

SHAPING THE FUTURE — CUP BY CUP

**Sustainability
Progress Report
2023/2024**





Sustainability Progress Report

2023/2024





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1
COMPANY

RESPONSIBILITY IN THE TEA TRADE – FROM ORIGIN TO CUP

For us as a family business, sustainability not only means constantly improving our own processes, but also creating long-term and holistic changes in our supply chain. Together with our partners, we are committed to the ongoing promotion of responsible conduct in the tea market and, in particular, to the sustainable improvement of the living and working conditions of the people in the growing regions.

Our commitment extends across the entire value chain – from the growing countries and procurement of raw materials to our production and logistics. Here, we focus on five central areas of activity: Customers and products, supply chain, energy and environment, employees and society.



-  Customers and products
-  Supply chain
-  Energy and environment
-  Employees
-  Society



How we promote sustainability

We take responsibility for current and future generations – in line with the values that have always guided us as a company. This is the reason sustainability is firmly anchored in our corporate strategy. Our departments initiate, manage and evaluate sustainability projects in a targeted manner, in continuous contact with the Management Board and the Sustainability Council. As an interdisciplinary body, the Sustainability Council monitors developments, regularly reviews the progress made and identifies new potentials. It is made up of representatives of the Executive Board, Management Board, various departments and trainees, thus combining different perspectives and expertise. Our Management Board sets the strategic direction and, together with the Sustainability Council and our most important stakeholders, ensures that our actions have a measurable impact.



Our interdisciplinary Sustainability Council monitors whether we are achieving our goals.

About us

The Ostfriesische Tee Gesellschaft (OTG) is part of Laurens Spethmann Holding AG & Co. KG (LSH), an independent, fourth-generation family-owned company operating throughout Europe. With more than 1,700 employees, LSH had annual sales of approx. 800 million Euro in 2024. In addition to

tea, its core business, the portfolio of LSH's subsidiaries and holdings includes bars, cereals, nuts, dried fruits, seeds, as well as sustainable packaging. OTG occupies a leading position in the German and European tea market with its brands Meßmer, Milford, Onno Behrends and Yasashí.





Peter Amon,
Chair Executive Board,
Laurens Spethmann
Holding AG & Co, KG

Dear tea lovers, dear partners and dear employees,

Tea is our passion – and has been for over 15 years. As a traditional family business, we know: The only way we can shape a better future is through long-term, responsible actions. That is why sustainability is firmly anchored in our corporate strategy and shapes our entire value chain. We rely on transparency, partnerships and innovative solutions to holistically address environmental, social and economic aspects along our entire supply chain. With this report, we review the developments, progress and challenges in the field of sustainability in 2023 and 2024.

To ensure that we achieve our ambitious goals, we have defined clear guidelines. In the area of climate protection, we are working consistently to further reduce our CO₂ footprint on the basis of science-based targets. We made good progress in this area during the reporting period. And we are not going to stop there: Together with Laurens Spethmann Holding (LSH), which we are part of as the Ostfriesische Tee Gesellschaft, we are pursuing ambitious goals and by 2050, we aim to reduce our emissions in all three scopes by 90% in absolute terms compared to 2023. In line with this, the expansion of our plant in Buchholz, which we have been progressing since 2024, is also focusing on a sustainable energy supply.

Where our products are concerned, we have also been able to make considerable progress in the last two years. When purchasing sustainably certified raw materials for our Maßmer teas, we have further increased the share of green and black

tea, which now stands at 95%¹. This brings us another step closer to our goal of sourcing 100% sustainably certified raw materials by 2030. The herbal and fruit infusion sector remains a challenge, as the supply of certified raw materials is limited. We are working to change that, together with our suppliers.

Another central concern for us is the conservation of resources. We are continuously optimizing the use of our materials and focusing on recyclable packaging. For example, we switched to more environmentally friendly packaging for our Yasashí brand in 2024 as part of a rebranding campaign. The new, square folding boxes made of cardboard, which are FSC-certified, allow us to streamline production and save materials.

For us, responsibility begins where the tea comes from: with the people in the growing regions. With strong partners such as the Ethical Tea Partnership, we are committed to fair working conditions and better living conditions on the ground. In the reporting period, we were once again able to bring about positive changes with targeted projects. Equally important to us is the appreciation and promotion of our employees as well as our commitment in and for our home region around Hamburg. Because we are convinced: We can only make a real difference when we work together.

Yours, Peter Amon

¹Rainforest Alliance Standard certified

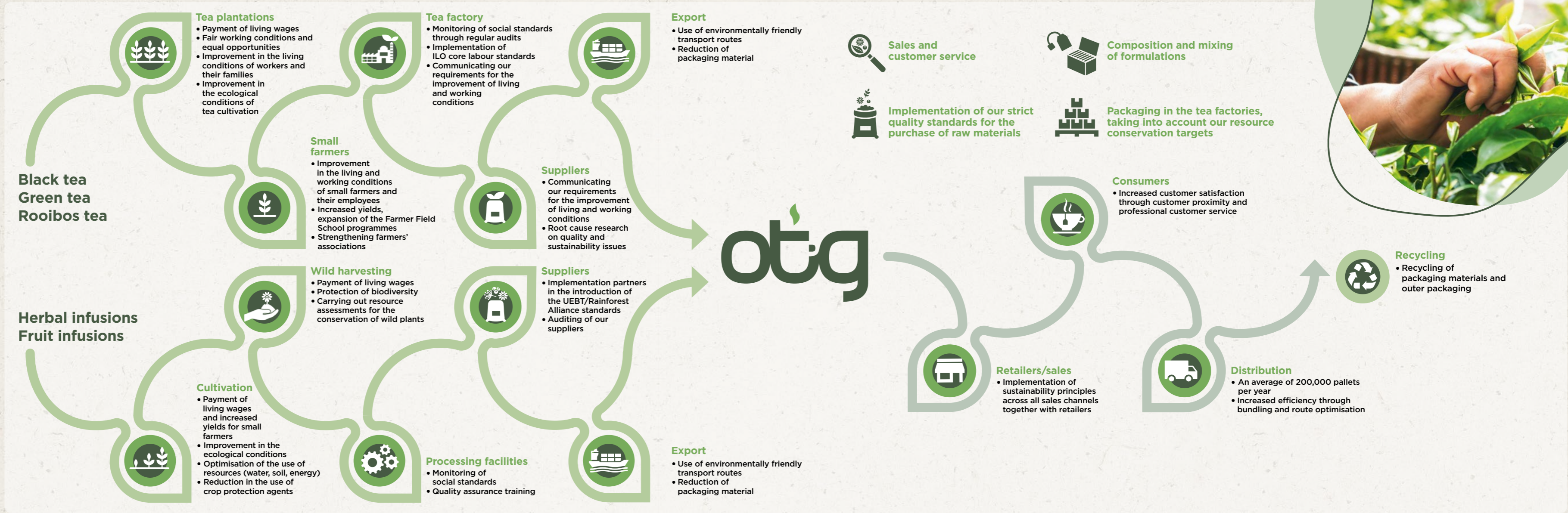


“Monte Metilile” tea garden in the Gurue District, Mozambique

OUR VALUE CHAIN

The tea supply chain is complex because not all tea is the same - and we use more than 200 different raw materials originating from over 90 countries. The cultivation methods and local conditions also differ greatly for the three segments, black and green tea, rooibos tea and herbal and fruit infusions.

