JEBSEN & JESSEN

VSME Report by Jebsen & Jessen (GmbH & Co.) KG

For the Financial Year 2025

Sustainability Report in accordance with the VSME standard

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The following overview lists the abbreviations used in the report for the companies alongside their full names.

Abbreviation	Full name
Holding	Jebsen & Jessen (GmbH & Co.) KG
JJ Textil	Jebsen & Jessen Textil (GmbH & Co.) KG
JJ Textil Administration	Jebsen & Jessen Textil Verwaltungsgesellschaft mbH
JJ Textil Immobilien	Jebsen & Jessen Textil Immobilien GmbH
Juritex	Juritex Import-Export GmbH
Brands Fashion	Brands Fashion GmbH
Brands Fashion US	Brands Fashion US Inc.
Brands Logistics	Brands Logistics GmbH
Clothing Network	Clothing Network GmbH
Brands Group	Brands Fashion GmbH, Brands Fashion US Inc., Brands Logistics GmbH and Clothing Network GmbH
GMA	GMA Garnet (Europe) GmbH
JJ Trading Solutions	Jebsen & Jessen Trading Solutions GmbH
JJ International	Jebsen & Jessen International GmbH
JJ Life Science Inc.	Jebsen & Jessen Life Science Inc.
JJ Life Science	Jebsen & Jessen Life Science GmbH
JJ Chemicals	Jebsen & Jessen Chemicals GmbH
Ruhr-Petrol	Ruhr-Petrol GmbH
Jebagro	Jebagro GmbH
Bewerma	Bewerma-Chemie Trading Company Ltd
BODUM	BODUM Aussenhandels GmbH
HHTS	HHTS Hanseatic Trade Service GmbH
JJ Invest	Jebsen & Jessen Invest GmbH
JJ Industrial Services	Jebsen & Jessen Industrial Services GmbH
JJ Metals	Jebsen & Jessen Metals GmbH
JJ Industrial Solutions	Jebsen & Jessen Industrial Solutions GmbH
JJ Industrial Solutions Switzerland	JJ Industrial Solutions Switzerland AG
JJ Industrial Solutions France	Jebsen & Jessen Industrial Solutions France S.A.S.

List of Abbreviations

Abbreviation	Meaning
AI	Artificial Intelligence
B2B	Business-to-Business
B2C	Business-to-Consumer
BPM	Business Process Management
BSCI	Business Social Compliance Initiative
CO_2	Carbon dioxide
CO_2e	Carbon dioxide equivalent
CSRD	Corporate Sustainability Reporting Directive
CSDDD	Corporate Sustainability Due Diligence Directive
DACH	Germany, Austria, Switzerland
DPP	Digital Product Passport
DWA	Double materiality analysis
ECA	Export Credit Agency
EPD	Environmental Product Declaration
ESG	Environmental, Social and Governance
ESPR	Regulation on Ecodesign for Sustainable Products
ESRS	European Sustainability Reporting Standards
EU	European Union
GHG	Greenhouse Gas
GHG Protocol	Greenhouse Gas Protocol
GMP+	Good Manufacturing Practice Plus
GOTS	Global Organic Textile Standard
GRS	Global Recycled Standard
HR	Human Resources
HZA	Main Customs Office
IBAT	Integrated Biodiversity Assessment Tool
IFS	International Featured Standards
ISCC	International Sustainability and Carbon Certification
ISO	International Organisation for Standardisation
IT	Information Technology
LEED	Leadership in Energy and Environmental Design
LkSG	Lieferkettensorgfaltspflichtengesetz
Ltd.	Limited
MRSL	Manufacturing Restricted Substances List
MWh	megawatt-hour
NACE	Statistical classification of economic activities in the EU
NGO	Non-governmental organisation
OECD	Organisation for Economic Co-operation and Development
OEM	Original Equipment Manufacturer
OfH	Organisation for Producer Responsibility
PFAS	Per- and polyfluorinated alkyl substances
RCS	Recycled Claim Standard
SBTi	Science Based Targets initiative
SDG	Sustainable Development Goals
SOP	Standard Operating Procedures
GHG	Greenhouse gases
UNGC	United Nations Global Compact
VSME	Voluntary Sustainability Reporting Standard for SMEs
FTE	Full-time equivalent
WRI	World Resources Institute

ZDHC	Zero Discharge of Hazardous Chemicals
ZLD	Zero Liquid Discharge

About this Report

B1 – 24a, 24b, 24c, 24d

This Sustainability Report of Jebsen & Jessen (GmbH & Co.) KG has been prepared for the 2025 financial year in accordance with the Basic Module and the Comprehensive Module of the VSME Standard[1]
The VSME Standard serves as a voluntary reporting framework for non-listed small and medium-sized enterprises and structures sustainability disclosures across general corporate information, environmental metrics, social metrics and governance-related disclosures.
To the best of our knowledge, no information has been omitted where non-disclosure would have been required due to internal confidentiality classifications or other legitimate protection considerations. Where individual data points are based on company-specific definitions, these are explained in the respective sections. The report has been prepared in accordance with both the Basic Module and the Comprehensive Module of the VSME Standard. It is prepared on a consolidated basis, and the non-financial reporting boundary corresponds to the financial consolidation perimeter.
Unless otherwise stated in the relevant section, references in this report to the Jebsen & Jessen Hamburg Group or the Group generally refer to all entities included within the consolidation perimeter.

[1] VSME Standard.pdf

Jebsen & Jessen (GmbH & Co.) KG

- **Jebsen & Jessen Trading Solutions GmbH**
  - Jebsen & Jessen Life Science GmbH
  - Jebsen & Jessen Chemicals GmbH
  - Jebagro GmbH
  - Ruhr-Petrol GmbH
  - BODUM Foreign Trade GmbH
  - Bewerma-Chemie Trading Company Ltd
  - HHTS Hanseatic Trade Service GmbH
  - Jebsen & Jessen International GmbH
- Jebsen & Jessen Life Science Inc.
- **Jebsen & Jessen Textil (GmbH & Co.) KG**
  - Juritex Import-Export GmbH
  - Jebsen & Jessen Textil Immobilien GmbH
  - Jebsen & Jessen Textil Verwaltungsgesellschaft mbH
  - Brands Fashion GmbH
    - *Brands Logistics GmbH*
    - *Brands Fashion US Inc.*
    - *Clothing Network GmbH*
  - **GMA Garnet (Europe) GmbH**

Jebsen & Jessen Industrial Services GmbH
Jebsen & Jessen Industrial Solutions GmbH
JJ Industrial Solutions Switzerland AG
Jebsen & Jessen Industrial Solutions France S.A.S.
Jebsen & Jessen Metals GmbH
Jebsen & Jessen Invest GmbH

Table 1: Companies within the Jebsen & Jessen Hamburg Group Included in the Non-financial Reporting Scope

Jebsen & Jessen Hamburg Group: Tradition and Innovation in Family Ownership

We, the Jebsen & Jessen Hamburg Group, are a family-owned trading company with a long-standing heritage that has evolved over the past 116 years into a comprehensive distribution and services organisation. As a Hanseatic company with Danish roots, we operate internationally and have expanded our presence across the globe. The Jebsen & Jessen Hamburg Group stands for transparency, trust and a strong entrepreneurial spirit, which has enabled us to continually adapt to changing market conditions for more than a century.
Our corporate culture is shaped by the values of being open-minded, competent, innovative and family-oriented. Entrepreneurial thinking and the continuous adaptation of our business models to dynamic global markets are the driving forces behind our success. We are part of the Jebsen & Jessen Family Enterprise Group, an internationally operating family business. The Group consists of three independent sister companies, each with its own regional and product-specific focus:

- **Jebsen & Co. Ltd.**, headquartered in Hong Kong, China
- **Jebsen & Jessen Pte Ltd.**, headquartered in Singapore
- **Jebsen & Jessen Hamburg Group**, headquartered in Hamburg, Germany

The Jebsen & Jessen Family Enterprise Group is managed by the third generation of the founding families through Hans Michael Jebsen, Chairman of Jebsen & Co. Ltd. in Hong Kong and China, and Johann Heinrich Jessen, Chairman of Jebsen & Jessen Pte Ltd. in Singapore and South-East Asia. Both are also indirect principal shareholders of the Jebsen & Jessen Hamburg Group.
Under the leadership of the Holding Management Board, the Jebsen & Jessen Hamburg Group operates autonomously.

About Us

Corporate profile and business activities

B1 – 24ei, 24eii

The reporting entity is organised as a GmbH & Co. KG, a limited liability partnership under German law. Management responsibilities and unlimited liability are assumed by Jebsen & Jessen Verwaltungsgesellschaft mbH in its capacity as the general partner.
We are a medium-sized corporate group with a decentralised structure and international trading, distribution and service activities. The Jebsen & Jessen Hamburg Group is organised into the business divisions Trading Solutions, Textile, Garnet Abrasives and Industrial Services, as well as Group-wide Business Services.
For the purposes of comparability and statistical analysis, the NACE codes of the individual companies are presented in the following table.

Company / Division	NACE codes
Jebsen & Jessen (GmbH & Co.) KG	4519, 4621, 4642, 4669, 4671, 4672, 4675, 7010
Jebsen & Jessen Trading Solutions GmbH	4671, 4675
Jebsen & Jessen Life Science GmbH	4675
Jebsen & Jessen Chemicals GmbH	4675
Jebagro GmbH	4621, 4675
Ruhr-Petrol GmbH	4671, 4675
BODUM Aussenhandels GmbH	4675
Bewerma-Chemie Trading Company Ltd	4675
HHTS Hanseatic Trade Service GmbH	4675
Jebsen & Jessen International GmbH	6420
Jebsen & Jessen Life Science Inc.	4675
Jebsen & Jessen Textil (GmbH & Co.) KG	4642, 7010
Juritex Import-Export GmbH	464
Jebsen & Jessen Textil Immobilien GmbH	6420, 6820
Jebsen & Jessen Textil Verwaltungsgesellschaft mbH	4620
Brands Fashion GmbH	4642
Brands Logistics GmbH	5210, 5229
Brands Fashion US Inc.	4642
Clothing Network GmbH	1419, 7410
GMA Garnet (Europe) GmbH	4669, 4673
Jebsen & Jessen Industrial Services GmbH	4519, 4672, 6619, 7010
Jebsen & Jessen Industrial Solutions GmbH	4519, 6619
JJ Industrial Solutions Switzerland AG	4519, 6619
Jebsen & Jessen Industrial Solutions France SAS	4519, 6619
Jebsen & Jessen Metals GmbH	4672
Jebsen & Jessen Invest GmbH	7010

Table 2: NACE Codes

Key figures on financial position and profitability

B1 – 24eiii, 24eiv

The Group's total assets amount to EUR 291,295,453.92.
Revenue for the reporting period amounted to EUR 1,213,014,089.67.

Locations and geographical presence

B1 – 24evi, 24evii

The Group's principal operating locations are Hamburg, Buchholz, Charlotte, Ruhner Berge OT Zachow, Grabenstätt, Griesheim, Essen, Schaffhausen and La Rochelle.
The full addresses and corresponding geolocation data are provided on the table below.
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Company	Address	Postcode	Town	Country	Coordinates
Jebsen & Jessen (GmbH & Co.) KG	Rödingsmarkt 16	20459	Hamburg	DE	N 53° 32' 46.906", E 9° 59' 5.357"
Jebsen & Jessen Trading Solutions GmbH	Rödingsmarkt 16	20459	Hamburg	DE	N 53° 32' 46.906", E 9° 59' 5.357"
Jebsen & Jessen Life Science GmbH	Rödingsmarkt 16	20459	Hamburg	DE	N 53° 32' 46.906", E 9° 59' 5.357"
Jebsen & Jessen Chemicals GmbH	Rödingsmarkt 16	20459	Hamburg	DE	N 53° 32' 46.906", E 9° 59' 5.357"
Jebagro GmbH	Rödingsmarkt 16	20459	Hamburg	DE	N 53° 32' 46.906", E 9° 59' 5.357"
Ruhr-Petrol GmbH	Huyssenallee 7	24128	Essen	DE	N 51° 26' 56.271", E 7° 0' 43.629"
BODUM Aussenhandels GmbH	Rödingsmarkt 16	20459	Hamburg	DE	N 53° 32' 46.906", E 9° 59' 5.357"
Bewerma-Chemie Handelsgesellschaft mbH	Rödingsmarkt 16	20459	Hamburg	DE	N 53° 32' 46.906", E 9° 59' 5.357"
HHTS Hanseatic Trade Service GmbH	Rödingsmarkt 16	20459	Hamburg	DE	N 53° 32' 46.906", E 9° 59' 5.357"
Jebsen & Jessen International GmbH	Rödingsmarkt 16	20459	Hamburg	DE	N 53° 32' 46.906", E 9° 59' 5.357"

Jebsen & Jessen Life Science Inc.	128 South Tryon Street	28202	Charlotte, NC	US	N 35° 13' 37.315", W 80° 50' 36.218"
Jebsen & Jessen Textil (GmbH & Co.) KG	Rödingsmarkt 16	20459	Hamburg	DE	N 53° 32' 46.906", E 9° 59' 5.357"
Juritex Import-Export GmbH	Rödingsmarkt 16	20459	Hamburg	DE	N 53° 32' 46.906", E 9° 59' 5.357"
Jebsen & Jessen Textil Immobilien GmbH	Rödingsmarkt 16	20459	Hamburg	DE	N 53° 32' 46.906", E 9° 59' 5.357"
Jebsen & Jessen Textil Verwaltungsgesellschaft mbH	Rödingsmarkt 16	20459	Hamburg	DE	N 53° 32' 46.906", E 9° 59' 5.357"
Brands Fashion GmbH	Müllerstraße 11	21244	Buchholz	DE	N 53° 21' 10.795", E 9° 51' 53.848"
Brands Logistics GmbH	Müllerstraße 11	21244	Buchholz	DE	N 53° 21' 10.795", E 9° 51' 53.848"
Brands Logistics GmbH	Am Ring 11	19376	Ruhner Berge, Zachow	DE	N 53° 21' 40.82", E 11° 52' 27.139"
Brands Fashion US Inc.	128 South Tryon Street	28202	Charlotte, NC	US	N 35° 13' 37.315", W 80° 50' 36.218"
Clothing Network GmbH	Chieminger Straße 17	83355	Grabenstätt	DE	N 47° 50' 49.93", E 12° 32' 32.085"
GMA Garnet (Europe) GmbH	Rödingsmarkt 16	20459	Hamburg	DE	N 53° 32' 46.906", E 9° 59' 5.357"

GMA Garnet (Europe) GmbH	Ottostraße 2a	64347	Griesheim	DE	N 49° 52' 7.226", E 8° 33' 35.016"
Jebsen & Jessen Industrial Services GmbH	Rödingsmarkt 16	20459	Hamburg	DE	N 53° 32' 46.906", E 9° 59' 5.357"
Jebsen & Jessen Industrial Solutions GmbH	Rödingsmarkt 16	20459	Hamburg	DE	N 53° 32' 46.906", E 9° 59' 5.357"
Jebsen & Jessen Industrial Solutions GmbH	Huyssenallee 7	45128	Essen	DE	N 51° 26' 56.271", E 7° 0' 43.629"
JJ Industrial Solutions Switzerland AG	Mühlentalsträsschen 11	8200	Schaffhausen	CH	N 47° 42' 2.001", E 8° 37' 45.349"
Jebsen & Jessen Industrial Solutions France SAS	5 Pl. des Coureauleurs – Le Gabut	17000	La Rochelle	FR	N 46° 9' 19.62", W 1° 9' 3.373"
Jebsen & Jessen Metals GmbH	Rödingsmarkt 16	20459	Hamburg	DE	N 53° 32' 46.906", E 9° 59' 5.357"
Jebsen & Jessen Invest GmbH	Rödingsmarkt 16	20459	Hamburg	DE	N 53° 32' 46.906", E 9° 59' 5.357"

Table 3: Locations Including Geolocation

Business structure and operational focus of the Jebsen & Jessen Hamburg Group

C1 – 47a

Within the Group, Jebsen & Jessen (GmbH & Co.) KG performs a central management and service function. It consolidates key administrative and strategic services for the operating entities, thereby creating the conditions for a focused approach to their respective core businesses.
These Group-wide Business Services include Accounting, Controlling, Tax, Human Resources, Information Technology, Corporate Development, Communications & Marketing, Risk Management, Treasury, Business Process Management (BPM), Legal & Compliance, and ESG Management. Owing to the Group's decentralised corporate structure, Jebsen & Jessen (GmbH & Co.) KG does not perform a traditional trading function but instead acts as the Group's central service and management entity.
Through its diverse business activities, Jebsen & Jessen (GmbH & Co.) KG operates across a wide range of industries worldwide and serves a broad customer base. This includes manufacturers, importers, distributors, wholesalers, end consumers, private-sector enterprises and public-sector organisations in many parts of the world. The Group's business activities are primarily focused on the B2B sector, as well as wholesale and retail trade. Geographically, its operations extend across Europe, particularly Germany, as well as South and Central America, North America, Asia, Africa and Australia.
The Group's strategic direction is characterised by long-term growth, digital transformation, process optimisation, and the continuous development and empowerment of its employees.

