods of local communities and protects valuable ecosystems – the ecosystems that in turn form the basis for pepper cultivation.

More information on
Instagram:

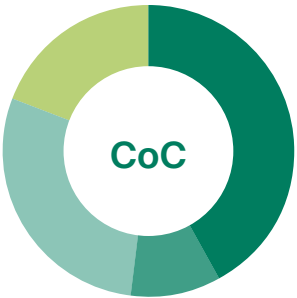


Implementation of our due diligence

Germany

Respect for human rights is a prerequisite for every business relationship along our supply chain. Our actions are aligned with the UN Global Compact and the OECD guidelines. We systematically identify, evaluate, and minimise risks and implement targeted preventive measures. Since 2023, we have required our suppliers to sign our Principles of Ethical Sourcing; a comprehensive Code of Conduct (CoC) was established in 2024.

Suppliers*



- 42 % CoC Fuchs Gruppe signed
- 10 % CoC Fuchs Gruppe with acceptable changes
- 29 % submitted own CoC
- 19 % feedback pending/ no longer supplier

* Total suppliers from our direct purchasing (Food & Packaging) — as of February 2025

We are constantly improving the database for risk analyses and are continuously working on expanding our whistleblower system for anonymous submission of complaints.

Our whistleblower system:



Transparency and traceability

Most of our raw materials come from non-EU countries with ideal climate conditions for cultivation. The diversity of our products increases complexity of our supply chain — turning transparency and traceability into essential factors. Our own subsidiaries, long-standing partnerships, and direct purchasing give us some insights into cultivation and working conditions. This allows us to promote social and ecological standards and strengthen human rights. We keep on working to solve the remaining challenges at some lower supply chain levels.

The Pragati project

Info

Germany

Since 2023, we have been working with Woord en Daad, Nedspice and Job Booster India to improve the living conditions of turmeric farmers in India. In 2024, the project focused on improving living conditions, sustainable cultivation methods, greater market opportunities through Farmer Producer Organizations (FPOs), and the increased involvement of women in agricultural decision-making processes, among other things.

The participation of women, in particular in terms of leadership roles in communities and within producer organisations, is one special focus area. We specifically support small farmers with limited land. Beyond this, we promote the use of advanced cultivation methods that reduce the use of pesticides and cut costs at the same time. Direct payments and transparent traceability ensure fair conditions. We also keep involving more and more farmers in this project.



Outlook 2025

The next major milestone was due in February 2025, with a trip to India to work with farmers and partner organisations on the ground. The visit started out with a meeting in Chennai, where progress in the areas of sustainable agriculture, gender equality and child labour was discussed. We then travelled to the regions of Kadapa, Kurnool, and Guntur to conduct training courses for farmers, visit farms, and deepen the exchange with local producer organisations. During the trip, we identified solutions for existing problems and developed them further in cooperation with key stakeholders.

In 2025, we are focusing in particular on further developing our due diligence processes, strengthening women's rights in the supply chain, and developing strategies for a living income for turmeric farmers.



Responsible products

Quality as the basis for our responsibility

Germany

We carry out quality checks at every stage of processing, whereby high-risk goods are already analysed before acceptance. This prevents the unnecessary transport of goods that do not meet our standards. Our purchasing and quality departments work closely together here.

In recent years, we have intensified our measures to prevent food fraud. Our risk management department draws up inspection plans for raw materials and our own production, evaluates analysis results and adapts inspection plans if necessary.

Our quality management systems are internationally recognised and certified:



Other certifications of Fuchs GmbH & Co. KG:





97

Colleagues in
quality control



37

External accredited
laboratories



154,000

Microbiological
analyses per year



117,500

Wet chemical
analyses per year



EUR
5.9 million

Annual expenditure
on quality assurance



Ø 3

Authenticity checks
for each
individual spice

♥ using Germany as
an example

Quality assurance and management

♥ Germany

Our aspiration and motivation is to fulfil the wishes of our customers and consumers in outstanding quality through extensive expertise in sensor technology and product development. The continuous further development of our products and technologies is a factor not only for our long-term economic success, but also to achieve our sustainability goals.