We source most of our black, green and rooibos teas through distributors. Nevertheless, we are in direct contact with the production countries and regularly audit the plantations of our suppliers. We buy herbal and fruit infusions from our suppliers in Germany. We are aware of our responsibility across all stages of the value chain and meet the many challenges together with our partners. In the countries producing black and green tea, we cooperate with ETP, Rainforest Alliance and Fairtrade. In the countries producing rooibos tea and herbal and fruit infusions, Rainforest Alliance certifications provide us with evidence of sustainably produced raw materials.





CUSTOMERS AND PRODUCTS 2



ENJOYING THE FINEST TEA – CUP BY CUP

Safety, quality and sustainability are our top priorities in the production of our teas. We take our responsibility seriously and have a holistic view of every product: from responsible sourcing and the selection of our raw materials to certifications and resource-saving packaging.

Sustainability: Anchored in our Meßmer brand strategy

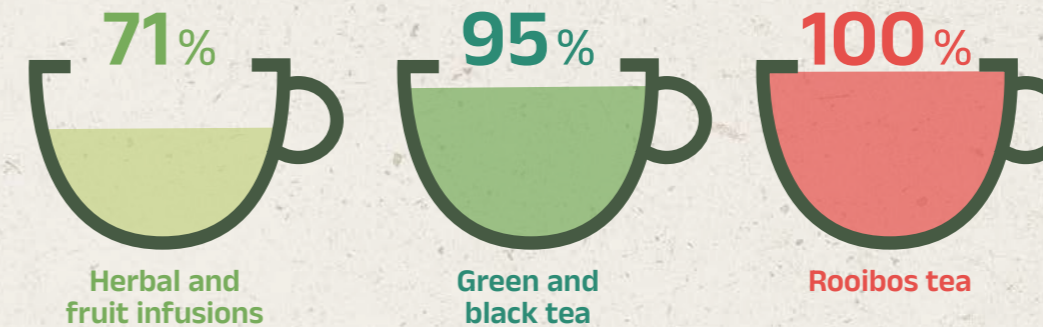
We consistently align our actions with our responsibility towards people and nature. To this end, we work closely with our producers and suppliers. We want to achieve real change and are therefore involved in various projects for people in the countries where our teas originate. This conviction and our understanding of sustainability are firmly anchored in our brand strategies.

Sourcing sustainably certified raw materials

The sourcing of sustainably certified raw materials is a central component of our sustainability strategy. Our raw materials are certified by recognised organisations such as the Rainforest Alliance, Fairtrade or the Union for Ethical Bio Trade (UEBT). In recent years, we have made great progress in this area with our Meßmer brand. For green and black tea, the share is 95% in 2023 and 2024, an increase of a further 5 percentage points since the last reporting period. For Meßmer herbal and fruit infusions, we currently have a share of just over 70%¹ (2023 and 2024: 71%). Especially in this segment, the limited supply of certified raw materials continues to pose a challenge – certified quality is often difficult to obtain, especially for smaller harvests. Together with our suppliers, we are working intensively to continuously increase the proportion of certified raw materials. For rooibos teas, the proportion of sustainable raw materials has already been 100%¹ since 2012. We have this target firmly in mind for the entire Meßmer range and want to achieve 100% by 2030.

¹Rainforest Alliance Standard certified.

Shares of sustainable raw materials 2023/2024



Tackling challenges together

Due to the wide range of varieties and aromas of our tea brands, our range of raw materials is complex: In addition to black and green teas, we produce herbal and fruit infusion blends from over 200 plant-based ingredients. There is also a third area, rooibos tea. The growing conditions and availability of certified, sustainable raw materials vary significantly in all three segments.

Germany and Europe are comparatively small markets for black and green tea, because a significant part of the export volumes from the growing countries goes to other sales markets. In a global context, we purchase relatively small quantities: In Assam alone, one of the largest tea-growing regions in the world, about 700,000 tonnes of tea are produced annually, of which about 15% are exported.

Our purchase volume, an average of 167 tonnes of black tea from Assam per year (2024), has in

creased slightly compared to the last reporting period, but still accounts for less than 0.05% of the export volume. This limits our ability to influence the tea market.

Nevertheless, we see it as our task to take responsibility. We are determined to promote responsible actions in the countries of our supply chains – together with strong independent partners such as the Ethical Tea Partnership (ETP). In addition, we work closely with selected suppliers with whom we maintain long-term and trusting business relationships. More information on our commitment to the supply chain can be found from page 23 onwards.

The herbal and fruit infusion sector has its own challenges, as the raw materials come not only from controlled cultivation, but also from wild harvesting and auctions. Together with partners and suppliers, we are working on more transparency, for example through the Union for Ethical Bio Trade (UEBT) standard.

This is integrated into the Rainforest Alliance Standard for the “Herbs” category, which also includes herbal and fruit infusions. In the area of rooibos tea, the situation is clearer, as cultivation is carried out exclusively in South Africa by a limited number of producers.

The availability of our raw materials is increasingly influenced by external factors. These include changing climatic conditions that lead to increased droughts or heavy rainfall and have a negative impact on the harvest. Logistical challenges such as longer delivery routes or bottlenecks in the availability of containers are also part of this. In order to remain resilient in future, it is crucial for us to continuously monitor these developments and take appropriate measures at an early stage.



Our goal for 2030: 100% sustainable raw materials for the entire Meßmer range

Certifications by renowned partners

The growing conditions as well as the responsible production of our raw materials are crucial for us. We attach particular importance to transparency in the supply chain and especially to social aspects such as fair working conditions. This is why we rely on established certifications and standards from selected partners such as the Rainforest Alliance and Fairtrade. Through this cooperation, we have been able to continuously increase the proportion of sustainable raw materials over the past few years and we are constantly working to increase it further. At the same time, we continuously check whether the existing standards continue to meet our requirements. This is always done with the aim of sustainably improving living and working conditions on the ground.



www.rainforest-alliance.org



www.info.fairtrade.net/sourcing

Our private label brands: growing together

We are a leading provider of private label brands in Europe and are actively committed to greater sustainability in this area as well. Because we know that we can only achieve real change together with our customers and partners. Our success proves us right: To date, we have been able to increase the proportion of sustainably certified formulations among our retail customers to 60%² – that is 10 percentage points growth compared to the last reporting period.

²Rainforest Alliance Standard and Fairtrade Standard certified.

Packaged safely and sustainably

Our packaging not only envelops our teas, it also preserves their quality and protects them from external influences. Always provided that this important function is fulfilled, we are also working to further reduce our ecological footprint in our packaging. We already use a high proportion of renewable raw materials and recyclable packaging. In the past two years, we have also implemented various measures to save materials:

- By using fully recyclable cardboard for our folding boxes, we have been able to increase the proportion of recycled paper in the material by 5 percentage points to 65%.

- We only use pallet cover film for sales units without lids and for medicinal tea. In addition, we have halved the material used in the thickness of the protective film in the plants, saving materials and using less plastic.