Key products, markets and business relationships of the divisions and companies

C1 – 47a, 47b, 47c

JJ Trading Solutions

The JJ Trading Solutions division is built on long-term partnerships and a broad product portfolio. Serving global markets, the division's offering ranges from food additives and home and personal care products to crop protection products, fertilisers, petrochemicals, industrial chemicals and speciality products. Its principal companies include Jebsen & Jessen Life Science GmbH, Jebsen & Jessen Life Science Inc., Jebsen & Jessen Chemicals GmbH, Jebagro GmbH and Ruhr-Petrol GmbH.
The companies within JJ Trading Solutions operate exclusively in the business-to-business segment and supply manufacturing companies and/or trading businesses.
They maintain key business relationships with international suppliers, predominantly commercial customers, as well as distribution, warehousing and market partners throughout the global value chain.

JJ Life Science

Jebsen & Jessen Life Science GmbH (hereinafter referred to as JJ Life Science) operates within the Trading Solutions division as a global distribution company. Key product categories include food and feed additives as well as products for the home and personal care sector.
Jebsen & Jessen Life Science, Inc. (hereinafter referred to as JJ Life Science Inc.) focuses on the US market and supplies its products to industrial customers and trading partners throughout the United States.
JJ Life Science and JJ Life Science Inc. source their products from certified suppliers, with a particular emphasis on long-standing partners in China and India. Close collaboration with these suppliers is complemented by locally based agents who enable continuous market monitoring and support the early identification of market developments.

To ensure flexible and demand-driven supply, both companies utilise diversified warehousing networks located in the United States and Europe respectively. Their supply chains are continuously optimised and aligned with the requirements of their B2B customers.

JJ Chemicals

Jebsen & Jessen Chemicals GmbH (hereinafter referred to as JJ Chemicals) trades in industrial chemicals, speciality products, polymers, pharmaceutical applications and oil and gas products for industries including food, cosmetics, coatings, plastics, mining, pharmaceuticals, automotive, and oil and gas.
In addition to product distribution, the company offers a range of value-added services, including global sourcing, quality assurance, flexible payment solutions and customised supply chain services.
These activities are supported by a logistics network and professional order and document management, including monitoring and country-specific processing requirements.
The company's market presence extends across Europe, Africa, Asia, Central America and South America and is supported by a network of in-house sales representatives and distribution partners.
JJ Chemicals works globally with long-standing suppliers across Asia, Europe and North America. Distribution is primarily conducted indirectly through the company in its role as an intermediary serving manufacturing and trading businesses. To ensure a strong local market presence and close customer relationships, extensive networks of sales representatives and distribution partners are utilised in numerous countries.

Jebagro

Jebagro GmbH (hereinafter referred to as Jebagro) distributes its products to manufacturing companies and trading businesses.
The company operates globally as a provider of crop protection and fertiliser solutions and maintains close partnerships throughout the entire value chain. Its business activities span Europe, Asia, Africa and Australia, with a particular focus on markets in Latin America and the Andean countries.
Jebagro works with selected business partners to provide bespoke solutions for agricultural applications. Collaboration with suppliers, trading partners and customers is based on many years of market experience, in-depth expertise and shared, values-based principles.

Ruhr-Petrol

Ruhr-Petrol GmbH (hereinafter referred to as Ruhr-Petrol) is engaged in the international trade of petrochemical and renewable products. Its principal product groups include propylene, bioethanol and methanol.
In addition to product sales, the company provides services in the areas of distribution, transport logistics and trade finance solutions to support customers in optimising their supply chains and capitalising on business opportunities.
Its primary sales focus is the European industrial market, supported by an international network of suppliers and industrial customers.
Ruhr-Petrol supplies exclusively commercial customers in the chemical, pharmaceutical and energy sectors, as well as industrial processors. Customers and suppliers are primarily located in Germany, France, Belgium, the Netherlands, Italy, Denmark, Poland and the Czech Republic. Stable partnerships and established distribution structures ensure a reliable supply of propylene, bioethanol and methanol.

JJ Textile

The JJ Textile division provides tailored textile manufacturing solutions for its customers. It comprises, among others, the Brands Fashion Group and Juritex Import-Export GmbH (hereinafter referred to as Juritex).
Within the textile segment, key business relationships exist with international suppliers, B2B customers, and logistics and distribution partners throughout the entire value chain.

Juritex

Juritex specialises in textile merchandise and acts as a key account partner in the international B2B textile trade for functional sportswear and outdoor apparel. Its principal product categories include textile products for skiing, trekking, cycling and running.
The company supplies a leading wholesaler with a presence in 31 European countries and the United States.
Juritex works with key suppliers in Bangladesh, China, Cambodia, Pakistan, Laos and Rwanda, where its textile products are manufactured. Distribution takes place through a major wholesale customer, which sells the products both through approximately 13,000 physical retail outlets and via online channels to end consumers.

Brands Fashion Group

The Brands Fashion Group operates primarily in the B2B sector and serves key markets across Europe and North America through its subsidiaries. Brands Fashion GmbH focuses on European markets and the United States and maintains long-standing and stable customer relationships in these regions.
Within the Group, the North American market is served directly through Brands Fashion US Inc., whose activities extend across the United States, Canada and Mexico. Brands Logistics GmbH primarily provides textile logistics services in both the B2B and B2C sectors.
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Brands Fashion

Brands Fashion GmbH (hereinafter referred to as Brands Fashion) develops and markets workwear solutions (corporate and workwear) with a strategic focus on sustainable implementation. Its portfolio includes workwear, private-label products, merchandising and promotional items, including jersey, woven and knitted products, outdoor and functional apparel, children's clothing, accessories, home textiles and bags.
Its service offering follows a one-stop solution approach and includes design, product development, global logistics, financing and online shop solutions.
In addition, Brands Fashion supports manufacturing partners worldwide in quality assurance and compliance with social and environmental standards. A particular focus is placed on responsible material selection, such as certified organic cotton, and innovative product design.
Brands Fashion maintains long-term business relationships with suppliers in its key sourcing countries, namely Bangladesh, China, India, Türkiye and Pakistan. The majority of sourcing volumes originate from Bangladesh, China and India, while finished products are also procured from Germany and other European countries.
To manage supplier relationships, Brands Fashion works with various agencies in its production countries, which are responsible for communication, compliance audits and on-site quality control.
Its customer base consists primarily of B2B clients, including leading food retailers, drugstore and DIY retail chains, sports clubs and football clubs, non-governmental organisations and smaller fashion labels.
Distribution takes place through traditional B2B sales channels and increasingly through digital platforms. In addition, e-commerce services are offered jointly through the GoJungo joint venture.

Brands Logistics

Brands Logistics GmbH (hereinafter referred to as Brands Logistics) primarily provides textile logistics services in the B2B and B2C sectors.

Its services include inbound logistics management, warehousing, order picking, shipping and value-added services such as returns processing.
Customers throughout Europe are served from its logistics locations in Buchholz/Nordheide (Lower Saxony) and Zachow (Mecklenburg-Western Pomerania). The Buchholz site was closed on 31 December 2025.
Brands Logistics plays a central role in the textile segment's logistics value chain and maintains business relationships with leading logistics and freight forwarding partners, including GLS, FedEx, DPD, UPS, DHL, Dachser and Raben.
Its customers include, in particular, the companies of the BRANDS Group as well as other external clients.
The company supports numerous online shops and platform retailers through comprehensive end-to-end fulfilment services.

Brands Fashion US

Brands Fashion US Inc. (hereinafter referred to as Brands Fashion US) is responsible for serving the Group's American business customers.
Its key services include warehousing and distribution, online shop management, local product finishing (e.g. embroidery and printing of blank garments), customer support, as well as product development and sourcing activities comparable to those of Brands Fashion in Germany.
For customers with operations in both Europe and the United States, the company enables consolidated sourcing with split distribution, allowing identical products to be supplied on both continents, including fulfilment services.
Brands Fashion US serves the North American market within the Group. Its key customers include companies in the food retail, fitness and NGO sectors.
Its upstream value chains largely overlap with those of Brands Fashion and include suppliers in Bangladesh, Türkiye, India, China and Pakistan. The majority of sourcing activities are centrally managed by Brands Fashion in Buchholz, while additional sourcing is conducted directly with suppliers in the United States and China.
A total of 29 suppliers were active during the reporting year. Relationships with external logistics providers for international freight transport also play a significant role in the company's operations.

Clothing Network

Clothing Network GmbH (hereinafter referred to as Clothing Network) operates in the corporate fashion and private-label market segments and serves business customers in the automotive, industrial, sports and lifestyle sectors throughout Europe.
Its business model covers the entire value chain, including consulting and strategy, in-house design, sourcing and production, quality control, warehousing, shipping and optional B2C fulfilment.
Customers may choose either modular individual services or a fully integrated end-to-end solution from a single source.
Sustainability and transparency are key differentiating factors. These include the use of organic and recycled materials, flexible production volumes to prevent overproduction, regular quality controls and adherence to recognised standards such as the Global Organic Textile Standard (GOTS), the Global Recycled Standard (GRS), Fairtrade Cotton and the Fairtrade Textile Standard.
Key suppliers include manufacturers in China and India, including the strategic partner SAGS Apparels, supplemented by suppliers in Türkiye and Portugal.
In the workwear segment, end consumers are reached indirectly through business customers, while products in the private-label segment are distributed to various end-customer groups through the respective sales channels of the customers.

Garnet Abrasives

The Garnet Abrasives division is a leading supplier of natural mineral cutting and blasting abrasives. With sales locations in Denmark and the United Kingdom, it serves customers across Europe, Africa and Western Asia. The raw material is extracted under environmentally responsible conditions from mines in Australia.

GMA Garnet (Europe) GmbH (hereinafter referred to as GMA) offers a comprehensive portfolio of high-quality abrasive products.

Its core business includes the supply of GMA Garnet™ abrasives for waterjet cutting, which are used for precision cutting processes in industries such as metalworking, stone processing, glass manufacturing, automotive production and general manufacturing, as well as for industrial blasting applications including surface preparation, corrosion protection and cleaning.

In addition, the product portfolio includes a range of accessories and spare parts for waterjet technology, including focusing tubes, waterjet nozzles, high-pressure tubing and high-pressure fittings.

GMA's principal markets include industrial users in the blasting, surface treatment, metal processing, shipbuilding, construction and waterjet cutting sectors.

Through its extensive sales and logistics network, GMA serves almost all European countries. In addition, the company supplies selected key customers and industrial market segments in parts of Africa.

Raw material supply is secured through the production facilities of the GMA Garnet Group in Australia, which acts as the company's principal supplier and is committed to maintaining consistently high product quality and reliable extraction and processing methods.

JJ Industrial Services

The Industrial Services division provides its customers with technical and commercial services in the fields of transportation/e-mobility and steel trading. In addition, it supports customers in cooperation with a wide range of international banks and export credit agencies (ECAs) in the structuring and implementation of export financing solutions for capital goods.

The JJ Industrial Services division comprises JJ Industrial Solutions GmbH, JJ Industrial Solutions Schweiz AG, JJ Industrial Solutions France SAS and Jebsen & Jessen Metals GmbH.

The companies within the Industrial Services division operate predominantly in the business-to-business segment and serve international industrial and investment markets.

JJ e-Mobility

The e-Mobility business unit provides electric mobility solutions for public transport operators and fleet operators. Its services include concept development, financing, after-sales support, system integration and overall project management.

The business is primarily active in the DACH region (Germany, Austria and Switzerland). In addition, it maintains manufacturing and technology partnerships with selected countries, particularly Spain and China. Sales, project implementation and after-sales services are delivered primarily through its own sales and service organisation within the DACH region.

As part of its business model, e-Mobility works closely with selected international vehicle manufacturers and technology partners. Key supplier and manufacturing partnerships include Irizar (Spain) and Wisdom Motor (China), with whom exclusive sales and service agreements for electric buses have been established.

The company also cooperates with additional manufacturers, infrastructure providers and service partners that are not publicly disclosed. Its customers consist primarily of public transport operators, municipal authorities and commercial fleet operators across Europe.

JJ Industrial Solutions Switzerland

JJ Industrial Solutions Schweiz AG (hereinafter referred to as JJ Industrial Solutions Switzerland) primarily serves the Swiss market and provides tailored turnkey solutions in the fields of electric mobility and charging infrastructure for commercial vehicles and buses.
Its services include the sale of electric vehicles, the planning, supply and installation of charging infrastructure, technical consultancy, project planning, training, customer service, maintenance and spare parts supply. In addition, the company provides sales and service activities as an independent partner within the e-mobility and transportation sector.
The company works with manufacturers of electric vehicles and charging infrastructure (OEMs). Its customers include public transport operators, municipal organisations, logistics providers and fleet operators. Market access is achieved through direct sales, project-based support, technical consultancy and comprehensive after-sales services delivered by its own team.

JJ Financial Solutions & JJ Industrial Solutions France

The JJ Financial Solutions business unit and Jebsen & Jessen Industrial Solutions France SAS (hereinafter referred to as JJ Industrial Solutions France) provide services relating to the structuring of buyer credits backed by export credit agencies and focus on facilitating investments in machinery and technical equipment.
They operate internationally in all non-sanctioned countries outside the OECD.
JJ Financial Solutions maintains key business relationships with export credit agencies, particularly Euler Hermes, as well as various European banks. Customer and supplier relationships are project-based and vary depending on the respective investment projects.
Similarly, JJ Industrial Solutions France maintains key business relationships with the French export credit agency Bpifrance and European financing partners. Its specific customer and supplier structures are likewise dependent on individual projects.

JJ Metals

Jebsen & Jessen Metals GmbH (hereinafter referred to as JJ Metals) trades steel products and semi-finished steel products worldwide. Its principal product groups include reinforcing steel, steel beams, wire rod, bar steel, steel profiles, steel billets and steel scrap. In addition, the company offers financing solutions for steel transactions.
Canada represents its most important sales market, while its principal sourcing markets are located in Asia and Europe.
JJ Metals maintains close business relationships with international steel mills, which serve as its key suppliers and are predominantly based in Asia and Europe. During the 2025 financial year, its supplier network consisted of approximately 15 steel mills.
Its customer base is primarily composed of buyers located in Canada, which represents the company's principal market.

JJ Invest

Jebsen & Jessen Invest GmbH (hereinafter referred to as JJ Invest) undertakes proprietary investments and holding activities, including the acquisition, holding, management and disposal of interests in portfolio companies. Its activities are therefore primarily focused on investment management and strategic portfolio development.
The company's focus lies on European B2B markets, particularly within the DACH region, complemented by selected investments in the consumer goods sector.
Its portfolio includes industrial and supply-chain technologies, manufacturing and shopfloor enablement solutions, specialty materials, trading activities, and consumer goods businesses in the food and beverage and lifestyle sectors.
The portfolio companies distribute their products through B2B, wholesale, retail and e-commerce channels and, in some cases, also serve customers outside Europe.

Going forward, growth activities will increasingly focus on markets that are adjacent to the Jebsen & Jessen business ecosystem.

Standards and Certifications

B1 – 25

The application of recognised standards, participation in relevant initiatives and external certifications are important elements of responsible corporate governance within the Jebsen & Jessen Hamburg Group. They provide binding frameworks for quality, compliance, sustainability and social responsibility, support the continuous development of internal processes and enhance transparency towards customers, business partners and other stakeholders. The following information provides an overview of the memberships, standards applied, and certified management and product systems within the Group during the reporting year.

Jebsen & Jessen (GmbH & Co.) KG

In 2025, the Group rejoined the United Nations Global Compact (UNGC). Participation includes alignment with the ten principles covering human rights, labour standards, environmental protection and anti-corruption, as well as annual reporting.

The Holding company was again recognised by the AGA Employers' Association with the "Recognised Excellent Training Company" quality award for the period 2024/2025. The award was presented on 31 January 2024.

In addition, one employee of the Holding company received the "Apprentice of the North 2025" award from the AGA Employers' Association and INW Bildungswerk Nord.

JJ Trading Solutions

Since 2023, JJ Trading Solutions has been certified in accordance with DIN EN ISO 9001:2015 for the trading of food additives, feed additives, home and personal care products, industrial chemicals, oil and gas

products, fungicides, insecticides, herbicides, biologicals and fertilisers.
The most recent recertification was issued under certificate number DE23/00000571 and is valid from 27 August 2024 to 6 December 2026.

JJ Life Science
Since 2020, JJ Life Science has been a Sedex member under membership number ZC411633327. The membership supports the structured management and assessment of social and environmental issues within the supply chain.
JJ Life Science has aligned its operations with the requirements of DIN EN ISO 9001:2015 since 2007.
The most recent recertification was issued under certificate number DE23/00000571.01 and is valid from 27 August 2024 to 6 December 2026.
Since 2016, the company has also maintained IFS Broker certification, currently under certificate number DE22/00000190 (valid from 25 August 2025 to 23 August 2026), and GMP+ certification, currently under certificate number DE25/00000686 (valid from 23 November 2025 to 22 November 2028).
In 2019, the company also obtained its first organic certification. The current certification is held under licence number DE-ÖKO-006.276-0072400.2025.002 and is valid from 10 April 2025 to 31 January 2027.