Identification labelling

Fuchs Gruppe products are labelled in accordance with legal requirements. This is based on specifications that are drawn up for each individual product in cooperation between Regulatory Services and Product Development, using the dual control principle. 2024 included twelve adjustments of the labels due to official complaints, e.g. the adjustment of nutritional values on the packaging.

Customers' inquiries & complaints

As a food company, we are aware of our responsibility towards our customers. The arrival of a complaint starts a process in which the causes are analysed, and quality management and customer service work hand in hand.



Product development

Germany

The BU Retail

Developing new spice blends takes centre stage here. In this respect, the use of natural ingredients is of great importance. On the one hand, it is our own aspiration and, on the other, the expectations of consumers, who attach great importance to the natural character of products. For example, we do not use flavourings, fillers or flavour enhancers in our spice brands.

The BU Industry

Product development by the BU Industry is all about requirements that are individually customised in terms of taste and technology. The aim is to fulfil or exceed these requirements. In addition, there is also strategic development. This is where new product ideas, processes and technologies are created to yield the best possible results and the continuous further development of our portfolio.



"The market and consumer wishes are constantly changing. This is what has us constantly developing new ideas. We actively shape the market with fresh impulses and provide variety."

Thomas Neumann, Managing Director Business Unit Retail Germany



From Alex to Ostmann

Our diverse brand and product portfolio from the world of spices, herbs and international specialities inspires people and creates individual taste experiences.



Excellent protection for optimum quality

Germany

Food safety, hygiene, and the protection and shelf life of our products are our top priorities. Packaging plays a central role here in preserving quality-relevant properties. Natural materials often are permeable to air, which makes it difficult to preserve flavours, for example. Our specialist department cooperates with suppliers to keep developing new packaging solutions — our tubes, for example, have been fully recyclable since 2024.



Outlook 2025

Our Ostmann brand is to be virtually entirely recyclable by the end of 2025.

Packaging in the BU Retail

Our packaging is versatile, spanning the range from pouches to jars, and tailored to different target groups. About 72 per cent of our packaging was recyclable in 2024. We keep increasing this proportion without compromising product protection.

Packaging in the BU Industry

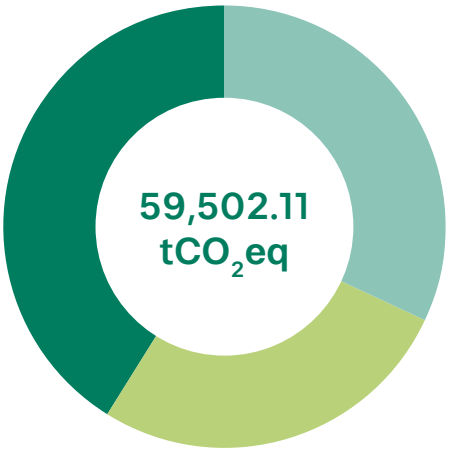
We rely on functional, standardised packaging solutions to simplify processes and reduce complexity for our industrial customers, while constantly working to improve our recyclability at the same time. Disposable or reusable packaging is used depending on the product. For example, our new dip cups, available from mid-April 2025 onwards, will be entirely made of recyclable material. They were developed in 2024.

Outlook 2025

We analyse the savings potential of labels, which are deemed a contaminant in recycling, in a Master's thesis – this still has great potential for optimisation.

We recorded the share of CO₂ emissions from purchased packaging materials in 2024. The illustration shows that polypropylene (PP) and glass are the main emitters. At the same time, glass and PP are easy-to-recycle materials. Therefore, we focus on monomaterials, recyclable alternatives, and use of recyclates, e.g., in our cardboard boxes.

Our packaging development department works closely with, e.g., purchasing and production. Some of the products used are big bags without plastic liner bags for internal transport that can be washed and reused up to five times.