- We have also been able to save resources on the cotton threads we use to seal our tea bags and attach the label: A reduction in the thickness of the thread and the size of the roll core on which the thread is wound not only reduces the amount of material used – especially for the cardboard core – but also the consumption of cotton. In addition, this optimisation makes it possible to accommodate more meters of thread on a roll core, which further increases production efficiency. The conversion has already been successfully implemented at our OnnO Behrends plant and results in a saving of around 12 tonnes of cotton per year.

- And we have also been able to reduce the material for the folding box of our square tea bags



from 320 g/m² to 280 g/m². For our large packs containing 50 double-chamber bags, we are continuing this transition in 2025 (from 320 g/m² to 300 g/m²).

We are continuously working on additional measures to further reduce the use of materials in our sales units and trays, which are used in the transport of our tea packaging. These include, for example, the elimination of adhesive strips on the package lids, thinner paper material for our outer bags and a shortening of the dust flaps for our folding boxes. In doing so, we take into account challenges such as the limited availability of individual materials and the strict rules for the use of recycled materials in food packaging. Product safety is always our top priority.



LESS IS MORE

In 2024, we rebranded our Yasashi brand and switched to more environmentally friendly packaging: We have replaced the previous round cardboard tubes with square folding boxes made of FSC-certified cardboard. This allows us to streamline production and save materials. Since our packaging partner is based in Germany, we also benefit from shorter transport routes. At the same time, we were able to reduce the sales price while retaining the same content.



The changeover reduces the amount of material used per box by 44.5 grams – extrapolated to 2024, this results in almost 17 tons less packaging.



Outstanding quality – from cultivation to the shelf

Outstanding quality in every cup – our consumers can rely on that. With our OptiPro quality assurance system, we ensure the safety of our products and make sure that they meet the strictest specifications.

In doing so, we work with foresight – with the aim of identifying possible risks at an early stage and constantly improving processes. We are well prepared because, despite all due care, residual risks can never be ruled out. Our system is designed to react flexibly to changes and to keep quality at a high level.

Using a multi-stage process, all essential aspects are covered:

➤ **Ensuring the identity of the raw materials with the help of elaborate tests**

➤ **Analysis of ingredients and packaging materials for possible residues and contaminants**

➤ **Gentle disinfection of sensitive plant parts and minimisation of weeds**

➤ **In addition, we also take a close look on the ground and have expanded our audits in cultivation.**

The OptiPro core elements – the seven pillars of our system

With **OptiProd**, we ensure the authenticity and integrity of our teas.

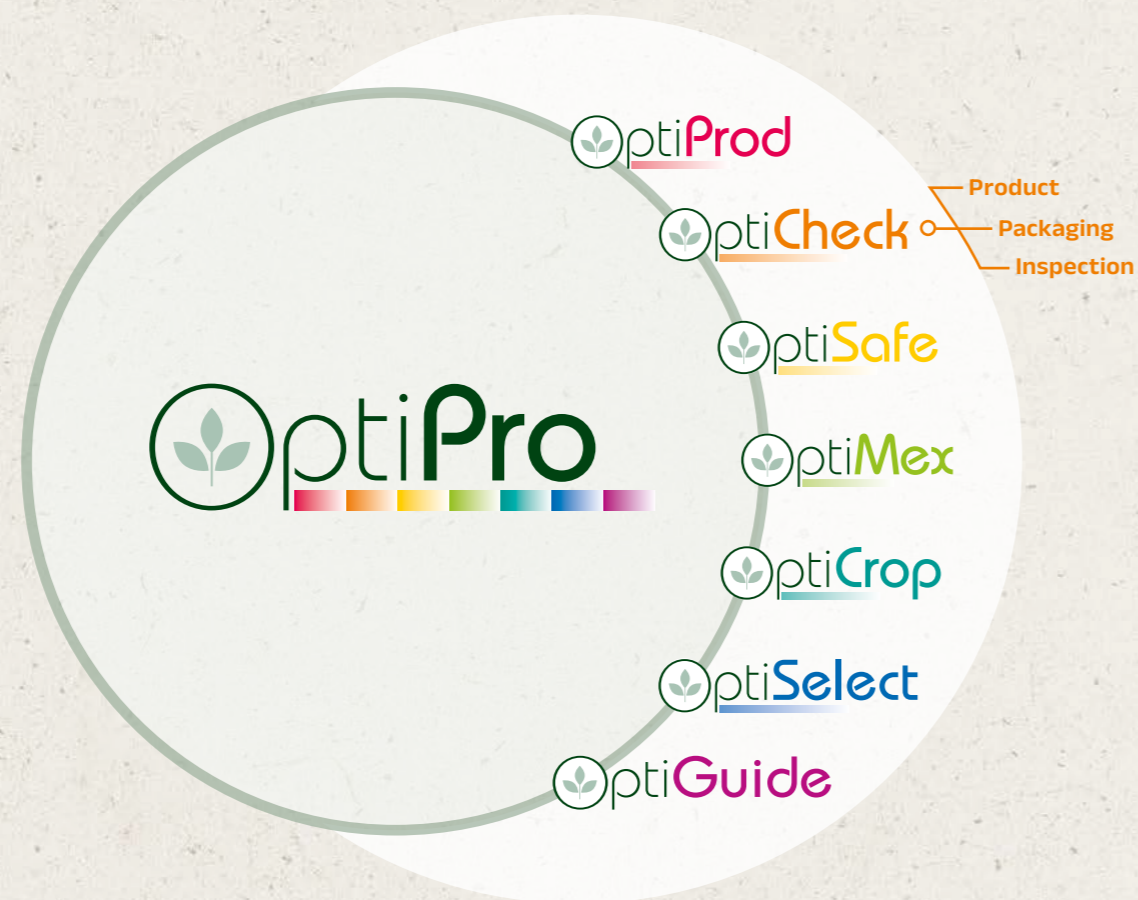
With **OptiCheck**, we guarantee compliance with all requirements regarding residues and contamination and conduct intensive root cause research. Through **OptiSafe**, we ensure that our tea is free of harmful microorganisms.

With **OptiMex**, we guarantee that our teas are free of pests.

Through **OptiCrop**, we ensure that sufficient raw materials are available, while minimising residues from crop protection products.

With **OptiSelect**, we guarantee the use of the highest quality raw materials and the reduction of weeds.

Through **OptiGuide**, we ensure regulatory compliance.



Communication with our customers

Our goal is to keep the complaint rate for our products as low as possible – with no more than six complaints per million units sold. In the reporting period, we were slightly above this number with nine complaints. We have increased our efforts to reduce this number again. To this end, the exchange with our customers and their feedback on our products, including the packaging, are very important to us. If complaints arise, we process them within 48 hours.



3

SUPPLY CHAIN



**STRONG TOGETHER –
RIGHT FROM THE START**

We use about 200 plant-based ingredients for our teas, which we source from around 90 countries. This leads to complex supply chains, which vary depending on the type of tea and ingredients. Regardless of this, the following applies: We want to create sustainable change for the people in the tea-growing regions, without whom our products would not exist. That is why we work closely with other players in the global tea industry. We maintain trustworthy, long-term partnerships with our suppliers and growers in the growing countries. We select our partners according to clearly defined criteria and check compliance with their standards in regular audits. Together, we are developing these standards further – because we understand that our responsibility applies along the entire value chain.