JJ Life Science, Inc.
JJ Life Science Inc. has held an EcoVadis rating since 2024.
During the 2025 financial year, the company once again achieved the EcoVadis Bronze Medal. The EcoVadis scorecard initially awarded a score of 60/100 points (14 July 2024 – 14 July 2025) and was subsequently renewed with a score of 66/100 points (14 July 2025 – 14 July 2026).

JJ Chemicals
Since 2019, JJ Chemicals has been certified in accordance with DIN EN ISO 9001:2015 for the trading of industrial chemicals and oil and gas products.
The most recent recertification was issued under certificate number DE23/00000571.02 and is valid from 27 August 2024 to 6 December 2026.

Jebagro
Jebagro is certified to DIN EN ISO 9001:2015 under certificate number DE23/00000571.03 (valid from 27 August 2024 to 6 December 2026).
The company was first certified in 2023.

Ruhr-Petrol
During the 2025 reporting year, Ruhr-Petrol was certified as a trader under both ISCC EU in accordance with the Renewable Energy Directive (RED II) and ISCC PLUS.
The ISCC EU certification is registered under certificate numbers EU-ISCC-Cert-DE129-35373430 (valid from 25 June 2024 to 24 June 2025) and EU-ISCC-Cert-DE129-35397446 (valid from 25 June 2025 to 24 June 2026).
The ISCC PLUS certification is registered under certificate numbers ISCC-PLUS-Cert-DE129-35373431 (valid from 25 June 2024 to 24 June 2025) and ISCC-PLUS-Cert-DE129-35397445 (valid from 25 June 2025 to 24 June 2026).

Juritex
Juritex holds several recognised sustainability and product safety certifications that address environmental and social requirements within relevant parts of the supply chain.

Juritex has been awarded both the EcoVadis Silver Medal and Bronze Medal. The EcoVadis scorecard initially awarded a score of 69/100 points (26 March 2024 – 26 March 2025) and was subsequently renewed with a score of 67/100 points (30 June 2025 – 30 June 2026). The annually renewed assessment covers the areas of environment, labour and human rights, ethics and sustainable procurement.
Since 2017, Juritex has held certifications through Control Union (licence number CU846222) for the Organic Content Standard (OCS) (7 March 2024 – 6 March 2025; recertified for 7 March 2025 – 6 March 2026), the Global Recycled Standard (GRS) (7 March 2024 – 6 March 2025; recertified for 7 March 2025 – 6 March 2026) and the Recycled Claim Standard (RCS) (7 March 2024 – 6 March 2025; recertified for 7 March 2025 – 6 March 2026).
All Juritex textiles have been certified in accordance with OEKO-TEX® Standard 100 since January 2012 and are covered by the four base certificates S24-3003 (1 February 2024 – 31 January 2025; recertified for 1 February 2025 – 31 January 2026), S21-3106 (1 October 2024 – 30 September 2025; recertified for 1 October 2025 – 30 September 2026), S10-0140 (1 September 2024 – 31 August 2025; recertified for 1 September 2025 – 31 August 2026) and S09-0891 (1 March 2024 – 28 February 2025; recertified for 1 March 2025 – 28 February 2026).
Juritex has been a member of amfori since 2007 (amfori ID 276-000406-000) and is a signatory to the International Accord for Health and Safety in the Textile and Garment Industry (1 November 2023 – 31 December 2026).
The Bangladesh Country Programme has been in place since 2013, and Juritex has been a signatory since its inception.

Brands Fashion

Brands Fashion has been a member of amfori since 2010 and of the Partnership for Sustainable Textiles since 2015. The company is also a signatory to the International Accord for Health and Safety in the Textile and Garment Industry (1 March 2024 – 31 December 2026).
The Bangladesh Country Programme has been in place since 2013. The Pakistan Country Programme was signed on 12 August 2024, remains valid until 31 December 2025 and will continue in 2026.
Its quality management system is certified by TÜV SÜD in accordance with ISO 9001:2015 under certificate number 12 100 37882 TMS (17 June 2022 – 4 March 2025; renewed for 5 March 2025 – 4 March 2028).
Brands Fashion has held FLOCERT certification for Fairtrade Cotton (FLO ID 34261) since 2016 and has also been licensed under the Fairtrade Textile Standard since 2021.
Through Control Union (licence number CU830374), the company holds certifications for the Global Organic Textile Standard (GOTS) (5 February 2024 – 5 February 2025; recertified for 5 February 2025 – 5 February 2026), the Global Recycled Standard (GRS) (6 February 2024 – 5 February 2025; recertified for 6 February 2025 – 5 February 2026), the Organic Content Standard (OCS) (6 February 2024 – 5 February 2025; recertified for 6 February 2025 – 5 February 2026), and the Forest Stewardship Council (FSC) standard (certificate number C830374CU-COC-01.2023, valid from 6 March 2023 to 18 January 2027).
The Cradle to Cradle Certified® GOLD Standard was awarded by EPEA GmbH – Part of Drees & Sommer under certificate number 8430 (27 September 2024 – 8 April 2026).
In addition, the company holds organic certification in accordance with EU Regulation 2018/848, issued by GfRS under certificate number DE-ÖKO-039.276-0070044.2024.001 (21 October 2024 – 28 February 2026).

Brands Fashion has been licensed under OEKO-TEX® Standard 100 since 2009 and has also held OEKO-TEX® MADE IN GREEN certification since 2018 (product-group specific, renewed annually).
Since 2019, the company has held certification under the German Green Button label (Grüner Knopf) with licence ID 44 140 191622, issued by TÜV Nord.
The surveillance audit for Development Level B under Green Button 2.0 was successfully completed on 25 June 2025 (25 August 2023 – 24 August 2026).
In 2025, Brands Fashion received several awards, including the UNIDO SDG Innovation Award for "From Field to Fan Shop" (6 December 2025), the Business Innovator Award from the German Institute for Sustainability and Digitalisation (15 September 2025), and its sixth consecutive EcoVadis Gold Medal.
The EcoVadis scorecard initially awarded a score of 76/100 points (17 September 2024 – 17 September 2025) and was subsequently renewed with a score of 80/100 points (29 October 2025 – 29 October 2026).

Brands Logistics

Brands Logistics held several certifications during the 2025 reporting year.
Its organic certification under EU Regulation 2018/848 was issued by Fachgesellschaft ÖKO-Kontrolle mbH. The corresponding certificate, number DE-ÖKO-034.276-0065580.2024.001, is valid from 3 May 2024 to 1 February 2026.
In addition, Brands Logistics is certified together with Brands Fashion under Control Union licence number CU830374 for several standards.
The Global Organic Textile Standard (GOTS) was initially valid from 5 February 2024 to 5 February 2025 and was successfully recertified for the period from 6 February 2025 to 5 February 2026.
The same applies to the Global Recycled Standard (GRS) and the Organic Content Standard (OCS), both of which were initially valid from 6 February 2024 to 5 February 2025 and were successfully renewed for the period from 6 February 2025 to 5 February 2026.

Brands Fashion US

Brands Fashion US is certified in accordance with the Global Organic Textile Standard (GOTS) under licence number CU853318.
The certificate issued by Control Union, originally valid from 31 July 2024 to 17 August 2025, was successfully renewed for the period from 19 August 2025 to 17 August 2026.

Clothing Network

Clothing Network held several sustainability certifications during the 2025 reporting year.
These include certifications for Fairtrade Cotton and the Fairtrade Textile Standard, both registered under FLO ID 35234.
In addition, Clothing Network was certified in accordance with the Global Organic Textile Standard (GOTS). The certificate issued by Control Union under licence number CU847721 was initially valid from 4 December 2024 to 14 December 2025.
Following successful recertification, the certification was seamlessly extended for the period from 9 December 2025 to 14 December 2026.
The company also held certification under the Global Recycled Standard (GRS), likewise issued by Control Union under licence number CU847721. This certification was initially valid from 15 December 2024 to 14 December 2025 and was subsequently recertified for the period from 15 December 2025 to 14 December 2026.

JJ Industrial Solutions

In 2024, JJ Industrial Solutions obtained certification for the first time in accordance with DIN EN ISO 9001:2015 under certificate number DE24/00000352 (valid from 21 August 2024 to 23 June 2027) and DIN EN ISO 14001:2015 under certificate number DE24/00000353 (valid from 21 August 2024 to 23 June 2027).
The certifications cover the distribution of electric commercial vehicles (buses and trucks), associated charging infrastructure, related after-sales activities, and the spare parts business for electric commercial and rail vehicles.
These certifications confirm compliance with structured processes designed to ensure quality and to systematically manage and reduce environmental impacts.
For some of the products offered, Environmental Product Declarations (EPDs) are available from the manufacturers, including for vehicles produced by Irizar. These EPDs provide standardised information on the environmental impacts of products throughout their life cycle.

JJ Industrial Solutions Switzerland

In 2024, JJ Industrial Solutions Switzerland obtained certification for the first time in accordance with DIN EN ISO 9001:2015 under certificate number DE24/00000795 (valid from 13 December 2024 to 12 December 2027), DIN EN ISO 14001:2015 under certificate number DE24/00000797 (valid from 13 December 2024 to 12 December 2027), and DIN EN ISO 45001:2018 under certificate number DE24/00000796 (valid from 13 December 2024 to 12 December 2027).
These certifications cover the import, distribution and after-sales service of electric vehicles and charging infrastructure for e-mobility.
The certifications confirm compliance with structured processes designed to ensure quality, systematically manage and reduce environmental impacts, and maintain appropriate occupational health and safety standards.

Our Objectives and Strategy

Strategic integration of sustainability and ESG

C1 – 47d, 47e

Sustainability is an integral part of our business activities. The Jebsen & Jessen Hamburg Group is committed to achieving long-term economic success in a responsible manner and in alignment with environmental, social and governance requirements. The foundation of this commitment is responsible corporate governance, collaborative partnerships, and dedicated and valued employees.

At the heart of our strategic direction are long-term growth, digital transformation, the application of artificial intelligence, process optimisation and the continuous development of our employees. To systematically embed sustainability topics within the organisation, a dedicated Sustainability and ESG function was established in 2024. This function coordinates sustainability reporting activities, supports relevant projects and is assisted by an interdisciplinary ESG Core Team and a cross-functional ESG Working Group.

The ESG Working Group promotes collaboration across departmental boundaries and is responsible for the operational implementation of sustainability initiatives within the individual companies. More detailed information regarding responsibilities and the organisational structure of ESG management is provided in a later section of this report.

Jebsen & Jessen (GmbH & Co.) KG continuously works on the further development of its sustainability management systems. This includes establishing and enhancing internal data collection processes, preparing for future reporting requirements, and advancing the double materiality assessment. Through the voluntary disclosure of sustainability-related information, a foundation is being created to prepare more systematically for future regulatory requirements.

To meet the requirements of sustainability reporting, the Group is intensifying its dialogue with both internal and external stakeholders. This includes interviews with selected stakeholder groups to systematically capture expectations, perspectives and requirements and to continuously incorporate these insights into the double materiality assessment.

During the 2025 reporting year, stakeholder interviews were conducted with representatives from five stakeholder groups: service providers, financial institutions, customers, suppliers and industry associations.

In addition, the existing ESG Roundtable serves as an internal dialogue and governance platform designed to foster exchange across the organisation and support the operational implementation of sustainability initiatives. During the 2025 reporting year, six ESG Roundtable sessions were held, each lasting approximately two hours. Topics discussed included the EUDR, the Packaging and Packaging Waste Regulation, the Omnibus Initiative, VSME, the EU Battery Regulation, the UN Global Compact, EcoVadis, the Corporate Carbon Footprint, the Product Carbon Footprint, CO_2 data collection, supply chain management, climate protection projects, sustainability reporting, the double materiality assessment and value chain analysis.

Value chain analysis

To enable a structured assessment of material sustainability topics, the Jebsen & Jessen Hamburg Group considers its business activities across its upstream value chain, its own operations and its downstream value chain. This approach forms the basis for the subsequent double materiality assessment and enables the systematic identification of relevant impacts, risks and opportunities.

Upstream | *Own operations* | *Downstream*

Raw materials & Pre-Products

Raw Material Extraction | Production & Processing

Raw Material Extraction, Production & Processing
(e.g. natural fibres (e.g. cotton), polyester, lithium, manganese, cobalt, coal, lime, natural gas, tungsten, agricultural products)
- Cultivation and harvesting
- Mining
- Processing
- Smelting
- Extraction
- Oil extraction and refining
- Chemical synthesis

Production of Pre-Products
e.g.
- Aluminum and plastics manufacturing
- Dyeing processes

Component manufacturing
e.g.
- Chassis
- Batteries
- Electronics

Products & Services

Production, Assembly & Packaging

IT Equipment & Software

Assembly / Production
e.g.
- Manufacturing of electric buses and trucks, as well as charging infrastructure

Manufacturing & Processing
e.g.
- Steel production and processing
- Wet and dry processing systems

Confectioning
- Cutting, sewing and packaging

Formulation / Mixing
- Mixing and processing of pre-products

Packaging
e.g.
- (Big) bags, IBCs, steel drums, cartons, pallets

Service providers

Transport

Transport

Transport
- Sea freight
- Air freight
- Road freight by truck

Storage
- Dry storage
- Cold storage

Own operations

Trading, Warehousing and Distribution

Sales

Warehouse Logistics
- Goods receipt
- Storage
- Order picking
- Shipping

Financing

Acquisition, Holding and Divestment of Investments
- Due diligence in M&A

Services

After-Sales

Provision of Group Services to Operating Companies

Use and End-of-Life

Use | End-of-Life

Storage
- Dry storage
- Cold storage

Further Processing
e.g.
- Processing of materials in the food & feed industry, as well as home & personal care industry

Use
e.g.
- Washing, drying, ironing
- Sandblasting and waterjet cutting

End-of-Life
- Recycling (systems) and recovery
- Incineration and disposal
- Second life

Investments along the J&J supply chain
- Mainly companies based in Germany

Figure 1: The Group's Value Chain

Based on this value chain assessment, the sustainability topics relevant to the Jebsen & Jessen Hamburg Group were systematically identified and subsequently evaluated as part of the double materiality assessment. The analysis incorporated both internal perspectives from the business divisions and functional departments, as well as insights gained through stakeholder engagement.

The heatmaps presented below illustrate the results of the double materiality assessment conducted by the Jebsen & Jessen Hamburg Group during the 2025 financial year. They provide a structured overview of material sustainability topics and serve as a basis for defining priorities for the further development of the Group's sustainability management approach.

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Topic	Subtopic	Upstream		Own business		Downstream		Financial materiality	
		negative	positive	negative	positive	negative	positive	Risks	Opportunities
Climate	Climate change adaptation							M	M
	Climate change mitigation	M		UM	M	M		M	M
	Energy			M				M	UM
Pollution	Pollution of air	M		UM		M			
	Pollution of water	M				M			
	Pollution of soil	M				M			
	Substances of concern & substances of very high concern	M						UM	
	Microplastics	UM				UM		UM	
Water and marine resources	Water	UM		UM		UM			
	Marine resources								
Biodiversity & Ecosystems	Biodiversity & Ecosystems	UM		UM		UM		UM	UM
Circular Economy	Resource inflows, including resource use	M						UM	UM
	Resource outflows related to products and services					M		UM	UM
	Waste	UM		UM		M		UM	

M Material

UM Unmaterial

No impact, risk or opportunity identified

Figure 2 : DWA: Heatmap – Environment

Topic	Subtopic	Upstream		Own business		Downstream		Financial materiality	
		negative	positive	negative	positive	negative	positive	Risks	Opportunities
Own workforce	**Working conditions**			UM	M			M	UM
	Equal treatment and opportunities for all			M	M			M	UM
	Other work-related rights							UM	
Workers in the value chain	**Working conditions (VC)**	M	M			M		M	UM
	Equal treatment and opportunities for all (VC)	UM							
	Other work-related rights (VC)	M						M	
Affected communities	Economic, social and cultural rights of communities	UM			UM	UM	UM	UM	UM
	Civil rights and political rights of communities	UM							
	Rights of indigenous people	UM							
Consumers and end-users	Information-related impacts for consumers and/ or end-users							UM	UM
	Personal safety of consumers and/ or end-users					UM		UM	UM
	Social inclusion of consumers and/ or end-users								
Business conduct	**Corporate culture**			UM	M			M	UM
	Protection of whistleblowers	UM		UM				M	
	Animal welfare	UM						UM	
	Political engagement			UM	UM			UM	
	Supplier relationship management	UM						M	UM
	Corruption and bribery	M		M		M		M	

M Material
UM Unmaterial
No impact, risk or opportunity identified

M Material
UM Unmaterial
No impact, risk or opportunity identified

Figure 3 : DWA: Heatmap – Social and Governance

Developmentof sustainability ambitions

At present, Jebsen & Jessen (GmbH & Co.) KG has not established any formally defined sustainability targets. However, the Group is working towards developing clearly structured and realistically achievable sustainability ambitions for the organisation. These ambitions are intended to be based on SMART criteria (Specific, Measurable, Achievable, Relevant and Time-bound).
Irrespective of this, the Group is committed to reducing its CO_2 emissions and further developing its business activities with regard to sustainability considerations. Alongside the continuous evolution of its business models, certifications are becoming increasingly important. These efforts are intended to support the gradual integration and further development of sustainability requirements across the Group's business units.