Total emissions from the purchase of packaging

international

- 41 % Others
- 32 % White packaging glass
- 27 % Polypropylene



Responsible
community &
workplace

The Fuchs Gruppe as an employer

Germany

People are at the centre of our value creation and our success. We work together every day to create a diverse world of flavour for our customers. We also want to promote this diversity among our employees, thus fostering innovation and further development.

Our corporate values form the basis for our daily action: they promote trusting cooperation, committed leadership, and shared responsibility for success. This lays the foundation for a culture in which people like to work, contribute, and develop.

As an attractive employer, we focus on giving our employees the best possible support to develop their potential and motivation. We ensure the protection and promotion of their health at the same time.



Sites
Dissen, Melle, Schönbrunn

	2024	2023
Courses in total	1,542	1,825
Courses held by staff members	1,258	1,129
Total course attendance*	9,861	11,319

* Values refer to all courses (incl. compulsory training) at our sites in Dissen, Melle and Schönbrunn and not to individuals; employees who attended multiple courses are included each time in the attendance statistics.

Qualification and Trainee Programme

Germany

We continuously invest in the training of our junior staff. We offer training in 13 professions and three dual study programmes. We can offer our apprentices good chances of being taken on. We also employed trainees in a total of five traineeships in 2024. It is important to us that we keep on improving

our training programme. In this context, we participated in the certification process "BEST PLACE TO LEARN" for the first time in 2024. After the survey, evaluation, and presentation of results took place in 2024, we were officially certified in early 2025.

Sites Dissen, Melle, Schönbrunn	2024	2023
Total number of apprentices	50	66
Apprentice quota	3.3 %	4 %
Percentage accepted on permanent contracts (Apprentices & dual students)	68 % for 25 graduates	90 % for 10 graduates
Trainees	5	5



"What I particularly love about my traineeship is the opportunity to work in different departments and to understand the diverse interfaces in the company — this way, I can gain new perspectives while developing personally and professionally at the same time."

Lea Bei der Kellen, Trainee Sales

Occupational health and safety management

Germany

Health and safety are top priorities for us. We want to prevent work-related health hazards, avoid working methods that are hazardous to health, reduce harmful influences and promote a high level of safety awareness among our colleagues. This means that work accidents and near misses can be reported at an early stage and (preventive) action can be taken.

There are steering committees at both locations that regularly develop and implement new measures — sometimes with the support of external partners — for the further development of our health management. Actions taken in this context include bicycle leasing, company social counselling, a weekly after-work workout as well as health lectures and prevention courses.

In the long term, we aim to introduce an occupational health and safety management system. Our sites in Dissen and Schönbrunn have an occupational health and safety committee each that meets once every quarter to help with continuous improvement of our occupational safety.

Sites Dissen, Melle, Schönbrunn	2024	2023
Total reportable accidents*	37	60
Average days of absence after a reportable accident	15.1	18.9
1,000-person quota**	23.8	37.3

* Reportable accidents at work and while commuting.
** Relative accident frequency per 1,000 employees.

International Sustainability Weeks 2024

Our first Sustainability Weeks took place in autumn 2024. Not only at our national, but also at our international locations, numerous colleagues engaged and informed themselves – from waste collection activities and planting activities to workshops and escape games. A total of about 40 people participated in the Sustainability Weeks at our locations in Dissen and Melle. There was also a high level of commitment internationally. Among other things, insect hotels were built in Germany, soil analyses were offered to farmers in Cambodia, and colleagues at our sub-

siary Tropoc learned about matters of local composting. Colleagues in the USA, for example, had the opportunity of participating in a bee workshop or a recycling competition. Italy, Germany, and the UK collected rubbish and Fuchs Industrie France offered an escape game on subjects such as greenhouse gases, rising water levels, and the CO₂ footprint, among other things. Romania and Germany hosted planting campaigns, and Fuchs Gewürze do Brasil organised workshops on topics like recycling, waste disposal, and waste in production and at home.

Info



> 20

Projects and campaigns



8 10

countries locations



Outlook 2025

We want to build on this:
We are planning the second Sustainability Weeks for 2025, with a special focus on education and community.