Our principles

Our declaration of principle on the respect for human rights forms the basis of our actions. We are aware that in many of the countries from which we buy raw materials, human rights are not protected to the same extent. This is precisely why we take our responsibility seriously – and are actively committed to improving local conditions in the long term. Last year, we updated our Code of Conduct for business partners and published it on our website to create more transparency. All our business partners agree to be bound by this Code of Conduct. In addition, it is an integral part of our annual supplier meetings.

Our Code of Conduct is based, among other things, on the core labour standards of the International Labour Organization (ILO). It contains principles such as the prohibition of child and forced labour or discrimination, as well as the right to collective bargaining. The update includes more detailed information on existing topics, but also addresses new aspects. More emphasis has been put on topics including the areas of workers' rights, climate protection and use of resources, forced evictions, deforestation and an even more specific statement on human rights. We have also expanded our requirements for the deeper layers of the supply chain: The Code of Conduct does not only apply to our direct suppliers, but must also be passed on to their partners. In addition, it also regulates the definition of and handling of serious injuries as well as our complaints mechanism, which we have launched together with other members of the Deutscher Tee & Kräutertee Verband (German Tea & Herbal Tea Association).

For even more transparency in the supply chain

We are committed to fair social, environmental and labour standards in our global supply chains. Our goal is to promote compliance with these standards and prevent possible violations. To this end, we have set up a whistleblower system on our website. This can be used to report possible grievances – with an option to do so anonymously. The mechanism is open to various groups that can contact us in different ways:

- **Supply partners: Employees from our supply chains who suspect or observe human rights or environmental violations in our supply chain can contact us via a whistleblower**

platform. We have launched this together with other companies of the Deutscher Tee & Kräutertee Verband in order to effectively achieve positive changes in our supply chains. We are convinced that we can achieve a lot together and should therefore work closely with each other.

- **Own employees: In the course of the Act for the Better Protection of Whistleblowers (Hinweisgeberschutzgesetz), we have set up another platform to uncover grievances.**

Our partnerships: Impactful collaboration

Even though we do not cultivate our own tea, but source most of our green and black tea from intermediaries, we maintain direct contacts in the countries of origin. During our on-site visits, we enter into dialogue with local producers, compare our expectations of social and environmental standards with the actual circumstances and jointly develop solutions if there is a need for improvement. Since we are a comparatively small player in the global market, we work together with strong partners. As a member of the Ethical Tea Partnership (ETP) and together with the other members, we are committed to long-term improvements in living and working conditions in the tea-growing regions. In addition, we are part of the ETP Executive Board and actively contribute to the strategic direction of the organisation. Together, we provide targeted support for local projects – with the aim of strengthening social justice along the supply chain, creating ecological awareness and supporting climate-resilient cultivation practices. We also regularly participate in the forums of the ETP.



The Ethical Tea Partnership (ETP)

The ETP is the only international non-profit organisation that is exclusively and systematically committed to the global tea industry. Together with its 38 members – including mainly producers and traders – as well as in close cooperation with NGOs, governments and trade unions, it is committed to establishing social and ecological standards in tea production and creating more transparency. The ETP supports growers through targeted training and acts directly on the ground. In this way, it can ensure that the support reaches the areas where it is most urgently needed.

These take place in the growing regions and offer us the opportunity to discuss specific challenges with various local stakeholders and to find joint solutions. At the same time, the analyses provided by the ETP give us an even better understanding of the situation in the respective country of cultivation.

**More than
18,000 adults
received training in
career orientation,
nutrition and
flood protection ...**



OUR ENGAGEMENT ON THE GROUND

Wells in Zimbabwe: Access to clean water

From 2020 to the beginning of 2024, we worked with one of our supply partners to build wells in the Mushumbi region of Zimbabwe. This is where we source hibiscus for our fruit infusions. Over the entire project period (2020-2024), 20 wells were built with the participation of the OTG.

The project has given access to clean drinking water to around 2,500 households and around 13,000 people. We were also able to secure the water supply for public institutions, such as the Masoka Clinic. This has resulted in a considerable improvement to hygiene and living conditions locally. The wells also make life easier for women and children in particular, as they previously had to travel long and often dangerous distances to collect water. The new wells not only make everyday life easier, but also strengthen the role of women in the local communities, for example through their joint responsibility for distribution and maintenance.



Our engagement in Assam

Assam in northern India is the largest contiguous tea-growing region in the world. Some of our teas also come from there. About 20% of the population lives and works on tea plantations. We are involved in two projects in the region:

Since 2014, we have been involved in the Improving Lives in Assam project together with the ETP and UNICEF. At the beginning of the project, the main focus was on supporting and empowering girls and young women. In the current phase of the project, the focus is on strengthening basic structures on the tea plantations, with the aim of achieving sustainable improvements in the living conditions of children, women and families - especially in the areas of health, nutrition and education. A key concern is the integration of family-friendly measures into everyday working life, to promote gender equality and to create an infrastructure resilient to natural disasters. For example, the offers for early childhood support have been significantly expanded. In addition, more than 18,000 adults received training in career orientation, nutrition and flood protection.

A total of 20 community development forums have been established. More than 1,784 members are already active in the forums.

To encourage the self-confidence and participation of girls in the tea-growing communities, 21 girls' football clubs have been created. There, the 664 members can experience community and enjoy sports.



The ETP project **Plantation Community Empowerment Programme (PCEP)** focuses primarily on the socio-economic conditions of tea workers and their families. The project covers 20 tea plantations in nine districts of Assam. The aim is to strengthen cooperation and mutual understanding between plantation management and local communities, especially with regard to marginalised groups. The central element is the community development forums: joint platforms where all participants identify challenges and develop solutions together. They promote social participation and binding, transparent decisions. The forums strengthen cohesion, resulting in a sustainable improvement of local living and working conditions. The project was launched in 2022 and runs until 2025.

32 Joyful Learning Centers have been established on the 20 tea plantations, where 1,311 children are cared for and supported.

Our Tea, Our Voice: Empowering women in leadership

In the **Our Tea Our Voice** programme, initiated by the ETP and the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), we support female tea workers in Kenya, Rwanda and Indonesia in taking on leadership positions. Although women play a crucial role in global tea production, they are severely underrepresented in management positions. Since 2023, we have been working together with local stakeholders and other project partners to promote a change towards more women in leadership roles in the growing regions.

In **Kenya**, 1,131 people could be reached so far (616 women and 515 men). In order to raise awareness of the issue and support women in leadership positions, the programme regularly offers leadership training, intergenerational dialogues and various forums. The forums were aimed at different groups, including male allies, adolescents and young mothers, in order to achieve inclusive conversations and broad community participation and further promote the topic.

In **Rwanda**, 45 community groups have been set up as part of the project, which represent an important starting point for local engagement. So far, 1,442 members have taken part in awareness-raising training. In addition, 36 leaders from the tea sector and their national representatives actively addressed issues such as gender discrimination, unconscious bias and the promotion of equality and female leadership.