JJ Trading Solutions

The companies within the Trading Solutions division incorporate sustainability considerations into their strategic direction to varying degrees.
JJ Life Science and JJ Life Science Inc. pursue the strategic objective of gradually increasing transparency and defined sustainability requirements within relevant parts of their supply chains. Particular emphasis is placed on close collaboration with certified suppliers and on optimising logistics and operational processes throughout the value chain.
As a practical example, JJ Life Science is implementing measures to improve efficiency and conserve resources, including the gradual introduction of CHEP pallet systems for additional customers.

A key strategic focus of Ruhr-Petrol is the trading of bioethanol as a renewable raw material that can contribute to the reduction of CO_2 emissions. In addition, Ruhr-Petrol is engaged in social initiatives, including support for the project "First Aid for Children – Learning to Help Through Play".

JJ Textile

The sustainability-related strategies of the companies within the textile segment form an integral part of their respective business models and address both environmental and social aspects throughout the value chain.
Juritex pursues a strategy specifically focused on environmental sustainability. Key strategic elements include the continuous increase in the proportion of recycled products within its portfolio and a clearly defined climate target. Juritex aims to reduce its CO_2 emissions by 42% by 2030 compared with the 2024 baseline year.

Brands Fashion pursues a holistic sustainability strategy that equally addresses environmental and social requirements relating to products, supply chains and its own business operations. Its strategic approach is aligned with relevant regulatory frameworks and policy initiatives, including the Circular Economy Action Plan under the EU Green Deal, the German Supply Chain Due Diligence Act (LkSG), the Corporate Sustainability Reporting Directive (CSRD) and the proposed Corporate Sustainability Due Diligence Directive (CSDDD).
As a company certified under Green Button 2.0, Brands Fashion is subject to annual audits by independent third parties. Key elements of its sustainability strategy include a binding policy statement, systematic risk assessments, compliance with social and environmental standards throughout its supply chains, climate protection and CO_2 reduction measures, increased use of sustainable fibres, supply chain

transparency, structured reporting and communication, effective grievance mechanisms, and the promotion of circular economy principles and resource-efficient packaging solutions.
The strategy is complemented by strategic partnerships within multi-stakeholder initiatives and by the use of recognised product certifications such as the Global Organic Textile Standard (GOTS).
The sustainability activities of Brands Fashion US are fully integrated into the Group-wide sustainability strategy of Brands Fashion. In particular, supply chain traceability measures, supplier monitoring activities and the use of relevant product certifications are implemented as part of its due diligence approach.
Brands Logistics does not maintain a separate sustainability strategy. However, due to its close operational and organisational integration with Brands Fashion, selected sustainability measures implemented by the Group, particularly those relating to supply chains and operational processes, are also applied within the logistics business.
Clothing Network regards sustainability as an integral component of its strategic direction and as a driver of innovation. Its strategy focuses on environmentally responsible and certified production processes, the use of sustainable materials such as organic cotton, recycled fabrics and innovative fibres, as well as durable product design and transparency throughout the value chain.
The objective is to combine environmental responsibility, product quality and reliability within its corporate fashion, private-label and merchandising solutions.

Garnet Abrasives

To improve its environmental performance and meet stakeholder expectations, GMA continuously implements relevant improvement measures.
A key strategic focus is the gradual reduction of emissions within its supply chain. This includes the use of alternative fuels such as HVO100 in logistics operations.
In addition, the company continuously works to reduce packaging materials in order to conserve resources and minimise waste generation. These measures contribute both to increased material efficiency and to an improved overall environmental footprint.

JJ Industrial Services

The strategic direction of the companies within the Industrial Services division incorporates sustainability considerations to varying degrees and is particularly characterised by a focus on climate-friendly technologies, regulatory compliance and long-term business viability.
A central strategic focus lies in the field of electric mobility. The e-Mobility business unit of JJ Industrial Solutions aims to support the transition to electric commercial vehicles and buses. Depending on operating profiles, energy sources and usage conditions, these solutions can contribute to the reduction of greenhouse gas emissions and support the achievement of European climate objectives.
The strategy is based on integrated e-mobility solutions encompassing system integration, charging infrastructure, energy efficiency and traceability, and is supported by close partnerships with international manufacturers of e-mobility solutions.
JJ Industrial Solutions Switzerland follows a comparable strategic approach, focusing on the provision of sustainable mobility solutions through fully electric commercial vehicles and buses. Additional key elements include the promotion of energy-efficient transport systems through optimised charging infrastructure, support for decarbonisation within the transport sector and the use of durable technologies.
The company also places significant emphasis on high service quality and sustainable, long-term partnerships with OEM manufacturers.

The Financial Solutions business unit of JJ Industrial Solutions and JJ Industrial Solutions France integrate sustainability considerations into their business models primarily through compliance with national regulatory frameworks. By aligning their activities with the requirements of the German and French governments respectively, their operations support public ESG objectives and contribute to strengthening local manufacturers and sustainable investment structures.

JJ Invest

Jebsen & Jessen Invest incorporates sustainability considerations into its investment approach by favouring companies with innovative and future-oriented business models.

Its portfolio already includes investments in sustainability-driven markets, including alternative food and beverage concepts, digital efficiency solutions and environmentally conscious manufacturing.

Sustainability factors are considered as part of investment decision-making, and the company seeks to align its investment activities with the overarching sustainability values of the Jebsen & Jessen Group.

Sustainability-related measures, initiatives and targets
B2 & C2 – 26a, 26b, 26c, 26d, 48

The overview below shows the sustainability aspects for which procedures, policies, initiatives and, where applicable, related targets have already been established within the Jebsen & Jessen Hamburg Group.
For ease of reference, the following symbols are used:
✓ stands for 'yes', ✕ for 'no' and **(✓)** for criteria that are 'partially' met.

Are there any sustainability-related procedures, guidelines or future initiatives relating to the following sustainability aspects?		Description of the procedure, policy or future initiative, as well as the resulting measures. If suppliers or customers are affected, this must be stated.	Are these publicly available?	Are targets linked to the guidelines?	Description of the targets
Climate change	✓	- Preparation and reporting of the corporate carbon footprint (emissions reporting) - Reduction of Scope 1 emissions through fleet conversion, expansion of electric charging points at sites and increasing the rate of e-mobility - Reduction of Scope 2 emissions through the predominant use of, and further transition to, green electricity, gas and photovoltaics - Reduction of Scope 3 emissions through, amongst other measures, the selection of materials with a low carbon footprint (including recycled fibres), strategic partnerships, supplier training, a reduction in air freight and selected life-cycle assessments to raise awareness - Registration with the SBTi (Juritex) and promotion of environmentally friendly employee mobility through the Deutschlandticket and JobRad/eBike leasing schemes	**(✓)**	**(✓)**	- Publication of SBTi targets on the website (Juritex) - 100% reduction in Scope 1 emissions by 2030 compared with the base year 2024 (Juritex) - 42 % reduction in Scope 2 emissions by 2030 compared with the 2024 base year (Juritex) - Ensuring that 90.0 % of suppliers (measured against Scope 3.1 emissions) have science-based climate targets in place by 2030 (Juritex) - 100 % reduction in Scope 1 and 2 emissions by 2045

		- Payment of a climate contribution for Scope 1 and Scope 2 emissions - Distribution of climate-friendly electric mobility solutions and charging infrastructure (JJ Industrial Solutions)			compared with the 2016 base year (Brands Fashion) - 70% reduction in Scope 3 emissions by 2045 compared with the 2016 base year (Brands Fashion)
Environmental pollution	✓	- Participation in World Clean Up Day to reduce environmental pollution – waste management through waste separation, recycling and disposal - Reduction of environmental impact through Standard Operating Procedures (SOPs) along the wet supply chain (Juritex) - Minimisation of water and soil pollution based on a statement of principles and a separate environmental policy (Brands Fashion Group) - Reducing environmental impact through the selection of materials with lower pesticide and chemical residues and GOTS certification (Brands Fashion Group) - Chemical and wastewater management in wet production through specifications for wastewater treatment and compliance with the ZDHC Wastewater Guidelines and ZDHC-MRSL (Brands Fashion Group) - Audited storage sites for GOTS-certified goods (Scope certificate) (Brands Fashion Group) - Supplier requirements regarding waste management and the handling of hazardous substances (chemicals) in accordance with the Supplier Code of Conduct (Brands Fashion Group) - Waste reduction through minimising packaging (JJ Industrial Solutions) - Management of environmental pollution risks through waste and hazardous substance management and the ISO 14001 environmental management system (JJ Industrial Solutions and JJ Industrial Solutions Switzerland)	(✓)	(✓)	- Joint definition of SOPs with business partners to mitigate PFAS contamination along the wet supply chain (successfully implemented in the 2025 reporting year) (Juritex) - Structured PFAS/PFC risk analysis for PFC-containing equipment in relevant product categories (Successfully implemented in the 2025 reporting year) (Brands Fashion) - Establishing transparency regarding potential exposure and emission risks in the supply chain and identifying priority areas for action (Successfully implemented in the 2025 reporting year) (Brands Fashion) - Internal training sessions on PFAS (Successfully implemented in the 2025 reporting year) (Juritex and Brands Fashion) - Provide targeted training to suppliers on avoiding PFAS

					and gradually designate PFAS-free fabric mills (Juritex and Brands Fashion) - Systematically reduce and, in the long term, eliminate the use of persistent and hazardous chemicals throughout the supply chains (Brands Fashion)
Water and marine resources	✓	- Annual assessment of sites in accordance with the Water Risk Atlas to classify water stress risk - Minimise negative impacts on water and marine resources based on the Statement of Principles and a separate environmental policy (Brands Fashion Group) - Use of rainwater on-site via a rainwater tank to water flower beds (Brands Fashion) - Wastewater treatment and the promotion of recycling technologies (Zero Liquid Discharge, ZLD) for wet processes in Tamil Nadu (India) via environmental protection requirements in the supply chain code (Brands Fashion) - More water-efficient production through undyed and recycled collections (eliminating the need for dyeing) (Brands Fashion) - Collaboration with SAGS Apparels (LEED Platinum), including rainwater treatment with the aim of achieving 'Net Zero Water' by 2027 (Brands Fashion)	(✓)	✕	
Biodiversity and ecosystems	✓	- Minimising biodiversity loss and negative environmental impacts based on the statement of principles and a separate environmental policy (Brands Fashion Group) - Selection of materials with a lower impact on ecosystems or lower chemical content (e.g. organically produced fibres in accordance with the GOTS	(✓)	(✓)	- Introduction of the battery passport (JJ Industrial Solutions)

		standard) (Brands Fashion, Brands Fashion US and Clothing Network) - Protection of biodiversity and sensitive ecosystems through collections containing recycled materials (cotton/polyester) with reduced consumption of, and water, as well as lower impact on natural water bodies (Brands Fashion) - Contributing to sustainable supply chains through audited warehouse sites for the handling of GOTS-certified goods (Scope certificate) (Brands Logistics) - Promoting local biodiversity through nesting boxes and a forest bee hotel in line with recommendations from NABU and Vivara (including regular care and maintenance) (Brands Logistics) - Future creation of transparency in the value chain through a battery passport to facilitate recycling and reduce the demand for natural resources (JJ Industrial Solutions)			
Circular economy	✓	- Resource-efficient processes using digital signatures to reduce paper consumption, as well as the internal reuse or responsible donation of used laptops - Proper waste separation in and production areas through clearly labelled waste bins - Gradual switch from conventional polyester to post-consumer recycled polyester to reduce the use of new raw materials and strengthen material cycles (Juritex) - Promotion of the circular economy based on a statement of principles and a separate environmental policy through the selection of recycled fibres (including GRS-certified) , as well as Cradle-to-Cradle GOLD certification (Brands Fashion) - Circular economy strategy incorporating post-industrial recycling (cutting waste → new fibres → back into textile production) and post-consumer recycling (end-of-life workwear → new products) (Brands Fashion)	(✓)	(✓)	- 90% recycled materials in the product range (Juritex) - Place greater emphasis on recycled cotton in communications from the 2025 financial year onwards and provide targeted support to the sales team in marketing relevant product solutions (Brands Fashion) - Systematically record cutting waste at selected production sites and assess its suitability for fibre-to-fibre recycling processes, with a view to recycling pre-consumer waste and increasing the

		- Use of post-industrial recycled fibres in merchandising and testing of both approaches in the workwear sector (starting in 2025) (Brands Fashion) - Promotion of the circular economy through the selection of recycled fibres (Brands Fashion US) - Recycling in logistics through the separate collection of wrapping film and cardboard, polybags made from recycled material, and audited storage sites for GRS-certified goods (Scope certificate) (Brands Logistics) - Promoting the circular economy through the selection of recycled fibres and GRS certification (Clothing Network) - Circular economy in the e-mobility sector through take-back agreements, collaboration with certified recycling companies and membership of the Organisation for Manufacturer Responsibility (OfH) for high-voltage battery recycling (JJ Industrial Solutions) - Promotion of the circular economy through durable, repairable products, and service concepts, and collaboration with manufacturers and recycling partners (particularly and battery recycling) (JJ Industrial Solutions Switzerland)			proportion of circular raw materials (Brands Fashion) - Assess the transferability of the post-industrial approach to other production countries, particularly Bangladesh, with a view to developing a scalable model for the material recovery of pre-consumer waste in the 2026 financial year (Brands Fashion) - Continue the pilot project on the recycling of workwear, which began in the 2025 financial year, and finalise the details in the 2026 financial year, as well as test three recycling scenarios (pre-consumer cotton in India; post-consumer cotton in Bangladesh; post-consumer polyester in Germany) to assess technical feasibility, product quality and scalability (Brands Fashion)
Own workforce	✓	- Monetary benefits to provide financial support for staff (including, amongst others, bonuses for births and weddings, anniversary bonuses, 'employees refer employees' scheme, support for part-time study programmes, holiday pay, as well as subsidies for the in-house canteen, the company pension scheme, the EGYM Wellpass, capital-forming benefits and computer-use glasses)	(✓)	✕	

		- Social benefits to enhance wellbeing and working conditions (including the JJBistro and Social Space as a place for active breaks playing table football, table tennis and darts at the Hamburg office, Corporate Culture Day as part of the onboarding process, after-work events at the Hamburg office, mentoring and apprentice mentoring programmes, participation in sporting events such as the HafenCity Run, remote working and flexible working time models, ergonomic office furniture, structured onboarding including the OnboardingBox, fresh fruit, a corporate benefits platform, Easter and Christmas greetings, floor kitchens (free filtered water and coffee), vaccination programmes, and mental health counselling from the Fürstenberg Institute) - Annual feedback meetings between employees and managers - Professional development opportunities (specialist seminars/training courses) and language courses, as well as in-house training programmes - Whistleblowing system for confidential reporting of concerns and potential breaches - Code of Conduct for employees - Diversity, inclusion and equality as core values in accordance with the Policy Statement and Code of Conduct for employees (Brands Fashion Group) - Process descriptions/guidelines on health and safety at work, including regular health and safety training sessions and webinars on health-related topics; feedback management (including anonymous feedback) and a whistleblowing portal (Brands Fashion) - Occupational health and safety policy and safety induction for all employees (Clothing Network)			

		- Structured processes and binding guidelines, supported by certified management systems in accordance with ISO 9001 (JJ Trading Solutions, JJ Life Science, JJ Chemicals, Jebagro) - Structured processes and binding guidelines, supported by certified management systems in accordance with ISO 9001 and ISO 14001 (JJ Industrial Solutions) - Structured processes and binding guidelines, supported by certified management systems in accordance with ISO 9001, ISO 14001 and ISO 45001 (JJ Industrial Solutions Switzerland)			
Workforce in the value chain	✓	- Binding code of conduct for business partners - Confidential whistleblowing system for the early and anonymous reporting of potential risks or breaches along the value chain - Structured business partner assessment to systematically assess new and existing partners for and integrity risks prior to commencing or continuing the working relationship - Collaboration with Tier 1 suppliers that are 100% BSCI-certified (Juritex) - Implementation of recognised social standards in production facilities and among business partners, including regular verification of certifications and a complaints management system for employees in factories and throughout the supply chain (Juritex, Brands Fashion, Brands Fashion US.) - Ensuring fundamental workers' rights (including, amongst others, safe working conditions, fair treatment, freedom of association and access to information and training) through BSCI audits and the mandatory prohibition of and forced labour, including regular checks to identify risks at an early stage (Juritex)	(✓)	(✓)	- Conducting a supplier survey on purchasing practices and analysing the company's own potential to influence working conditions (successfully implemented in the 2025 reporting year) (Brands Fashion) - Development of a long-term action plan to optimise purchasing practices in line with the 'Common Framework for Responsible Purchasing Practices', with measures running until 2030 (successfully implemented in the 2025 reporting year) (Brands Fashion) - Promoting living wages in the Fairtrade-certified supply chain in accordance with the Fairtrade Textile Standard (Brands Fashion)