Responsible use
of resources

Our corporate carbon footprint

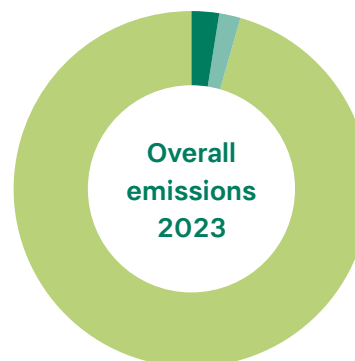
Since group-wide CO₂ balancing in accordance with the GHG protocol was performed for the first time in 2023, the following information deliberately refers to this base year. It will form the basis for our climate strategy on group level — differing from earlier reports that were limited to Fuchs Gruppe Germany.

All material emission sources from Scope 1, 2 and 3 were considered here for all subsidiaries. The calculation is based primarily on detailed activity data and only to a limited extent on spend-based approaches in order to ensure high data quality.

We use consumption data and emission factors from recognised databases such as Ecoinvent and record all relevant greenhouse gases as CO₂ equivalents — for a well-founded and transparent emissions balance sheet.

The **total CO₂ emissions** of the Fuchs Gruppe amount to **610,080 tCO₂eq**, with 95.7 per cent being due to Scope 3 and only 4.3 per cent to Scope 1 and 2. This shows that most emissions are generated along the entire value chain, particularly through upstream processes such as transport and cultivation of the spices at origin.

- **2.2 %** Scope 1
- **2.1 %** Scope 2
- **95.7 %** Scope 3



Scope 1

Direct emissions from own business activities

Scope 2

Indirect emissions from purchased energy

Scope 3*

Indirect emissions from the upstream and downstream value chain

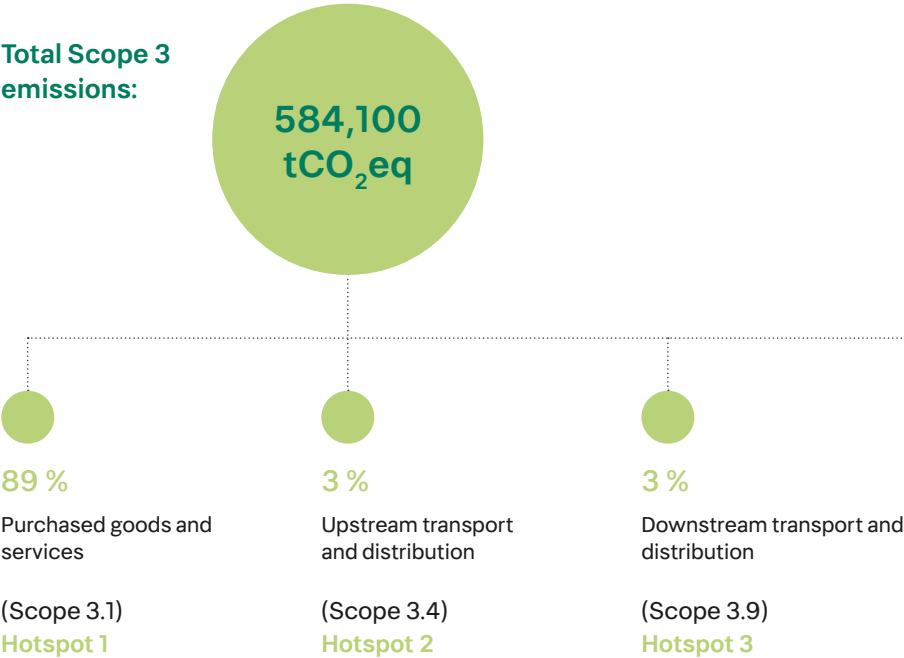
* Relevant Scope 3 categories, see Glossary