In **Indonesia**, we are still mostly in the implementation phase. This includes introductory events with plantation management and tea workers to raise awareness of the program and increase acceptance.



Empowerment of women in Egypt

We source a wide variety of herbs from Egypt, including chamomile and peppermint. In the course of purchasing these raw materials, we worked together with our supply partner as part of a project to empower women. The initial aim of the project was to provide health services in rural areas and to educate people in the field of healthy nutrition. Subsequently, the project aimed to strengthen the role of women. The challenges on the ground are manifold: inadequate health care, lack of access to education – especially for women and girls – low social and economic participation, lack of access to finance and a high risk of poverty in heavily agricultural regions. This is exactly where the project comes in. Women were specifically supported in learning basic reading, writing and arithmetic skills. The focus was on promoting self-confidence and personal responsibility – and thereby creating the basis for more participation and economic independence. Together with the project partners, we were able to empower 300 women to develop business ideas for micro-enterprises in order to create additional sources of income – for example in the areas of tailoring, accessories and the production of cosmetics. Verified information shows that 15 women have already founded their own small businesses in the first phase of the project.

**Together with
our project partners,
we were able to empower
300 women to develop
business ideas
for micro-enterprises**

Transition to renewable energy in Egypt

Together with our supplier, we are working on a farm in the Egyptian desert to implement solar energy. Due to its very remote location, it is not possible to connect the farm to the state energy grid – as a result, the energy supply must be completely secured on-site. The project aims to introduce a hybrid irrigation system with solar and diesel-powered pumps in order to reduce CO₂ emissions in the long term. In the first phase of the project between 2021 and 2023, a photo-

voltaic system with an output of 272 kilowatt peak (kWp), the unit of measurement for the maximum output of photovoltaic systems, was installed. This corresponds to about 35 times the average private PV system for a household of two to five people. This investment can save around 460 tons of CO₂ annually. Subsequently, the first solar-powered pumps were gradually connected.



Solar installation to drive the pump for the irrigation of a chamomile field in Egypt



**ENERGY
AND ENVIRONMENT** 4

CLEAR COMMITMENT TO CLIMATE

For us, climate protection means acting consciously with foresight, not just reacting to developments. That is why we have embedded it as a central element in our sustainability strategy. For more than ten years, we have been systematically recording our emissions using the Corporate Carbon Footprint (CCF), deriving specific targets from it and implementing corresponding reduction measures. The focus is on energy efficiency, waste prevention and the careful use of resources.



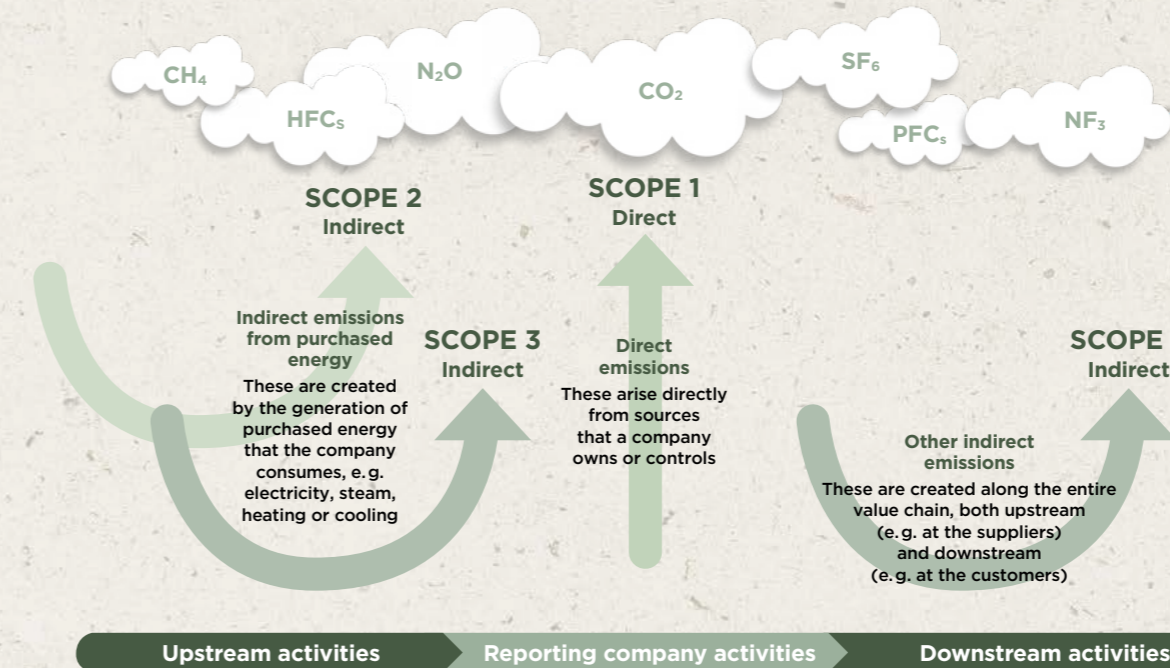
Our path to decarbonisation

Thanks to the comparatively efficient structure of many of our production processes, we already require less energy than other industries. This is a solid foundation, but by no means a reason to sit back. We are continuously working to secure the progress we have made and to advance further. Together with our parent company, LSH, we set science-based climate targets in 2024 in accordance with the principles of the Science Based Targets initiative (SBTi). By 2030, we aim to reduce our absolute greenhouse gas emissions in Scopes 1 and 2 by 42% compared to the base year 2023. Emissions from purchased goods and services (Scope 3) are also to be reduced by 42% in the same period. In the long term, by 2050, we aim to reduce our emissions in all three scopes by 90% in absolute terms compared to 2023.

A detailed view of our CO₂ footprint

In 2024, we emitted a total of 119,472.20 tonnes of CO₂ across all three scopes, which is a slight decrease compared to the previous year. Our direct Scope 1 emissions from the use of natural gas for heat generation and the use of fossil fuels for company cars continued to decrease compared to 2021 and 2022 and were reduced by more than 50% between 2010 and 2024. This reduction is mainly due to various cost-saving measures and the ongoing electrification of our vehicle fleet. OTG made a conscious decision to use green electricity several years ago: Since 2015, all sites have been fully supplied with electricity from renewable sources. As a result, our Scope 2 emissions have been at a consistently low level for a long time. The further decline in 2024 is mainly due to a method adjustment:

Understanding our CO₂ footprint: Scope 1, 2 and 3 at a glance

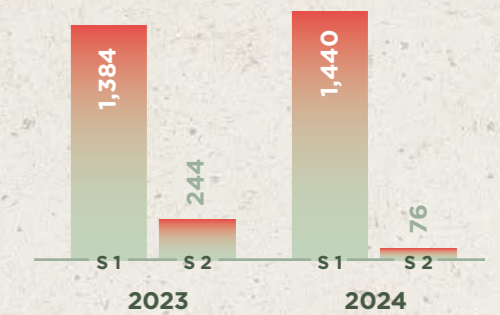


From this year onwards, the charging of our electric vehicles will no longer be recorded under Scope 2, but under Scope 3. Scope 3 accounts for the largest share of our total emissions, at around 99%. In 2024, we were able to achieve a reduction of 1.44% compared to the previous year, including in the areas of packaging and external transport. However, a direct comparison with previous years is only possible to a limited extent for

Scope 3 emissions. This is due to method adjustments which we made since 2023 - for example, by applying new emission factors, taking into account changes in land use and expanding the emissions recorded to include additional categories. This improved database facilitates a more realistic picture of our emissions and clearly shows us where relevant savings potentials lie.