		- Re-signing of the Amfori Code of Conduct by all suppliers upon renewal of the BSCI audit (Juritex) - A supply chain code of conduct for direct and downstream supply chains as well as partners (e.g. agencies), setting out requirements in line with internationally recognised labour standards (including a ban on child and forced labour, reasonable working hours and the right to freedom of association) (Brands Fashion) - Monitoring of production partners via audit reports (including amfori BSCI) and certified supply chains in accordance with the GOTS standard; commitment to due diligence through 'Grüner Knopf' certification and Fairtrade Textile Standard licensing (including a focus on living wages) (Brands Fashion) - Commitment to vulnerable groups in the value chain through the 'From the Field to the Fan Shop' project (smallholder cotton farmers) (Brands Fashion) - Application of the Brands Fashion Supply Chain Code of Conduct as a supplier requirement (including a ban on child labour and forced labour, reasonable working hours, and freedom of association), as well as monitoring via audit reports (including amfori BSCI) , and GOTS-certified supply chains (Brands Fashion US) - Specific supplier code setting out requirements for internationally recognised labour standards (including a ban on child labour and forced labour, reasonable working hours, freedom of association) as well as monitoring via audit reports (including amfori BSCI) and GOTS-certified supply chains (Clothing Network) - License holders of the Fairtrade Textile Standard and the delivery of two days of training in the 2025 financial year focusing on sustainable supply chains (Clothing Network)			- Monitor lower-tier supply chains (Tier 2) more closely for compliance with labour standards through audits in the 2026 financial year (Brands Fashion) - Develop a strategy on gender equality in global supply chains in line with external requirements (Brands Fashion) - - Implement project phase 2, 'From the Field to the Fan Shop', with a focus on working conditions in cotton farming (Brands Fashion)

		- Preparation of a Canadian Statement since 2024 in accordance with the 'Prevention of Forced and Child Labour in Supply Chains Act' to prevent and child labour in the supply chain (JJ Metals)			
Affected communities	✓	- Make regular donations to local organisations via the Jebsen & Jessen Hamburg Foundation to support local communities (In the 2025 financial year: donations totalling 23,045.30 euros to the Hospital zum Heiligen Geist, Hamburger Tafel e.V., Rauhe Haus, Sabalamby, Young Bafana Soccer and ProManity e.V. to support the 'Pippi Haus' project (aand girls' shelter in Tanzania) - Donations in kind to the Diakonie as part of the 'Christmas for Everyone!' campaign - Ensuring compliance with relevant regulations governing the monitoring of trade in drug precursors between the EU and third countries, as well as the exclusion of business relationships in sanctioned countries and export controls, including dual-useCWÜ checks - Supplier requirements regarding respect for indigenous communities and safeguardingland use and access to resources, and a whistleblowing channel for potentially affected parties (Brands Fashion Group) - Support for cotton farmers in transitioning to organic farming, as well as 'SportDevelopmentinitiatives and income diversification through fruit trees (Brands Fashion)	(✓)	(✓)	- Continuation of the 'From the Field to the Fan Shop' project in phase 2, planned for the 2026 financial year (Brands Fashion)
Consumers and end users	✓	- Product safety ensured through the Restricted Substances List (RSL) with statutory limits for harmful substances, by certifying all products to the Oeko-Tex Standard 100 (Juritex) - Customers can submit enquiries (regarding products, complaints or other matters) online via email directly to customer services (Juritex)	(✓)	(✓)	- Maintain the proportion of Oeko-Tex Standard 100 certified products at 100% (Juritex) - Launch structured data collection in selected supply chains and for defined

		- Product safety ensured by RSL, in accordance with statutory limits for hazardous substances and GOTS requirements (Brands Fashion Group) - Supplier confirmations and regular tests for harmful substances carried out by recognised testing institutes (Brands Fashion) - Transparency through traceable supply chains (e.g. GOTS/GRS) and the TRACYCLE tool (Brands Fashion) - Quality improvement through SOPs for process optimisation in yarn processing, knitting and textile finishing (Project 2025 completed) (Brands Fashion) - Transparency regarding traceable supply chains (GOTS/GRS) and partial use of the TRACYCLE tool (Clothing Network) - Verification of outgoing invoices to reduce cybercrime risks via the Trakk Komgo platform (JJ Metals) - Customer feedback and structured service processes to foster long-term and responsible customer relationships (JJ Industrial Solutions Switzerland)			product groups in preparation for the Digital Product Passport (DPP), to create transparency regarding material, origin and sustainability data and to systematically identify data gaps (successfully implemented in the 2025 reporting year) (Brands Fashion) - Closely monitor regulatory requirements relating to the DPP under the EU Ecodesign Regulation (ESPR) (including, amongst other things, information obligations, data formats, traceability and accessibility criteria) and provide transparent, reliable as well as standardised product information for business customers and end users to meet requirements by the deadline (Brands Fashion) - - Continuously reduce the number of quality complaints through laboratory testing of selected quality parameters, with the support of independent third-party providers (JJ Life Science)
Company policy	✓	- A binding Code of Conduct for business partners and a supplementary statement of principles, as well as the	(✓)	✕	

		continuous expansion of compliance training programmes as the basis for responsible and compliant conduct - A corporate culture based on the values of 'open-minded, competent, innovative and family-like' as guiding principles for collaboration, leadership and decision-making - Guidelines on anti-corruption and compliance, including rules on invitations, hospitality and gifts - Code of Conduct for Employees - Internal policy on the prevention of corruption and bribery as a binding framework for managing related risks and implementing our compliance standards - Whistleblowing system for confidential reporting of concerns and potential breaches - Business partner vetting prior to any new engagement, as well as ongoing business partner vetting, including documentation of irregularities and decisions regarding the continuation of the business relationship - Supplier requirements for the prevention of corruption, bribery and money laundering, as well as respect for data protection, information security and the protection of intellectual property (Brands Fashion Group) - Conducting an internal training session in the 2024 financial year on the topic of 'Corruption in global supply chains' (Brands Fashion)			

Table 4: Sustainability-Related Measures, Initiatives and Targets

Responsibilities and organisation of ESG management
C2 – 49

Overall responsibility for the implementation of the sustainability strategy and ESG management lies with the Management Board of the Jebsen & Jessen Hamburg Group. Management is responsible for making key decisions, assumes overall accountability for sustainability-related matters, and ensures that the necessary organisational and human resources are in place. This management-level involvement supports both the strategic integration of sustainability and the credibility of the Group's ESG approach.

The ESG management structure of the Jebsen & Jessen Hamburg Group is decentralised and organised across the Group through clearly defined roles and committees. Its objective is the gradual integration of sustainability considerations into the Group's business strategy, operational processes and governance structures.

Overall coordination of ESG management is the responsibility of the ESG Manager, who is organisationally embedded within the Group. The ESG Manager is responsible for driving, motivating and coordinating sustainability activities across the Group and initiates relevant ESG processes through knowledge development, facilitation and internal networking. In addition, the ESG Manager supports the business units in the further development of the sustainability strategy, sustainability reporting and communication with internal and external stakeholders.

The ESG Manager is supported by a working student and an interdisciplinary ESG Core Team comprising employees from central Business Services functions. The ESG Core Team contributes strategic and regulatory expertise, establishes the link between financial and non-financial topics, identifies ESG-related risks at an early stage and develops recommendations for risk management and the implementation of regulatory requirements, particularly in the context of the Corporate Sustainability Reporting Directive (CSRD).

The operational implementation of sustainability requirements is carried out through the ESG Working Group. This group consists of designated representatives from the individual business divisions (Trading Solutions, Textile, Garnet Abrasives and Industrial Services), each contributing division-specific expertise. Members of the ESG Working Group are responsible for ensuring the timely fulfilment of ESG requirements within their respective areas, coordinating data collection activities, driving change within operational units and promoting innovation in relation to sustainability.

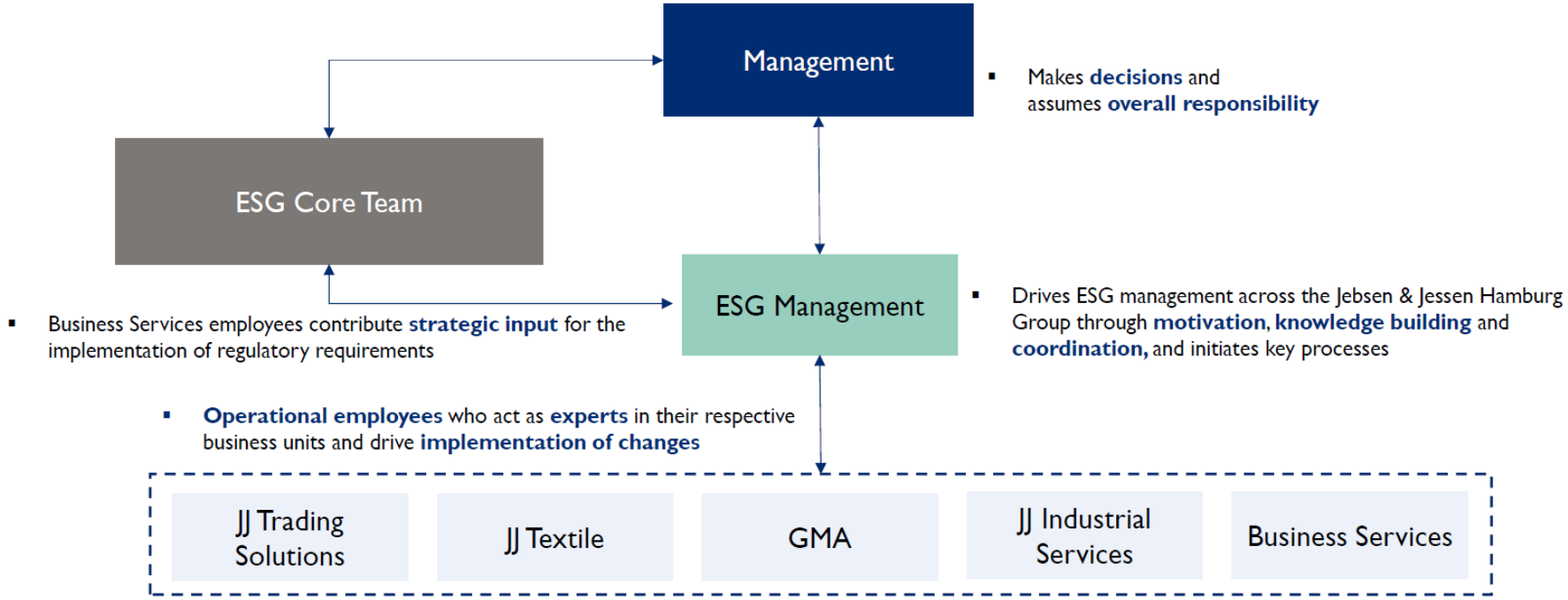

Figure 4: Structure of the ESG Working Group

Our Environmental Responsibility

In this section, we present the key metrics relating to our greenhouse gas emissions and energy consumption, explain their development and relevance to our business activities, and outline the principal emission drivers across our value chain, as well as the measures through which we are advancing decarbonisation.

Energy consumption

B3 – 29

The reported energy consumption relates to the operation and maintenance of the Jebsen & Jessen Hamburg Group's sites. It therefore comprises the energy used at these locations, in particular for electricity, heating, cooling and natural gas.

	Energy sources	Renewable energy (MWh)	Non-renewable energy (MWh)	Total consumption (MWh)
Purchased energy	Electricity	480.87	128.44	609.31
	Steam	0	0	0
	Heat	100.15	565.70	665.85
	Cooling	0	11.57	11.57
Fuels	Natural gas	0	183.99	183.99
	Biogas	0	0	0
	Crude oil	0	0	0

Table 5: Energy Sources and Energy Consumption

	Energy sources	Share of renewables	Share of non-renewable	Share of total energy consumption
Purchased energy	Electricity	78.9%	21.1%	41.4%
	Steam	n/a	n/a	n/a
	Heat	15.0 %	85.0%	45.3%
	Cooling	n/a	100.0%	0.8%
Fuels	Natural gas	n/a	100.0%	12.5%
	Biogas	n/a	n/a	n/a
	Crude oil	n/a	n/a	n/a

Table 6: Share of Energy Sources in Total Energy Consumption

Greenhouse gas emissions

B3, CM-E – 30a, 30b, 31, 53

The following tables provide an overview of the Group's greenhouse gas emissions for the 2025 financial year. They distinguish between Scope 1, Scope 2 and Scope 3 emissions and additionally present greenhouse gas intensity relative to revenue.

Jebsen & Jessen GmbH & Co. KG	FY 2025
Emissions	t CO_2e
Scope 1 – Total greenhouse gas emissions	283.48
Scope 2 – Total site-specific greenhouse gas emissions	360.12
Scope 2 – Total market-related greenhouse gas emissions	92.20
Scope 3 – Total greenhouse gas emissions	2,479,021.9
Scope 3.1 – Purchased goods and services	2,476,365.51
Scope 3.2 – Capital goods	n/a
Scope 3.3 – Energy-related emissions	137.92
Scope 3.4 – Upstream transport and distribution	n/a
Scope 3.5 – Waste	343.56

Scope 3.6 – Business travel	1,835.28
Scope 3.7 – Employee commuting	336.77
Scope 3.8 – Rented or leased property, plant and equipment	2.86
Scope 3.9 – Downstream transport and distribution	n/a
Scope 3.10 – Further processing of products sold	n/a
Scope 3.11 – Use of products sold	n/a
Scope 3.12 – Disposal of products sold	n/a
Scope 3.13 – Tangible assets rented or leased	0
Scope 3.14 – Franchises	0
Scope 3.15 – Investments	n/a

Table 7: Greenhouse Gas Emissions

GHG intensity (Scopes 1 & 2) / turnover	0.0005	t CO_2e / TEUR
GHG intensity (Scopes 1, 2 & 3) / turnover	2.0441	t CO_2e / TEUR

Table 8: Greenhouse Gas Emissions and GHG Intensity

Transparency on material emission drivers along the value chain

To determine the operational reporting boundaries for Scope 3 emissions within the Jebsen & Jessen Hamburg Group's Corporate Carbon Footprint, a materiality assessment of the 15 Scope 3 categories defined by the GHG Protocol was conducted.
The assessment first examined the relevance of each category to the Group's business model. Subsequently, the availability and quality of existing data were evaluated. Each company initially assessed whether business activities existed that generated emissions within the respective category. In a second step, the availability and quality of the relevant data were assessed.

The Scope 3 categories reported for the 2025 financial year are based on the outcome of this materiality assessment in conjunction with the current availability of data.
For the 2025 financial year, the following categories are reported: Category 3.1 (Purchased Goods and Services), Category 3.3 (Fuel- and Energy-Related Activities), Category 3.5 (Waste Generated in Operations), Category 3.6 (Business Travel), Category 3.7 (Employee Commuting), and Category 3.8 (Upstream Leased Assets).

Transport-related emissions under Categories 3.4 and 3.9 were also identified as material to the Jebsen & Jessen Hamburg Group's Corporate Carbon Footprint during the materiality assessment. However, these emissions are not yet reported on a quantified basis for the 2025 financial year, as the necessary data is not yet available with sufficient quality and reliability.
The operating companies are currently establishing appropriate data structures and are engaging with relevant business partners to improve data availability. Likewise, the collection of downstream Scope 3 categories relating to the use, processing and disposal of sold products is currently not feasible for the Jebsen & Jessen Hamburg Group, given its role as a distribution company, due to insufficient data quality. The Group has therefore consciously decided not to rely on generalised estimates.

Decarbonisation targets

C3 – 54a, 54b, 54c, 54d, 54e, 54f

The Jebsen & Jessen Hamburg Group has not established formal decarbonisation targets. However, it is pursuing a range of key measures aimed at further developing its climate-related and sustainability activities.
These measures include the use of certified renewable electricity at the Group's Hamburg headquarters, subsidised Germany-wide public transport tickets to encourage sustainable mobility, and the expansion of charging infrastructure for electric vehicles within the company fleet. In addition, the fleet policy has been revised to ensure that greater consideration is given to electric vehicles when procuring new vehicles from the 2026 financial year onwards.
Employees with company vehicles are also encouraged to use E10 fuel in preference to conventional fuels. Furthermore, the Group offers bicycle leasing schemes that provide a climate-friendly alternative for commuting.
To create transparency regarding its emissions performance, Jebsen & Jessen (GmbH & Co.) KG calculates a Group-wide Corporate Carbon Footprint. This provides a data-based foundation for identifying emission drivers and deriving targeted reduction measures.
At the same time, the Group promotes employee awareness and training through initiatives such as supply chain and greenhouse gas reduction training programmes, as well as participation in environmental awareness campaigns such as World Cleanup Day.
As unavoidable emissions remain despite consistent reduction efforts, the Jebsen & Jessen Hamburg Group addresses these emissions

through climate contribution measures. During the 2025 financial year, work commenced on the development of a Group-wide strategy for managing residual emissions, which is expected to be completed during the 2026 financial year.

The objective of this strategy is to ensure that future climate protection measures are selected through a clearly structured and transparent decision-making process. The foundation for this approach is the regular calculation of the Corporate Carbon Footprint, which provides visibility over the greenhouse gas emissions generated by the Group.