Our Scope 3 emissions in detail

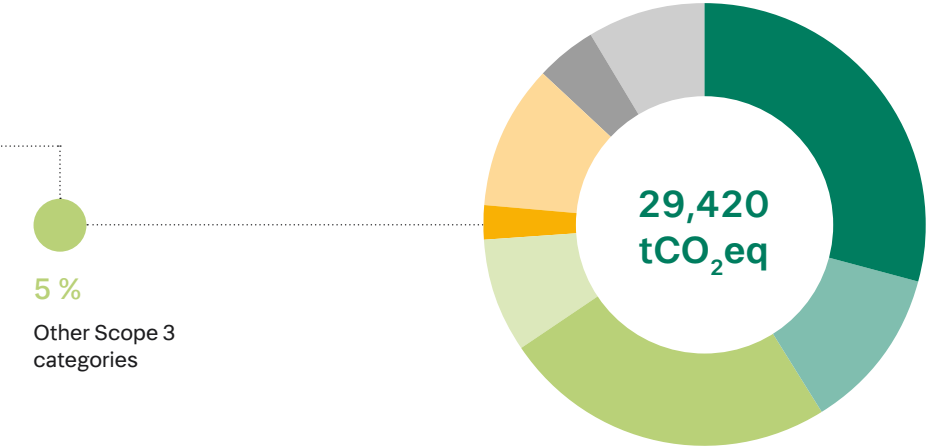
Our greatest Scope 3 hotspots group-wide are found in the upstream and downstream supply chain. These areas offer the greatest potential for reductions, for example through optimised logistics, purchasing raw materials with lower carbon footprints and energy-efficient production processes in the supply chain.

The ratio of emissions to turnover is an important indicator here: The Fuchs Gruppe achieves a **KPI of 0.87 kg CO₂/net turnover in euros**. Indicators like this one serve as a scale for measuring our progress.

Total Scope 3 emissions:



The remaining 5 per cent within Scope 3 emissions show that these are concentrated on a few, but essential processes.

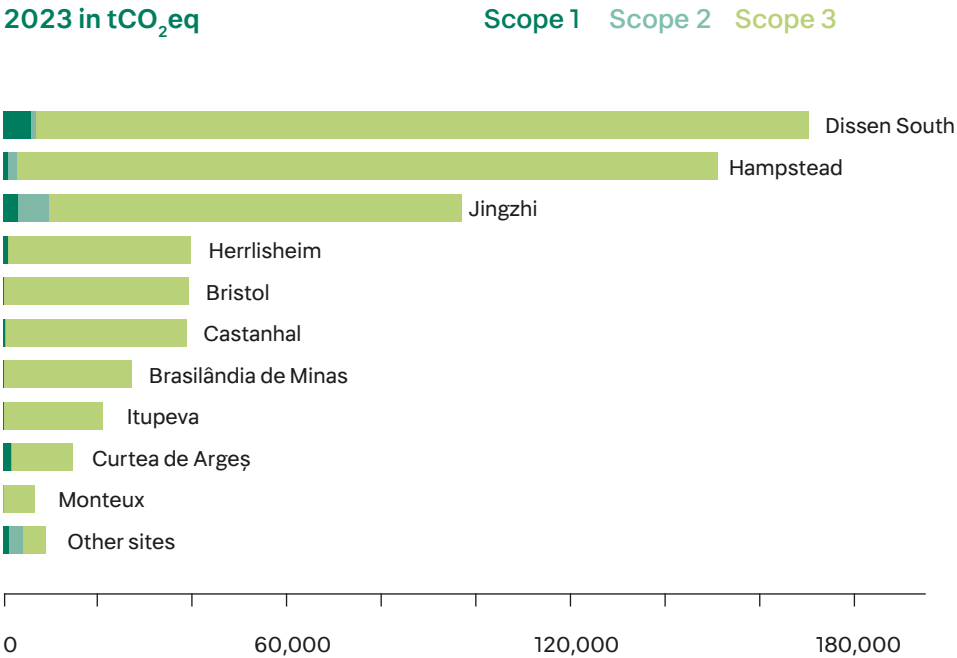


The footprint of our sites

At **169,194.87 tCO₂eq** Dissen South is the largest emitter amongst the Fuchs Gruppe sites. It has the largest footprint. The site's **Scope 1 + 2 emissions** amount to **7,067 tCO₂eq** already.