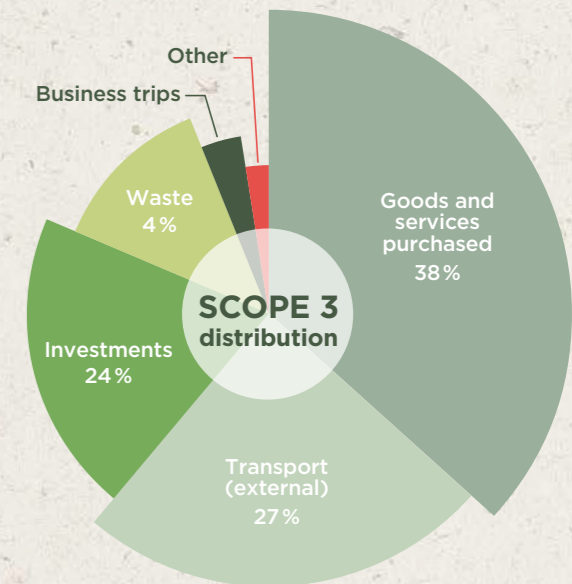
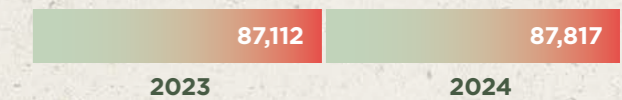
Development of SCOPE 1+2

CO₂ emissions in tonnes



Development of SCOPE 3

CO₂ emissions in tonnes



PLANT EXPANSION IN BUCHHOLZ: INVESTING IN OUR FUTURE

Reducing our emissions and a sustainable energy supply are also the focus of our plant expansion in Buchholz in der Nordheide, which started in 2024. In total, the extension and conversion of the production facility for our Meßmer and Milford brands will take about three years. Anna Spethmann, member of the OTG Management Board and responsible for the plant, explains what distinguishes the expansion in terms of ecological aspects.



Anna Spethmann,
Head of
Plants &
Industrial
Engineering

What makes the plant expansion a flagship project in terms of sustainability?

“For the first time, we are installing a photovoltaic (PV) system on the roof, so that we can generate electricity from solar energy ourselves and integrate it directly into our electricity mix. The output of the PV system is expected to be between 220 and 270 kilowatt peak (kWp), depending on the arrangement and orientation of the areas available on the extension. Another important component is heat recovery. Warm exhaust air is generated in our tea bag machines when the tea is bagged. We extract this with the help of an intelligent, demand-based dust extraction system, which at the same time removes the tea dust produced in the process. We can already recover around 60% of the heat in this way. The remaining residual heat is made usable by two reversible heat pumps – i.e. systems that can both heat and cool. We use the energy which is generated to heat the hall. In addition, we have dimensioned our new power sup-

ply in such a way that we will be able to replace all existing heating systems at the Buchholz site with heat pumps with at least 65% renewable heat in accordance with the German Building Energy Act (GEG).”

What additional steps are planned to make the energy supply even more sustainable?

“In addition to these major steps, we are planning many other measures to save energy. These include, for example, small windows that prevent excessive heating in summer, as well as a light façade colour that reflects sunlight and keeps the building at a pleasant temperature. We also take a targeted approach to air conditioning so that energy is only used where it is really needed.”

To what extent does the plant represent a benchmark for future sites and how does it support OTG’s long-term sustainability strategy?

“The plant expansion in Buchholz is definitely a signpost for future projects. Many of the measures we implement here serve as a blueprint for the continuous modernisation of our sites. At the same time, we are sending a clear signal to our employees with the restructuring: We are making a conscious, long term investment in the future of our company – and in that of the site.”



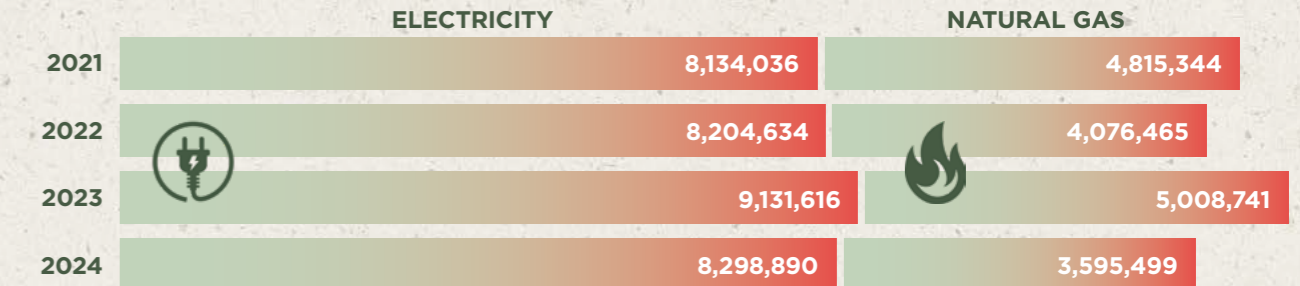
Focus on:
Energy consumption
and increased
efficiency

Energy consumption at a glance

Energy is indispensable for our production and the operation of our buildings. This makes it all the more important that it is used responsibly and efficiently. The basis for this is our energy management system in accordance with DIN EN ISO 50001, which we introduced at all German production sites back in 2014. In 2018, this was followed by our two central warehouses OTG Lager- und Frachtkontor North and South. As a result, we know the precise location and amount of energy being consumed – and can identify and realise potential savings in a targeted manner. This not only provides ecological advantages, but also has a positive economic effect. In addition, we have massively expanded electricity data collection at all sites in order to identify addition-

al approaches to energy savings. In addition, we focus on concrete measures to increase energy efficiency in everyday operations. One example during the reporting period was the replacement of outdated light sources by modern LED technology in additional parts of the building of our subsidiary Kräuterhaus Wild. We have also been able to further expand the electrification of our fleet and more than double the number of our electric and hybrid vehicles since 2022. We have set up suitable charging stations at our sites in Norden and Buchholz. As a result, fully electric journeys can now be made between the headquarters and the two plants. Our e-bike leasing offer at all sites has also been met with great enthusiasm. Many employees use it to travel to work in a climate-friendly way.

Energy consumption by type in kWh



Electric and hybrid vehicles



What does retrofitting mean?

Retrofitting generally refers to the subsequent modernisation or conversion of existing systems, devices or buildings in order to bring them up to date with the latest technology – especially with regard to energy efficiency, sustainability or legal requirements.

Preserving technology, conserving resources

Rather than a new purchase, targeted modernisation can sometimes be the answer. With our retrofit program, we are upgrading tried-and-tested machines for packaging tea, in particular with new electronics. This makes them more energy-efficient, extends their service life and conserves resources. Of course, we invest in new machines as well, but we also give some of the existing systems a second life through modernisation instead of prematurely retiring them.