For emissions directly attributable to the company under Scope 1 and Scope 2, climate contributions are intended to be directed towards high-quality climate protection projects.

The assessment focused primarily on high-quality projects located in Germany or elsewhere in Europe wherever possible. Particular attention is given to certified forest restoration, peatland rewetting and biomass projects that not only demonstrate high CO_2e integrity but also deliver positive environmental and regional benefits.

Cooperation with recognised local partners is intended to be long-term in nature in order to ensure the quality of the measures and minimise the need for the purchase of additional external carbon credits. These initiatives form part of the Group's ongoing commitment to reducing emissions on a sustainable basis.

For its voluntary climate contribution in the 2025 financial year, the Jebsen & Jessen Hamburg Group elected to support a peatland rewetting project in Germany. Scope 1 and Scope 2 emissions amounting to 376 tonnes were addressed through a climate contribution to the MoorFutures project administered by Ausgleichsagentur Schleswig-Holstein.

This contribution provides targeted support for climate protection by addressing residual emissions that cannot currently be avoided. Specifically, the project involves the restoration and rewetting of previously drained peatland areas within the Grotmoor. By raising water levels, peat decomposition is reduced and the associated greenhouse gas emissions are avoided.

At the same time, the long-term preservation of carbon stored within the peatland is secured. In addition, the project makes a significant contribution to biodiversity enhancement and the restoration of natural habitats.

Although no Group-wide decarbonisation targets have currently been established, individual companies have defined their own decarbonisation targets within the scope of their respective responsibilities and governance structures in order to address specific operational, regulatory and market-related requirements.

Juritex: Science-based climate targets in the supply chain

Scope	Target year	Target value	Base year	Base value	Unit	Proportion of Scope 1–3
Scope 1	2030	0	2024	0	kg CO_2e	0 %
Scope 2	2030	2,447.6	2024	4,220	kg CO_2e	1 %
Scope 3	2030	18.35	2024	31.64	kg CO_2e / kg garment	99%

Table 9: Juritex Decarbonisation Targets

Juritex has registered with the Science Based Targets initiative (SBTi) and has therefore committed to developing and implementing science-based climate targets. The SBTi validation process was initiated during the reporting year and was completed in 2026.

A key component of this commitment is the strategic objective of reducing emissions by 42% by 2030 compared with the 2024 baseline year. As there is limited potential for improvement within Scope 1 and Scope 2 emissions and more than 99% of emissions arise within Scope 3, the planned measures focus on making procurement practices and the upstream value chain more sustainable. This includes, in particular, increasing the use of recycled materials and consistently avoiding air freight in order to reduce transport-related emissions.

In addition, business partners are encouraged and supported in increasing their use of renewable energy, improving energy efficiency and implementing further emission reduction measures within their production facilities. Juritex has also committed to ensuring that, by 2030, 90% of suppliers responsible for emissions associated with purchased goods and services will have established science-based targets. This approach is intended to ensure that the necessary emission reductions are pursued throughout the entire supply chain.

In defining its greenhouse gas reduction targets, Juritex follows the science-based requirements of the SBTi.

For Scope 1 and Scope 2 emissions, Juritex has established absolute reduction targets measured in kilograms of CO_2e, in line with SBTi requirements. For Scope 3 emissions, Juritex has adopted an intensity-based target that aims to reduce emissions per unit produced (kg CO_2e per kilogram of apparel).

Based on current emissions of 31.64 kg CO_2e per kilogram of apparel, Juritex aims to reduce this figure to 18.35 kg CO_2e per kilogram of apparel by 2030. This target enables emissions reductions to be achieved irrespective of potential fluctuations in production volumes while remaining aligned with SBTi requirements.

In addition, Juritex meets the SBTi Engagement Target by actively promoting the development and implementation of science-based climate targets among its suppliers. Specifically, the company is working towards ensuring that 67% of its suppliers establish and implement science-based targets. In this way, Juritex addresses the material Scope 3 emissions arising throughout its value chain.

Brands Fashion: Climate Targets and Emissions Reduction

Scope	Target year	Target	Base year	Base value	Unit	Proportion of Scope 1–3
Scope 1	2045	0	2016	147,360	absolute reduction	0.32%
Scope 2	2045	0	2016	52,960	absolute reduction	0.11%
Scope 3	2045	13,812,225	2016	46,040,750	absolute reduction	99.567%

Table 10: Brands Fashion's Decarbonisation Targets

Brands Fashion has implemented a wide range of measures to sustainably improve its carbon footprint and reduce greenhouse gas emissions.
In 2023, a photovoltaic system was installed on the roof of the company's facility in Buchholz. The installation is expected to reduce emissions by approximately 42,470 kg CO_2e per year.
In addition, the company has largely transitioned its vehicle fleet, with approximately 90% of company-owned and leased vehicles now powered by hybrid or electric drivetrains. The company's energy demand is further covered through the procurement of certified renewable electricity and the use of certified green gas for heating purposes.
The introduction of a hybrid working model has reduced the need for commuting, resulting in an estimated reduction of approximately 28% in CO_2e emissions. Furthermore, conventional office paper has largely been replaced by recycled paper.
In product development, the company increasingly relies on environmentally responsible raw materials such as organic cotton and recycled polyester. Through the "From Field to Fan Shop" project, Brands Fashion also supports organic cotton cultivation. In addition, products are preferentially sourced from sustainable supply chains, including energy-efficient factories with LEED certification that partially utilise renewable energy in their production processes.
The greenhouse gas reduction targets established by Brands Fashion are aligned with the objectives of the Paris Agreement, which aims to limit global warming to well below 2°C and ideally to 1.5°C above pre-industrial levels. The target-setting process is based on internationally recognised frameworks and takes relevant sector-specific requirements into account. In this context, the company aligns its approach with the EU Strategy for Sustainable and Circular Textiles and the UN Fashion Charter for Climate Action.
As an interim target for 2030, Brands Fashion aims to achieve an absolute reduction of 50% in Scope 1 and Scope 2 emissions and an absolute reduction of 30% in Scope 3 emissions compared with the 2016 baseline year.
By 2045, the company aims to reduce Scope 1 and Scope 2 emissions to net zero and achieve a 70% reduction in Scope 3 emissions compared with the 2016 baseline year.
For the purpose of these targets, Scope 3 includes only emissions arising from the upstream supply chain (Scope 3.1), including product-related transportation to the company's own warehouses.

Emissions reduction measures in the other business divisions

To support its climate objectives, GMA continuously implements measures to improve its environmental performance. These include, in particular, reducing emissions throughout the supply chain, the use of alternative fuels and initiatives aimed at reducing packaging materials. To improve transparency regarding emissions across the value chain, JJ Metals has begun requesting various emissions-related data from suppliers, including Environmental Product Declarations (EPDs), in order to incorporate this information into the supplier selection process. In addition, the company has started requesting emissions reports from shipping companies for maritime transport to Canada.

JJ Industrial Solutions – e-Mobility plans to reduce its greenhouse gas emissions through the implementation of a range of measures. These include the gradual transition to renewable energy sources at its own facilities and within logistics operations in order to reduce both direct and indirect energy-related emissions.

At the same time, measures are being implemented to improve energy efficiency in internal processes and operations, with the aim of reducing energy consumption per unit of output over the long term.

A further strategic priority is the development and distribution of low-emission e-mobility solutions, particularly electric buses and electric commercial vehicles. These products directly contribute to reducing greenhouse gas emissions within the transport sector.

In addition, the company is actively optimising its supply chain through measures such as the selection of lower-carbon materials, collaboration with long-term suppliers, and the reduction of emissions associated with transportation and logistics.

Transition Plan to Mitigate Climate Change

C3 – 55, 56

During the 2025 financial year, the scope of greenhouse gas emissions included in the Corporate Carbon Footprint was significantly expanded compared with previous years. This expansion primarily relates to the inclusion of additional Scope 3 categories and a greater level of granularity in data collection. The Jebsen & Jessen Hamburg Group remains engaged in an ongoing process of data collection and validation with the objective of continuously improving the completeness, accuracy and traceability of its emissions data.
For a distribution and services company, both the comprehensive measurement of emissions and the direct influence over emissions, particularly Scope 3 emissions, represent significant challenges, as a substantial proportion of emissions occur outside the Group's direct operational control. Against this backdrop, the Jebsen & Jessen Hamburg Group is intensifying its structured engagement with suppliers and logistics partners in order to obtain primary-source data and progressively improve the quality of the underlying emissions information.
At the same time, internal processes and IT systems are being further developed to ensure that the growing volume of data can be processed in a consistent, auditable and scalable manner. The objective is to establish a robust data foundation over the medium to long term that supports both enhanced transparency in reporting and the development of effective management and emissions reduction measures.

A robust transition plan requires the comprehensive and reliable collection of material Scope 1, Scope 2 and, in particular, Scope 3 emissions to define realistic pathways, measures and investment requirements. Given the ongoing expansion and improvement of the Group's emissions data framework, the development of a formal climate change mitigation transition plan is not currently envisaged for the Jebsen & Jessen Hamburg Group.

Brands Fashion operates within a carbon-intensive sector. Approximately 98% of its greenhouse gas emissions fall within the category "Purchased Goods and Services" and arise predominantly in Asian countries. As a large proportion of suppliers are located in these regions and the company's direct influence over upstream supply chains is limited, Brands Fashion does not currently have a formally approved climate transition plan.

As part of the implementation of the Green Button 3.0 Standard, the company is currently developing a climate transition plan. Formal adoption of this transition plan is envisaged from 2028 onwards.

Pollutant emissions

B4 – 32

There are no legal or other national reporting requirements, nor any voluntary certification schemes, requiring the disclosure of pollutant emissions relating to air, water or soil pollution.
The Jebsen & Jessen Hamburg Group is therefore under neither a legal obligation to monitor nor to report such pollutant emissions.

Biodiversity risks and land use

B5 – 33, 34a, 34b, 34c, 34d

Biodiversity is a fundamental prerequisite for functioning ecosystems and is of central importance to economic activity. Against this backdrop, the Group's locations were assessed with regard to their potential impacts on, and dependencies relating to, biodiversity.
To determine whether sites are located within or outside biodiversity-sensitive areas, internationally recognised databases were used, including the WWF Biodiversity Risk Filter and the Integrated Biodiversity Assessment Tool (IBAT), which combines data from the Key Biodiversity Areas database, the World Database on Protected Areas and the IUCN Red List.
The Jebsen & Jessen Hamburg Group leases a total of nine office locations with a combined floor area of 10,597.90 m² and three warehouse locations with a defined total area of 38,905.80 m².
In addition, the Group has access to a further 51 warehouse facilities on a demand-driven basis. While contractual agreements are in place for these facilities, no fixed or permanently allocated floor areas have been defined.
All leased office locations and all utilised warehouse locations were assessed for potential biodiversity-related characteristics using the above-mentioned databases.
The demand-based warehouse facilities were also included in the assessment, particularly regarding potential interactions with ecologically sensitive areas, to identify actual and potential risks.
The assessment was carried out based on the respective geolocation data of the office and warehouse sites.
The assessment found that four office locations with a combined leased area of 1,234.80 m², as well as 34 of the demand-based warehouse facilities, are located within or in close proximity to biodiversity-sensitive areas.

Category	Type of use	Number of sites / areas	Area
Leased sites	Office space	9 sites	10,597.90 m²
Of which: proximity to biodiversity areas	Office space	4 locations	1,234.80 m²
Of which: No connection to biodiversity areas	Office space	5 locations	9,363.10 m²
Leased sites	Warehouse space with a fixed rental area	3 sites	38,905.8 m²
Of which: in relation to biodiversity areas	Storage space with a fixed rental area	0 sites	0 m²
Of which: No connection to biodiversity areas	Storage space with a fixed rental area	3 sites	38,905.8 m²
Leased sites	Warehouse space used as required	51 sites	n/a
Of which: proximity to biodiversity areas	Storage space used in line with requirements	34 sites	n/a
Of which: No connection to biodiversity areas	Storage area used in accordance with requirements	17 sites	n/a

Table 11: Land Use – Biodiversity-sensitive Areas

The table below shows the Group's office locations that are situated within or in the immediate vicinity (≤ 10 km) of biodiversity-sensitive areas, and lists the protected areas concerned in each case.

Company	Location	Address	Protected area nearby = < 10 km
Clothing Network	Grabenstätt; Germany	Chieminger Straße 17, 83355 Grabenstätt, Germany	Near a Natura 2000 site
GMA	Griesheim; Germany	Ottostraße 2a, 64347 Griesheim, Germany	near Darmstadt's urban and landscape conservation areas
Ruhr Petrol & JJ Industrial Solutions	Essen; Germany	Huyssenallee 7, Essen, Germany	near the Baldeneysee and Ruhr Valley conservation areas
JJ Industrial Solutions Switzerland	Schaffhausen; Switzerland	Mühlental-strässchen 11, 8200 Schaffhausen, Switzerland	near the canton of Schaffhausen

Table 12: Sites near Biodiversity-sensitive Areas

The analysis of sites in relation to biodiversity-sensitive areas provides an important basis for assessing potential impacts on ecosystems. In addition, the following section outlines the Group's land use in greater detail, with particular regard to land occupation, the degree of land sealing and the associated impacts on soil functions and natural habitats.

The Group's sites comprise both owned and leased office and warehouse facilities. All land used is located exclusively on areas that have already been sealed. No previously undeveloped or near-natural land is utilised.

Accordingly, the sealed area corresponds to the Group's entire reported operational footprint. No near-natural areas on owned or leased properties, nor outside the Group's sites, are utilised.

As the Group operates exclusively on previously sealed land, the direct impacts of its business activities on land use, soil functions and natural habitats are considered to be minor.

Key figure	Value
Total area	97,143.68 m²
Of which: sealed area	96,990.88 m²
Of which: near-natural area on the site	152.80 m²
Of which: semi-natural area outside the site	0.00 m²

Table 13: Land Use – Sealed Area

Water indicators and water-related risks
B6, 35, 36

As part of the double materiality assessment and in preparation for VSME reporting, we assessed the water-related physical risks associated with our sites. The assessment was based, among other sources, on the Aqueduct Water Risk Atlas developed by the World Resources Institute (WRI).
Its “Baseline Water Stress” indicator measures the extent to which locally available renewable water resources are being utilised.
The water stress indicator was assessed for all physical sites of the Jebsen & Jessen Hamburg Group. With the exception of three locations, all sites were classified as “Low”. Accordingly, no water stress was identified for these locations.
The sites of Jebsen & Jessen Life Science, Inc. and Brands Fashion US, which are located in the same office building in Charlotte, North Carolina, USA, were assigned a water stress rating of “High”.
The site of JJ Industrial Solutions France SAS in La Rochelle, France, was assigned a rating of “Extremely High”. This indicates that at least four-fifths of the available water resources are already being utilised, resulting in significant competition for water resources.
For these locations, this represents high or very high levels of competition for water. In the affected regions, water demand is close to the total annual renewable water supply available. As a result, the likelihood of competing demands between agriculture, industry, households and ecological systems increases. At the same time, vulnerability to climatic and demographic developments, such as periods of drought, water scarcity and population growth, is heightened. Temporary restrictions or interruptions to water abstraction resulting from regulatory measures or physical water shortages are also more likely.
Despite these risk factors, the Jebsen & Jessen Hamburg Group has concluded that current water stress conditions do not give rise to any material business-related concerns.
This assessment is primarily due to the nature of the affected locations. They are office-based sites without water-intensive operations. Water consumption is low, not critical to operational processes, and is not material to either our value creation activities or our supply chains.
Consequently, any potential restrictions or interruptions to water abstraction would not be expected to have a significant impact on the continuity of our business operations.

Key figure	Value
Water abstraction	2,578,533.00 litres
Water abstraction from sites in areas with high water stress	122,527.80 litres
Water discharge	56,000.00 litres
Water discharge from sites in areas with high water stress	0.00 litres
Water consumption	2,522,533.00 litres
Water consumption at sites in areas with high water stress	122,527.80 litres

Table 14: Water Use

There are no production processes that consume significant amounts of water.

Against this background, we currently classify the risk as acceptable and see no need at present for additional measures or risk mitigation strategies.

Waste generation and circular economy

B7 – 37

During the reporting period, the Jebsen & Jessen Hamburg Group implemented various measures aimed at strengthening the circular economy throughout its value chain. Particular emphasis is placed on the responsible use of materials, extending product life cycles, reusable and take-back systems, closed material loops and recycling solutions. The individual business divisions pursue different approaches, which are outlined below.

JJ Trading Solutions

Through its trading activities in bioethanol, Ruhr-Petrol makes an indirect contribution to the circular economy. Bioethanol is derived from renewable raw materials and can serve as a substitute for fossil fuels. In doing so, the company supports the use of biological cycles and reduces dependence on finite resources.

JJ Textile

Juritex actively promotes the substitution of primary raw materials with secondary materials. A key focus is the transition from conventional to recycled polyester, which is being advanced in collaboration with business partners. Between the 2024 and 2025 financial years, the share of post-consumer recycled polyester and pre-consumer recycled nylon increased from 41% to 75%.

Through these efforts, the company supports the development and expansion of recycling infrastructure in its production countries and strengthens circular material flows within the textile sector.