This underlines the central importance of low-emission energy supply and efficiency increase in our production sites. Switching to 100 per cent green electricity is therefore one of our priority measures.

Our emissions
2023 in tCO₂eq



Focus on data quality and emission factors

Our group-wide carbon footprint shows that Scope 3.1 (purchased goods and services) as well as Scope 3.4 (upstream logistics) and Scope 3.9 (downstream logistics) in particular continue to have space for improvement in data quality. Vague or generic emission factors currently make it difficult to identify emission hotspots and derive targeted reduction measures. We also lack reliable benchmarks and best-practice data, which renders categorisation difficult. While we are gradually improving the data basis — for example through better surveys and closer cooperation with suppliers — we still depend on external factors in some areas.

Outlook 2025

Our pathway to a climate strategy

In late 2023, we committed to the **Science Based Targets (SBT)** — science-based climate targets to limit global warming to below 1.5 °C. Once the target is defined in mid-2025, we are going to start implementing our decarbonisation strategy to contribute to climate protection.



Climate forest sponsorship

Forests bind CO₂ — to varying degrees in the wood, soil, and humus, depending on the tree species, age, location, and soil properties. On average, every hectare of forest in Germany can store around 13 tonnes of CO₂ per year*. Our emission of 610,080 tCO₂eq in 2023 thus corresponds to the annual storage capacity of about 46,900 hectares of forest — equalling about 65,700 football fields. However, between drought, bark beetles, and storm damage causing massive destruction, Germany's forests are steadily deteriorating. This makes it all the more important to actively strengthen forests and convert them in a climate-friendly manner.

* Source: Bund für Umwelt und Naturschutz (BUND)

Our contribution

We are making an initial contribution with our climate forest sponsorship programme in Mecklenburg-Western Pomerania: Together with forestry company Scharlaug, we started converting a 4,000 m² area in 2024 to make it more climate-resilient. Deciduous tree species suitable for the location and able to withstand future climate extremes will be planted in 2024 and 2025. The basis for this is a scientific forestry report with a comprehensive site analysis, which not only contributes to optimal forest conversion, but also ensures greater transparency. The measure is scheduled to run for two decades and is secured for the long term with an entry in the land register.

Energy

Germany

We implemented targeted measures to increase energy efficiency at all locations in 2024. Dissen and Melle put about **10.25 per cent** of the total investment towards modernisation and process optimisation.

Dissen South, our most energy-intensive site, generates part of its own electricity requirements — increasingly from renewable sources:

The photovoltaic system supplied a total of **551,594 kWh** of electricity in 2024.

98 per cent of this was used directly on site. This enabled us to cover about **6.64 per cent** of the site's total electricity consumption.

Together with the combined heat and power plant, which generated **4,414,676 kWh**, we covered as much as about **60 per cent** of our energy requirements at the site from own sources in 2024.

Further progress: Since the end of 2024, **20** charging stations for E-vehicles have been provided.

Efficiently improved

Our energy management systems at the Dissen, Melle, and Schönbrunn sites were recertified to ISO 50001 in 2024. This is an important basis for the continuous improvement of our energy efficiency.



Water and waste disposal

Germany

In 2024, we purchased a total of **101,357 m³** of water at our German sites. We predominantly use this water for production processes, cleaning, and in sanitary facilities.

The waste we generate — including various plastics, paper and cardboard, metals, glass, electrical and organic waste — is systematically collected separately and then utilised or recycled in the best possible way. In 2024, we had **3,346 t** and thus about **4.5 per cent less** waste to dispose of.



Process optimisation

Germany

Project Clean

Our “Project Clean” shows how targeted process optimisation can not only reduce water consumption, but also save energy, cleaning agents and time in the long term. We successfully completed optimisation of the automated cleaning process for a process container and a filling line in 2024. Beyond this, the cleaning instructions in parts of wet production and dry filling have been revised — for even greater efficiency and clear standards in daily practice.