Why we rely on retrofitting

Energy-saving: The refurbished machines often consume less electricity than new models with a lot of electronics.

Resource-saving: Every modernised plant replaces a newly manufactured plant – this saves material, transport, energy and thus CO₂.

Long-lived: Robust technology remains in use and is being modernised in a targeted manner instead of being replaced.

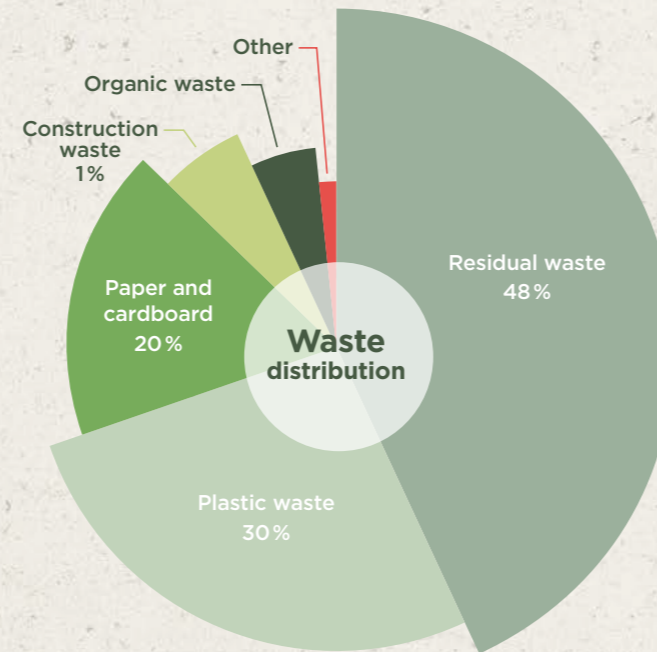
Cost-effective: Retrofitting is usually more economical than a new purchase and reduces operating and maintenance costs in the long term. The

modernisation of existing models pays off, as two concrete examples show: Both the IMA C23 and the newer IMA C24 produce double-chamber tea bags. The retrofit conversion of the C24 can save around 48% CO₂ over a service life of ten years compared to new machines, even increasing to around 63% for the C23.

Less waste, more responsibility

Conservation of resources begins with the consistent minimisation of consumption. That is why we are continuously working to optimise our packaging, materials and production processes and to further reduce waste. Compared to 2022, OTG's waste volume initially increased in 2023 and 2024 – but 2024 is already back below the level of the previous year. The increase in both years can be attributed to the fact that an additional site was included in the data collection, extensive renovation measures took place and production volumes were increased. The waste that cannot be avoided is recycled as much as possible. By consistently separating plastic, paper, residual waste and tea dust, we ensure that recyclable materials are reused in the best possible way. Even the tea dust is re-used in a sensible way, for example as animal feed. We also give a second life to packaging materials: Disposable wooden pallets become firewood for our employees, bags become garbage bags and sturdy cardboard boxes are used when moving house. Our big bags for the internal transport of semi-finished goods remain in circulation and are reused as many times as possible, in compliance with hygiene regulations. In addition, we implement targeted measures to avoid waste – for example, by reducing material losses in our production processes and continuously expanding paper-based packaging materials.

Total waste generated in tonnes



Together we can do more

Sustainability is teamwork and thrives on the commitment of our employees. By contacting the Sustainability Council, they can actively contribute ideas on how to make their everyday work even more environmentally friendly. One suggestion was to transform old business stationery into new notepads. Using paper glue and a specially built press, our group of trainees produced around 100 pads from about 20 boxes of outdated letterheads during the reporting period and then distributed them to the departments. Our trainees are also actively engaged in promoting more sustainability in other ways: In the Sustainability Project Group, which is reappointed every year, they develop their own campaigns, for example clothes swap parties at our sites as part of the European Sustainability Week.





5

EMPLOYEES



ACHIEVING MORE TOGETHER

Our employees are the basis of the Ostfriesische Tee Gesellschaft and our joint success. With their enthusiasm for tea and their daily commitment, they play a decisive role in shaping our company. That is why it is particularly important to us to offer them an appreciative working environment that gives them optimal support and the opportunity to develop further.

OTG as an employer

People are at the core of everything we do. Trust, respect and tolerance are particularly important to us and shape our work culture. We see diversity as an important factor that strengthens and advances our company.

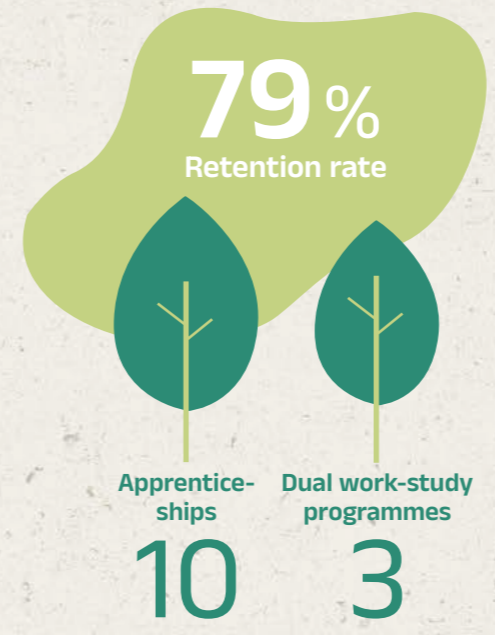
In 2024, we employed 942 people across all sites (2023: 884), of whom 199 were newly hired (2023: 194). 29% of our employees are subject to collective agreements. The fluctuation rate was 5.4%, slightly lower than in 2023 (6.1%).

We know how important flexible working time models are to enable employees to reconcile work and private life. Where possible, we offer the option of mobile working to promote a good work-life balance.

Dialogue and exchange with our employees are crucial for us. Through regular surveys, we want to understand what is important to them. Values such as cooperation with colleagues, equality and self-determined working on a par are particularly relevant.

Focus on further training

We are proud that about 85% of our trainees and students in work-study education stay with us after graduation. In this way, we can offer them a good start to their professional lives and at the same time secure qualified young people from our own ranks. We aim to expand this in the future, especially where the IT professions are concerned. An important building block in the promotion of young talent is our StepUp programme, which has now entered its second round.



The experience from the first cohort shows: Using an agile approach that is oriented to individual needs, we enable participants to develop their potential in an even more targeted and self-determined way – far beyond the possibilities of a rigid curriculum. Moreover, we also offer targeted retraining to people from other professional contexts in order to open up new perspectives and professional development opportunities for them. In addition, OTG awards two scholarships every year to trainees and students in order to specifically promote fair educational opportunities.

Continuing education is very important to us – both professionally and personally. Our e-learning platform gives our employees the opportunity for further development, with great flexibility and regardless of location – for example, in the areas

Since 2024, we have been awarded the “TOP Training” seal of the Chamber of Industry and Commerce for OTG’s commitment to structured, quality-assured and future-oriented training.