Brands Fashion adopts a holistic approach to promoting the circular economy. Products and packaging are designed from the outset, wherever possible, to consist of mono-materials and to be readily

recyclable. Preference is given to recycled and certified materials that meet high environmental standards and facilitate recycling.
In addition, the company has established structured take-back, reuse and recycling systems to enable resource-efficient use throughout the entire product life cycle. Close collaboration with partners across the value chain helps to keep materials in circulation and supports the efficient use of resources.
As a logistics company, Brands Logistics places significant importance on social, economic and environmental sustainability. Together with its suppliers, the company aims to reduce, reuse and recycle packaging materials. This is achieved through packaging minimisation, increased use of recycled materials and ensuring that shipping solutions are fully recyclable.

JJ Industrial Solutions

The e-Mobility business unit has embedded circular economy principles throughout its business model. Key priorities include extending the service life of electric vehicles through repair-friendly design, structured maintenance and service concepts, and long-term spare parts availability.
In addition, the business unit is developing take-back, second-life and recycling solutions for high-voltage batteries. These initiatives are intended to return valuable raw materials to the material cycle at the end of a product's life and reduce environmental impacts across the value chain.
JJ Industrial Solutions Switzerland incorporates selected circular economy principles into its business activities. These include durable and energy-efficient electric mobility solutions as well as structured maintenance and repair concepts that extend vehicle lifetimes.
The company also collaborates with manufacturers and partners that use recyclable components and provide solutions for the recovery and recycling of vehicle parts, particularly high-voltage batteries. Measures aimed at restoring natural systems are not currently implemented in a systematic manner; instead, the focus is on reducing environmental impacts throughout the entire product life cycle.
JJ Metals contributes to closing technical material loops within the metals sector. The company markets steel scrap that is fully reprocessed as a secondary raw material at a steel mill in Malaysia and converted into new steel products.
In addition, the company actively favours suppliers that utilise recycled materials or renewable energy in their production processes. This supports the use of circular resources and contributes to lower-emission value creation.

Overview of waste volumes by type and treatment

B7 – 38a, 38b, 38c

The following section provides an overview of the Jebsen & Jessen Hamburg Group's waste generation by waste type and treatment method and outlines the data basis used for its collection and assessment.

Waste type	Classification	Recycling in tonnes	Disposal in tonnes	Total waste in tonnes
Residual waste	Non-hazardous waste	0	61.71	61.71
Food waste	Non-hazardous waste	0	4.31	4.31
Glass	Non-hazardous waste	0	0.01	0.01
Hazardous waste	Non-hazardous waste	0	0.036	0.036
Paper/ cardboard/ paperboard	Hazardous waste	0	266.14	266.14
Lightweight packaging/ plastic	Hazardous waste	0	4.92	4.92
Electronic waste	Non-hazardous waste	0	0.004	0.004
Document shredding	Non-hazardous waste	0	0.16	0.16

Table 15: Waste Statistics

The breakdown shown indicates that the vast majority of waste consists of paper, cardboard and residual waste, which is consistent with the typical waste generation associated with predominantly office-based activities.

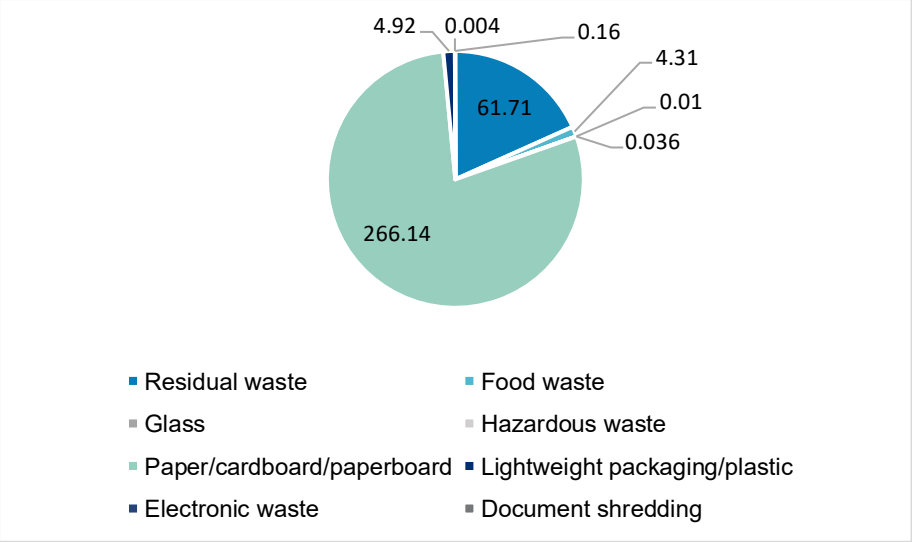

Figure 5: Total Waste in Tonnes

The reported waste volumes are based predominantly on estimates, as no weight-based primary data from waste management service

providers was available for key waste streams. In these cases, waste volumes were determined based on the waste disposal capacities actually utilised.
Where the waste management company provided only volume figures, these were converted to mass. The conversion factors set out in the European Waste Regulation were applied to ensure a consistent, traceable and accurate quantification of the total waste generated.
Waste was classified as recycling or recovery streams only where there was clear evidence of the actual recovery of the waste. In all other cases where no reliable information on further treatment was available, the waste was, as a precautionary measure, classified under the category 'Disposal in tonnes'.

Material flows in the context of our business model

The Jebsen & Jessen Hamburg Group operates as a distribution and services company and does not undertake any manufacturing, processing, filling or other physical transformation of goods or materials. The products distributed by the Group are exclusively traded, stored and delivered.
Against this background, the Jebsen & Jessen Hamburg Group does not consider itself to operate within an economic sector characterised by significant material flows as defined under VSME data point 38(c), as no relevant materials are used or consumed as part of its own operational activities. Consequently, there are no quantifiable annual mass flows of relevant materials used within the Group's operations.
The environmental impacts associated with the goods traded, as well as the related packaging materials (including big bags, pallets and similar materials), are considered within the Group's greenhouse gas accounting and are reported as upstream emissions under Scope 3, Category 1 (Purchased Goods and Services).

Climate-related risks and transition risks

C4 – 57a, 57b, 57c, 57d

As part of the 2025 double materiality assessment, the Jebsen & Jessen Hamburg Group systematically identified and assessed climate-related risks and transition risks using a combined top-down and bottom-up approach and with the involvement of relevant internal functions and business units.
The assessment focused in particular on the outside-in perspective and therefore examined the impacts of climate-related physical risks and climate-related transition risks on the Group's assets, financial position and financial performance. Both acute and chronic physical

climate risks, as well as transition risks associated with changes in markets, costs and availability, were taken into consideration.
The results of the materiality assessment indicate that material climate-related risks primarily arise within the upstream value chain of the Jebsen & Jessen Hamburg Group. Key risk drivers were identified particularly in the sourcing of raw materials, including potential cost increases and risks relating to the long-term availability of raw materials.
In addition, climate-related physical risks exist within transportation and logistics activities, particularly as a result of increasing extreme weather events that may disrupt trade and supply chains.
The assessment of identified impacts, risks and opportunities was conducted as part of the 2025 double materiality assessment through a systematic evaluation of both the likelihood of occurrence and the potential financial impact of the respective events on the Jebsen & Jessen Hamburg Group.
The assessment was carried out by the ESG Management function in close coordination with Risk Management and the operational business units. The methodology applied and the assessment results were subsequently reviewed and validated by the Management Board.
By combining likelihood and impact severity, the identified risks were prioritised. Equity was used as the primary reference metric for assessing potential financial impacts.
The underlying impact categories were defined to appropriately reflect potential effects on the Group's equity position and financial stability.
As part of the double materiality assessment conducted during the 2025 financial year, a total of 31 potential and 2 actual climate-related risks or transition events were identified and assessed.
In accordance with the requirements of the European Sustainability Reporting Standards (ESRS), the identified risks and transition events were systematically assigned to short-term (up to one year), medium-term (two to five years) and long-term (more than five years) time horizons.
The time horizon assigned reflects the period during which financial effects on the company's assets, financial position and financial performance may be expected should the identified potential or actual risk or transition event materialise.
The identified potential and actual climate-related risks and transition events are distributed across short-, medium- and long-term time horizons, with the greatest concentration occurring within the medium-term period.
Based on the results of the double materiality assessment, no standalone measures explicitly designated as climate adaptation actions have yet been implemented for the identified climate-related hazards and transition events.
However, the identified risks and transition events are taken into account within the Group's existing management, risk management and decision-making processes. Based on the enhanced data foundation generated through the double materiality assessment, the Jebsen & Jessen Hamburg Group is currently evaluating the extent to which specific adaptation measures can be systematically derived, prioritised and integrated into its existing corporate management framework in the future.

Our Social Commitment

In this chapter, we provide an overview of the structure of our workforce, key figures on employment relationships, regional distribution, staff turnover and other employee-related information.

Workforce structure and basis of the survey

B1 & B8 – 24eviii, 24eix, 39a, 39b, 39c, 40

During the reporting year, the Jebsen & Jessen Hamburg Group employed an average of 512 (472.71) staff.

Fixed-term	Permanent	Male	Female
8 (5.87)	504 (466.84)	228 (220.04)	284 (252.67)

Table 16: Employees by Employment Status, Number of Full-time Equivalents (FTE)

Germany	Switzerland	France	USA	Netherlands	UK
491 (452.51)	5 (5.05)	4 (3.65)	8 (8.5)	1 (1)	2 (2)

Table 17: Employees by Country of Employment, Number of Full-time Equivalents (FTE)

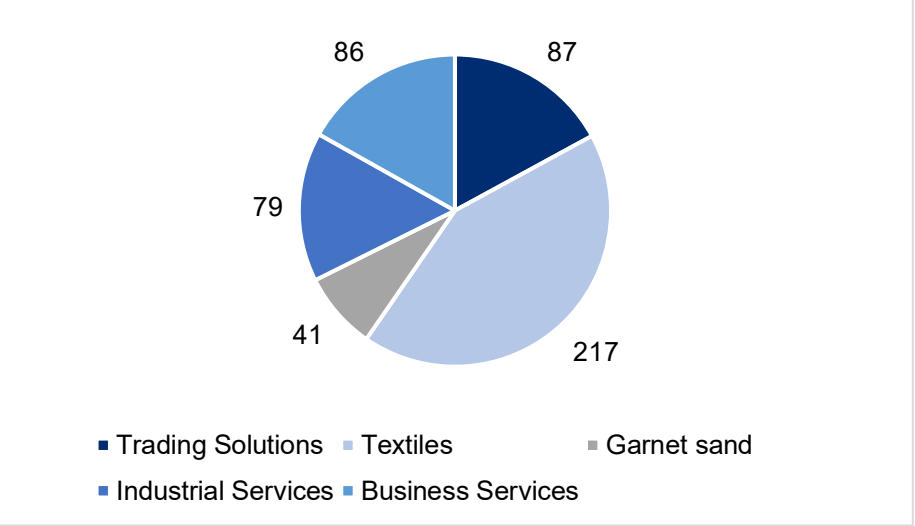

Figure 6: Employees by Business Segment

For our VSME Report, we determine the average number of employees on a consistent basis, applying the same methodology used to calculate employee numbers for the financial statements. The relevant metric is the average number of individuals employed by the Group throughout the financial year.
The relevant figures are collected on a monthly basis and consolidated into an annual average. This includes all permanent employees, apprentices, temporary and marginal part-time employees, working students, voluntary interns, employees participating in active phased retirement arrangements, and employed commercial agents.

Excluded from the calculation are employees on parental leave or long-term sick leave, agency workers, mandatory interns, employees in the passive phase of phased retirement arrangements, and self-employed commercial agents.

This approach ensures that the employee figures reported are collected in a consistent and transparent manner and are aligned with the methodology applied in the financial statements.

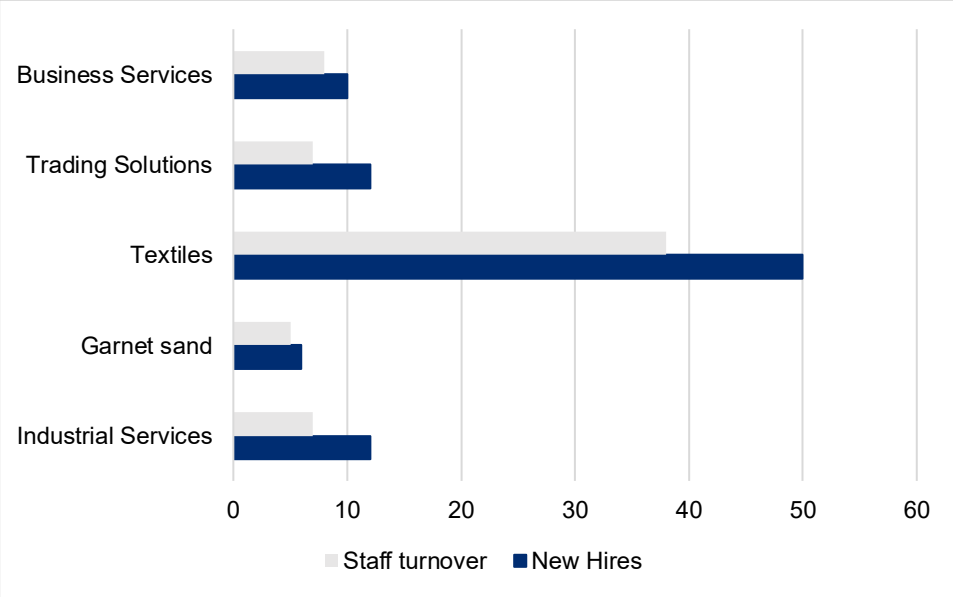

Figure 7: New Hires and Staff Turnover

The employee turnover rate for the reporting year was 12.7%.

Note on the rounding method for staff figures

Both headcount figures and full-time equivalent (FTE) figures have been rounded using standard commercial rounding conventions. As a result of this rounding methodology, minor deviations may occur in individual breakdowns compared with the total figures reported under data points 24ev and 24eviii.
These differences arise solely from the rounding methodology applied and do not affect the overall validity or interpretability of the reported metrics.

Work-related accidents and fatalities

B9 – 41a, 41b

During the reporting period, the Jebsen & Jessen Hamburg Group recorded seven reportable occupational accidents, corresponding to an accident rate of 1.48%.
The number of fatalities resulting from work-related injuries and work-related illnesses during the reporting period was zero.

Remuneration and pay scale classification

B10 – 42a, 42b, 42c

All employees are remunerated at least in accordance with applicable legal requirements. During the 2025 financial year, the entry-level wage for new employees was at least EUR 13.00 per hour, exceeding the statutory minimum wage of EUR 12.82 per hour.
For locations outside Germany, country-specific disclosure of entry-level remuneration is not provided for reasons of data protection and the preservation of anonymity.

The remuneration structure was analysed separately for employees without managerial responsibilities and for managers. The percentage pay gap between female and male employees amounts to 0.016%.
Managers were excluded from the comparison due to variable remuneration components, as their inclusion would result in statistical distortion.
The percentage of employees covered by collective bargaining agreements is 0%.

Skills development within our own workforce

B10 – 42d

The targeted development of our employees is a key component of the long-term success of the Jebsen & Jessen Hamburg Group. We view learning as a continuous process and deliberately create conditions that strengthen professional qualifications, personal development and long-term employability.
Whether through specialist seminars, certified training programmes or academic degree courses, we invest systematically in knowledge and skills. This not only strengthens our capacity for innovation and competitiveness but also promotes employee motivation, engagement and job satisfaction.
Employees are explicitly encouraged to actively contribute their individual development needs. We support both short training courses and multi-day specialist programmes, as well as comprehensive qualifications extending to multi-year academic studies.
This is based on a dialogue-oriented process between employees and their respective line managers. Depending on the scope, duration and level of investment involved, a formal training agreement is concluded, transparently defining objectives, timeframes, cost coverage and, where applicable, retention commitments.

Where required, the Human Resources department provides advisory support to ensure a structured and fair implementation process.
Average annual training hours per employee, broken down by gender:

Male	Female
11.07	9.92

Table 18: Training Hours by Gender

During the 2025 reporting year, a wide range of training and development activities were carried out across various areas of competence.

1. Leadership Skills and Leadership Development

We support the continuous development of our managers and employees with leadership responsibilities through a range of modular and practice-oriented training programmes:

- Senior Supply Chain / Senior Logistics Leadership Programme
- Leadership Development Programme – Module 4
- Leadership Fundamentals
- Female Leadership & AI
- Intensive Change Management
- Solution-Focused Coaching
- Facilitation Skills Training

These programmes support a reliable, effective and future-oriented leadership culture.

2. Social, Communication and Personal Skills

The following training courses were offered to strengthen personal effectiveness and collaboration:

- Communication and Conflict Management
- Professional Customer Communication
- Workplace Self-Organisation
- Clear, Simple and Effective Writing
- Burnout Prevention

These programmes support both effective internal collaboration and professional external communication.