Gas ~ 3,352 m³

Water ~ 1,000 m³

Cleaning agents ~ 8,516 l

Savings in the year 2024

Optimisation of the production sequence

The sequence in which products are manufactured also plays a decisive role when it comes to saving water, energy, and cleaning agents. While some products can be manufactured virtually seamlessly in sequence, others require particularly complex cleaning between batches. We have, therefore, analysed our product range in detail in order to develop an optimised production sequence with the aim of minimising cleaning effort and increasing efficiency at the same time.

Gas ~ 152 m³

Water ~ 67,110 m³

Cleaning agents ~ 969 l

Savings in the year 2024

Glossary

Corporate Sustainability Reporting Directive (CSRD)

The EU directive requires that companies report on their sustainability performance in a comprehensive and standardised manner. It expands the existing requirements for non-financial reporting and ensures that information on environmental, social and governance (ESG) aspects is disclosed in a transparent, comparable, and auditable manner. We as the Fuchs Gruppe are affected by this directive for the 2027 financial year.

EU Taxonomy

This is a standardised classification system of the European Union that defines which economic activities are considered environmentally sustainable. It aims to create transparency for investors and channel capital flows into environmentally friendly and climate-friendly business models. Companies must disclose the extent to which their activities fulfil the criteria for sustainability. The Fuchs Gruppe will report on these points as part of the CSRD.

Corporate carbon footprint according to the GHG Protocol

The corporate carbon footprint according to the Greenhouse Gas Protocol (GHG Protocol) is an internationally recognised method for recording and balancing greenhouse gas emissions. It breaks down emissions into three areas ("Scopes"):

Scope 1:

Direct emissions from own business activities

Scope 2:

Indirect emissions from purchased energy

Scope 3:

Indirect emissions from the upstream and downstream value chain

The following Scope 3 categories are relevant for us:

- **Scope 3.1:** Purchased goods and services, incl. water
- **Scope 3.2:** Capital goods
- **Scope 3.3:** Upstream emissions from fuel
- **Scope 3.4:** Upstream transport
- **Scope 3.5:** Waste
- **Scope 3.6:** Business travel
- **Scope 3.7:** Commuting
- **Scope 3.8:** Leased Assets
- **Scope 3.9:** Downstream transport
- **Scope 3.10:** Processing of sold goods
- **Scope 3.12:** End of life

German Supply Chain Act

German law in force since 2023 that requires companies to respect human rights and environmental standards along their supply chains. It has applied to companies with 1,000 or more employees since 2024. The reporting obligation is effectively suspended until the end of 2025, but the due diligence obligations remain in force. The law is to be replaced in future by an EU-wide set of regulations (CSDDD). See our report for 2024 here:

QR code
BAFA report:



Corporate Sustainability Due Diligence Directive (CSDDD)

The European directive is going to require companies to systematically embed human rights and environmental due diligence obligations along their value chain. It is to create uniform standards across Europe and strengthen sustainable corporate governance. This will be mandatory for the Fuchs Gruppe from 2028 onwards.

EU Deforestation Regulation (EUDR)

The new EU regulation, which came into force at the end of June 2023, is designed to minimise the risk that products that are made from coffee, cocoa, natural rubber, cattle, wood, palm oil or soya, and which are associated with deforestation, forest degradation and the illegal displacement of local populations at the beginning of the supply chain, can enter the EU market. It will apply to Fuchs Gruppe from 29 December 2025 onwards, but raw materials from Fuchs Gruppen's core business are not affected.

Our supplier categories

- **Cultivation:** possess their own agricultural land that is used for growing and harvesting
- **Contract farming:** support local farmers by providing advice on cultivation and training in proper land use. They buy their produce, pre-process some of it and then resell it
- **Collectors:** also source some of their products directly from the field and have their own local site, but are not involved in cultivation and do not provide technical support
- **Processors:** purchase raw materials on the market (national and international), check the quality and refine the raw materials prior to resale
- **Traders:** purchase raw and processed goods on the market, which they resell, but without conducting any further processing and only limited quality inspections in some cases

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