3. Specialist Qualifications in International Trade, Customs and Compliance

In response to increasing regulatory requirements, various specialised training programmes were conducted in the areas of customs, export controls and international trade compliance:

- Certified Export Control Specialist (HZA) – Intensive Programme
- Criminal Compliance in International Trade
- Export Control Officers in Practice
- AWV Reporting – Compact and Up to Date 2025
- Intrastat Intensive Training for New and Returning Users
- Document Coding and References Using EZT-Online – Current Developments 2025
- Anti-Dumping Duties on Goods from China – Update 2025
- Practical Application of AI Tools (e.g. ChatGPT and Gemini) in Customs and International Trade

These training measures support the legally compliant and efficient execution of international business processes.

4. Sustainability, Environment and Supply Chains

In preparation for CSRD requirements and supply chain-related obligations, competence-building measures were also offered in the areas of sustainability and environmental management:

- Advanced Greenhouse Gas Workshop
- Sustainable Supply Chain Optimisation
- Sustainable Human Resource Management (#greenHR)
- Plastic Packaging Tax – Update 2025

These programmes strengthen understanding of environmental interdependencies and regulatory requirements throughout the value chain.

5. Technical and Job-Specific Qualifications

The following training measures were conducted to promote technical competencies and occupational safety:

- PowerPoint Fundamentals
- Certified Specialist in Lubrication Technology
- Dangerous Goods Training and Instruction
- Fire Safety Marshal Training
- Fundamentals of Occupational Safety Representatives (E-Learning)
- Master Management with AI

These qualifications support safe, compliant and efficient business operations.

6. Training and Development for Early-Career Talent

The development of young talent forms an important component of our human resources strategy:

- Preparation Course for Final Examination – Part 2
- Written Examination for Trainer Certification

- Oral Examination for Trainer Certification

These measures support emerging professionals as well as future trainers and instructors.

As an internationally operating corporate group, we communicate with our customers primarily in English, Spanish and Portuguese. To ensure a high standard of communication and intercultural competence, we offer weekly language courses in these core languages.
In addition, language training is available in Arabic, Chinese, German, French and Dutch. Through these programmes, we strengthen our international capabilities while supporting the personal development of our employees in a globally connected working environment.

Management structure, forms of employment and social dialogue

C5 & C6 & C9 – 59, 60, 61a, 65

Jebsen & Jessen (GmbH & Co.) KG defines managers as employees with disciplinary management responsibility.
This includes employees with formal people management responsibilities, in particular the conduct of performance and development discussions and other disciplinary management duties.
Employees with solely functional or technical leadership responsibilities are not classified as managers unless they also have disciplinary responsibility.
Under this definition, the group of managers includes, among others, Team Leads and Department Heads, provided they perform the disciplinary management responsibilities described above.

Gender ratio at management level

Men	Women
58	22

Table 19: Gender Ratio at Management Level

The ratio of women to men in management positions is 0.379, corresponding to a female representation rate of 27.5%.
The proportion of women within the governing body is 4.26%.
To ensure a comprehensive network for sales, sourcing and service activities, the Jebsen & Jessen Hamburg Group collaborates with self-employed third parties in selected regions on a project- and assignment-specific basis. These primarily include commercial agents, brokers, representatives and comparable intermediaries who support the company depending on market structures and regional requirements. Their engagement complements the Group's own organisation and facilitates targeted market development as well as the flexible fulfilment of local requirements.
During the reporting period, 76 self-employed contractors worked for the company. No temporary agency workers were employed during the 2025 financial year.
Self-employed contractors are not part of the Group's workforce and are therefore not subject to employment contracts or employment-related regulations applicable to employees. Cooperation with external workers is based on contractual arrangements and conducted in compliance with all applicable local legal and regulatory requirements.

Self-employed contractors working exclusively for JJ	Temporary agency workers working exclusively for JJ
0	0

Table 20: Employment of Self-employed Contractors

Social dialogue

Our employees are the foundation of our success. Respect, appreciation and a shared set of values therefore shape our day-to-day activities. Our four corporate values – open-minded, competent, innovative and family-oriented – provide guidance in this regard. At the same time, we invest purposefully in the development of skilled professionals and promote the continuous enhancement of competencies throughout the Group.

In addition, we introduced a structured system for regular employee reviews in 2025. The objective is to support individual strengths more effectively, facilitate clear goal-setting and create greater transparency regarding career development opportunities within the Group. In doing so, we have established a further foundation for sustainable people development in line with our values-based leadership culture.
The annual employee review is a key component of our people development approach and complements the ongoing feedback provided in day-to-day business. It serves to systematically reflect on current performance, identify development opportunities and derive concrete perspectives for future professional growth. Participation is voluntary and takes place between employees and their direct line managers, supported through a digital platform.Reviews may be conducted using either a structured questionnaire or an open discussion format. Both participants prepare independently and document their assessments in writing. During the review, these perspectives are brought together, differences are discussed openly and assessments may be adjusted where appropriate. Full alignment of views is not mandatory. Following completion, both parties confirm the discussion within the system.
The process provides a clear structure for employee reviews. Personal information is transferred automatically, with only the assessment period requiring mandatory completion. A structured retrospective facilitates the discussion and supports meaningful reflection on the previous year: Which objectives were achieved? What were the key successes? Which challenges arose and how were they addressed?
Employees and managers document their perspectives separately, ensuring an independent and balanced preparation process. Performance assessments cover the competency areas of professional competence, personal competence and social competence. For managers, leadership competence is assessed as an additional category. Each competency area is evaluated against defined criteria.
Assessments are conducted using a four-level rating scale (“exceeded expectations”, “fully met expectations”, “largely met expectations” and “partially met expectations”), which is linked to a clearly defined percentage logic (125%, 100%, 75% and 50%). This approach ensures transparency and comparability. In addition, qualitative comments may be used to describe individual strengths and development areas in greater detail.
A further focus of the process is individual development planning. Employees may document aspirations relating to expanded responsibilities, project assignments or career moves, including opportunities within other companies of the Jebsen & Jessen Hamburg Group. These perspectives are discussed jointly between managers and employees and assessed in light of strategic and organisational considerations.
To support the implementation of development objectives, the system includes structured goal-setting based on the SMART methodology (Specific, Measurable, Attractive, Realistic and Time-bound). Objectives are documented with defined cycles, weightings, timelines and milestones and may be formulated either as qualitative development goals or as quantitatively measurable performance targets. Where appropriate, target achievement above 100% may also

be recognised. Automated reminder functions support consistent follow-up and progress tracking.

In addition, employee reviews provide an opportunity to reflect on how our corporate values are lived in everyday working life and whether the organisation provides an environment that supports these values. This perspective strengthens our shared understanding of values and supports the continuous development of our leadership culture.

Our mandatory Code of Conduct for all employees also establishes binding principles for everyday behaviour. It defines clear standards relating to integrity, responsible conduct and respectful interaction and therefore provides a common framework for collaboration and social dialogue throughout the Group.

Our Strategic Corporate Management

In this chapter, we outline the policies and procedures established within the Group to prevent corruption and bribery, as well as the codes of conduct and grievance mechanisms available to our employees and business partners.

Convictions and fines for corruption and bribery

B11 – 43

To ensure compliant and ethical business conduct, the Group maintains an internal Anti-Corruption and Anti-Bribery Policy. This policy provides a binding framework for managing corruption-related risks and for implementing our compliance standards across the organisation.
During the 2025 reporting year, this policy was effectively applied and successfully implemented.
No convictions or fines relating to corruption or bribery were recorded within the Jebsen & Jessen Hamburg Group during the reporting period.

Number of convictions	Total amount of fines
0	0

Table 21: Convictions and Fines for Corruption and Bribery

Code of Conduct and complaints procedure

C6 – 61a, 61b, 61c

Copilot said:
For our own workforce, a Code of Conduct is in place. Jebsen & Jessen (GmbH & Co.) KG has established binding codes of conduct in the form of a Code of Conduct for Employees and a Code of Conduct for Business Partners.
The Group's binding codes of conduct consist of two separate frameworks: a Code of Conduct for Employees and a Code of Conduct for Business Partners.
The Code of Conduct for Employees sets out the Group's fundamental values, principles and behavioural expectations. It serves as a binding framework for responsible and compliant conduct in day-to-day business activities.
The Code of Conduct for Business Partners outlines the Group's expectations of suppliers, service providers and other business partners with regard to lawful and ethical conduct.
The Code of Conduct for Business Partners is publicly available and can be accessed via the company's website:
Code of Conduct.

Through these Codes of Conduct, we ensure that clear standards for integrity, compliance and responsible business conduct apply both within our own operations and throughout our business relationships.
Brands Fashion has established its own Code of Conduct for Employees. This Code of Conduct applies to the employees of Brands Fashion, Brands Fashion US and Brands Logistics.
For Clothing Network, the Brands Fashion Code of Conduct for Employees was introduced for the first time in summer 2025. All

Clothing Network employees received training on the contents and requirements of the Code of Conduct.

Topics covered by the Code of Conduct for our own workforce

Coverage		Explanation
Child labour	✓	Compliance with recognised labour and social standards, as well as the rejection of any form of child labour, is ensured by the Group's Code of Conduct.
Forced labour	✓	The Code of Conduct rejects all forms of forced and compulsory labour and ensures compliance with fundamental labour and human rights standards.
Human trafficking	✓	The Code of Conduct rejects all forms of human trafficking and ensures compliance with fundamental human rights and labour standards.
Discrimination	✓	Respecting the personal dignity of every individual is a matter of course for the holding company. No form of discrimination is tolerated. This expressly includes a prohibition on discrimination on the grounds of gender, ethnic origin or 'race', disability, age, sexual orientation, religion or belief. Employees who report indications of possible breaches are protected from all forms of discrimination or disadvantage. In this way, the Group promotes a culture of open communication based on trust and strengthens its internal due diligence processes.
Accident prevention	✓	As part of its social responsibility, the Code of Conduct makes it clear that acting responsibly also includes implementing measures to ensure occupational safety and personal safety. The aim of these measures is to safeguard the physical and mental well-being of all employees. The focus is thus on the prevention of workplace accidents and hazards, the protection of health through safety-oriented work processes, the avoidance of psychological strain through appropriate organisational and safety-related structures, and the integration of occupational safety as part of the overarching sustainability- and responsibility-oriented corporate governance.
Anti-corruption	✓	The holding company pursues a zero-tolerance policy towards corruption. The Code of Conduct prohibits any form of bribery and the granting of improper advantages, including actions that could give the appearance of improper influence. Employees are obliged to comply with all anti-corruption laws.
Conflicts of interest	✓	The Code of Conduct ensures that employees avoid actual or potential conflicts of interest and report any conflicts that arise in a transparent manner. Personal interests must not influence business decisions. Conflicts of interest are systematically addressed as part of corporate governance.
Whistleblower scheme	✓	The Group has a whistleblowing system in place that requires employees to report potential breaches and protects whistleblowers from discrimination. Reports can be made to line managers or to the Compliance Department. The system promotes transparency, integrity-driven behaviour and the early identification of risks.

Data protection	✓	Clear guidelines in the Code of Conduct ensure that personal and confidential data are protected in accordance with applicable law. Employees are obliged to comply with data protection regulations, safeguard sensitive information and prevent data misuse. Data protection and information security are central elements of the company-wide and compliance structure.

Table 22: Content Covered by the Code of Conduct for the Company's Own Workforce

The Group operates a whistleblowing system that requires employees to report potential violations and provides protection against retaliation for those who raise concerns. Reports may be submitted either to line managers or directly to the Compliance Department via email. The system promotes transparency, integrity-based behaviour and the early identification of potential risks.

For the Brands Fashion, Brands Logistics, Brands Fashion US and Clothing Network, the Brands Fashion Group's complaints mechanism also applies. An online form is available on the intranet for the feedback mechanism regarding suggestions and ideas. Confidential submissions are also possible. Furthermore, there is a contact option via an email address. In addition, both internal and external stakeholders can use an external reporting channel to report breaches falling within the scope of the Whistleblower Protection Act (Section 2 HinSchG). This is available on the Brands Fashion website: Brands Fashion Whistleblower Portal. Furthermore, a postbox for anonymous submissions is provided at both sites (Buchholz and Zachow).

In addition, anonymous feedback boxes are available at both locations in Buchholz and Zachow.
Complementing the Brands Fashion Group whistleblowing mechanism, Clothing Network has implemented its own grievance management system. Individuals may use a dedicated mailbox to submit anonymous complaints. In addition, an open-door policy is in place.
A detailed description of the grievance mechanism, including the associated procedural guidelines, is available.

Complaints procedures and incidents involving the company's own workforce

C7 – 62a, 62b

The company's own workforce has access to an established complaints and reporting system through which reports of potential labour and human rights violations can be submitted and processed confidentially.

Topic	Confirmed incident
Child labour	✕
Forced labour	✕
Human trafficking	✕
Discrimination	✕
Accident prevention	✕
Anti-corruption	✕
Conflicts of interest	✕
Data protection	✕
Working conditions	✕
Further	✕

Table 23: Grievance Procedures and Incidents within Our Own Workforce

During the reporting period, no confirmed incidents relating to child labour, forced labour, human trafficking, discrimination or other human rights and labour law violations were identified amongst the company's own workforce. Accordingly, no remedial measures were required.
Confirmed incidents are defined as complaints or grievances received by the company or the relevant authorities as part of a formal procedure, as well as cases of non-compliance identified through established internal procedures. These include, amongst other things, management system reviews, formal internal or external monitoring and audit programmes, and the existing grievance and reporting mechanisms for employees.
Within the framework of these established procedures, no indications of such breaches of duty, nor any formal complaints or legal claims, were recorded. Internal controls and monitoring processes also revealed no evidence of breaches of labour and human rights standards.

Complaints procedures and incidents in the value chain

C7 – 62c

In the 2025 reporting year, the Jebsen & Jessen Hamburg Group received a total of 65 legitimate complaints relating to workers in the value chain, affected communities, consumers and end users.
All complaints received concerned workers at supplier companies. The focus was on working conditions, in particular allegations of inadequate pay, excessive working hours and a failure to provide statutory social benefits. In 14 cases, inadequate accident prevention measures and incidents of discrimination, particularly in connection with maternity rights, were also reported.
The complaints were received via various channels, predominantly in collaboration with external initiatives and associations.

Subject	Confirmed incident
Child labour	✕
Forced labour	✕
Human trafficking	✕
Discrimination	✓
Accident prevention	✓
Anti-corruption	✕
Conflicts of interest	✕
Data protection	✕
Working conditions	✓
Further	✕

Table 24: Grievance Procedures and Incidents in the Value Chain

Of the total of 65 complaints, 61 were fully processed and resolved during the 2025 financial year. Four complaints were still being processed as at the reporting date.

Controversial business areas and reportable turnover

C8 – 63a, 63b, 63c, 63d

The Jebsen & Jessen Hamburg Group does not trade in products intended for use as controversial weapons. Nevertheless, it cannot be entirely ruled out that certain products traded by the Group may be used or further processed by customers in a manner that enables military or security-related applications. For this reason, we work closely with the relevant authorities in relation to products that could potentially be misused for security-sensitive purposes, fulfil applicable reporting obligations, conduct thorough customer due diligence and, among other measures, obtain end-use declarations.

To ensure consistent and transparent reporting, revenue disclosures are therefore based on a standardised approach aligned with dual-use classifications.

In addition to the reported revenues generated from fossil fuels, the Jebsen & Jessen Hamburg Group also trades other products of fossil origin. However, these products are not used as fuels but serve various industrial and technical purposes.

Against this background, the revenues generated from these products are not considered, in our view, to fall within the category of traditional fossil fuels, as they do not involve energy-related use within the meaning of the relevant VSME classification.

	€
Disclosure of revenue from the following sectors: Controversial weapons (dual-use designation)	2,295,357.11
Disclosure of revenue from the following sectors: Tobacco cultivation and production	0.00
Disclosure of revenue from the following sectors: Fossil fuels (coal, oil and gas)	670,818.69
Disclosure of revenue from the following sectors: Chemical manufacturing (pesticides and other agrochemical products)	0.00

Table 25 : Controversial Business Areas and Reportable Turnover

EU reference benchmarks and exclusion criteria

C8 – 64

None of the companies within the Jebsen & Jessen Hamburg Group are excluded from EU Climate Transition Benchmarks or EU Paris-aligned Benchmarks established in accordance with the objectives of the Paris Agreement.

Future Prospects and Management Approach

With this report, the Jebsen & Jessen Hamburg Group is publishing its first sustainability report in accordance with the VSME Standard. This inaugural VSME Report establishes a structured and transparent foundation for systematically identifying, assessing and further developing sustainability topics across the Group. At the same time, it marks an important milestone on the path towards a more firmly embedded and robust sustainability reporting framework. As the first report of its kind, it also serves as the starting point for the continued professionalisation of our sustainability-related processes.

In the coming years, we intend to further strengthen and refine our data foundations, internal management mechanisms and governance structures for sustainability management. This includes the continuous enhancement of our materiality assessment, improvements to data collection processes and the further integration of sustainability considerations into existing decision-making and business processes.

We therefore regard this first VSME Report not as the conclusion of a journey, but as the beginning of an ongoing development process. Our objective is to embed sustainability even more systematically throughout the Jebsen & Jessen Hamburg Group and to continue aligning economic success with environmental and social responsibility.

Legal Notice

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