Benefits for our employees

In order to support and facilitate our employees, we offer them the option of leasing electronic devices such as PCs and mobile phones or bicycles with the ValueNet program. They also receive a monthly allowance that they can use, for example, for fuel or shopping vouchers, as well as a recreation allowance. We also subsidise meals in our canteens.



Focus on health

The health of our employees is our top priority. As an employer, we have a key responsibility to ensure a safe workplace. In 2023 and 2024, for example, we did not record any reportable industrial accidents at OTG, which shows that our measures are working. In this respect, prevention is key for us.

Regular safety analyses:

Our Occupational Health and Safety Committee (ASA) meets four times a year at all sites. Their work includes, for example, following up on any accidents at work so that they do not recur as far as possible and the necessary measures are initiated.

Health care by company doctors:

Occupational health check-ups ensure that the health of our employees allows them to carry out their activities.

Quick help in an emergency:

We have more first aiders in the team than required by law. In addition, all buildings at our headquarters in Hittfeld are equipped with defibrillators, which also goes beyond the legal requirements.

Individual protection:

In order to minimise risks and prevent health-related effects, we offer numerous protective measures. For example, we individually adapt the hearing protection for all employees in production – for optimal protection and a high level of comfort.

Continuous training:

Monthly training courses at all production and logistics sites on the subject of occupational safety raise awareness among our employees. We also attach great importance to promoting the health and well-being of our employees. We offer them a range of supports to achieve this:

- Regular examinations such as vision and hearing tests
- Vaccinations by our company doctors
- Digital yoga classes accessible across all sites, which promote increased mobility and relaxation
- Ergonomically designed workstations, some with height-adjustable desks
- Seminars for time and stress management, digital resilience training



SUPPORT THAT MEETS EMPLOYEES NEEDS

Our responsibility as an employer does not end at the workplace. We also want to support our employees in difficult life situations and strengthen their work-life balance. That is why we have been providing them with a strong partner in the form of the Viva Family Service since 2023, giving them professional advice and support in challenging life situations. Carola Bullermann, Head of HR and Facility Management, explains why we consider this support to be so valuable.

Why did OTG decide to introduce the Viva Family Service?

“Reconciling professional and private obligations is not always easy – be it childcare, caring for relatives or personal or health problems, which can often also cause mental stress. We want to support our employees in this, but at the same time we also know that these are sensitive topics, where not everyone wants to open up to their employer. With the Viva Family Service, we offer targeted

support from experienced professionals such as social pedagogues, psychologists or care counsellors. Through professional advice, mediation and emergency solutions, they create noticeable relief and thus make a significant contribution to the satisfaction and health of our employees.”

What specific support options are there?

“Our employees can take advantage of advice and assistance in three central areas: On the one hand, the service offers valuable support in balancing work and family life – from questions about pregnancy and parental leave to the challenges of puberty. This includes, for example, the professional arrangement of suitable care solutions, whether for everyday life or for emergencies. When it comes to caring for relatives, the trained specialists of the Viva Family Service are also at the side of our employees. This includes, among other things, support with applications and the search for nationwide support services. In addition, psychosocial counselling services can be used, which have proven to be particularly helpful.”

How is the service being used and are there any developments?

“The response has been consistently positive, which is why we have recently expanded the service offering. And we are already seeing effects, for example with regard to the results of the psychological risk assessments. We are very pleased that the support is so well received by our employees.”



Carola Bullermann,
Head of HR and
Facility Management



6

SOCIETY



CHANGING MORE TOGETHER

Our commitment extends from the countries of origin where the tea is cultivated to our home in northern Germany. As a family-owned company, we specifically support initiatives in the Hamburg area, especially in the Harburg district, and also implement our own projects.

Taking responsibility at a local level

The Spethmann Foundation, founded in 2001 by our owner family, is committed to supporting children and young people under the guiding principle “The focus is on people” – but also supports older people and the health sector. Its focus is on the Harburg district, but selected projects in Hamburg and Lüneburg are also funded with over 100,000 euros annually. Two of them are particularly close to our hearts and are deeply committed to more participation and equal opportunities: the Integrative Living and Working Community LeA in Neu Wulmstorf, Lower Saxony, and the children’s project Die Arche (the Arc) in Hamburg-Harburg.

Strong together

Since 2010, LeA has enabled people with intellectual and/or multiple disabilities to live a self-determined life in community. Today, 38 residents with medium to high support needs live in the residential buildings and are individually supported and cared for. All services are tailored to their personal needs and abilities. The idea of founding the association was born as early as 1999, and the first Laurens Spethmann houses were built in 2003. Since then, the residents have been an integral part of the community – proof that integration succeeds with the right concepts and a familial approach.

For more opportunities and participation

The Ark has been active in the Hamburg district of Harburg since 2020 and offers up to 60 children from low-income and newly immigrated families a dependable place to go. With leisure activities, learning support and language courses, it creates space for development and participation. Mobile

assignments in the district and close cooperation with a local school complete the offer. The Spethmann Foundation provides financial support, for example for food distribution, excursions and events, as well as through the voluntary commitment of our employees as part of our social days.

The future starts here

In Germany, there is a shortage of trainees in many places, but at the same time there are some young people who need support at the start of their careers. This is exactly where our “Future through Training” initiative comes in: Since 2004, we have been enabling young people who had a difficult start in life to receive qualified training as warehouse clerks or warehouse logistics specialists, opening up important future prospects for them. More than 230 young people have already taken advantage of this opportunity. Many of them are now an integral part of our team – some even as trainers who pass on their knowledge and experience to the next generation.

Hamburg packs it together

Together with 34 other companies in North Germany we are involved with the “Hamburg packs it together” initiative for people in need since 2020. What started during the Corona period continues to have an impact today: The initiative is being continued in various projects and campaigns. For example, as part of the “Love in a Box” campaign, 4,000 Christmas gifts were packed for needy children in Kyiv in winter 2024 – including a product donation from our Meßmer brand. As part of our social days, OTG employees also actively participated in the campaign.



Impactful donations

As part of our social commitment, OTG financially supports selected projects and initiatives in the areas of health, sports and youth development. Whether for children’s cancer aid, charity campaigns, sporting events or children’s holiday camps - our goal is to provide children with unforgettable experiences.

COMMITMENT THAT COUNTS

We don't just support projects financially – we also lend a hand ourselves! Since November 2023, our employees have been able to volunteer during their working hours as part of the social days. In 2024, 88 colleagues worked on projects and donated a total of 651 hours – time that makes a direct difference. Susann Hartwig and Sabine Domke, who are responsible for the project at the Spethmann Foundation, tell us more about the idea behind the social days.

Why were the social days created?

“As project managers, we see many great institutions that we support financially with the foundation - as is important and right. With the social days, we wanted to create something new and also involve our employees directly. This form of local support creates real proximity to the projects and our neighbourhood. For many employees, this is the first time they have volunteered. And that's exactly why we created the social days: as an invitation to get involved and find fulfilment, out of conviction and with heart and soul. We are very proud of what we have already achieved together.”

Sabine Domke und Susann Hartwig,
Projektverantwortung/
Öffentlichkeitsarbeit,
Spethmann Stiftung
und Meßmer
Social Days

What challenges did you encounter?

“One of the biggest challenges is to show our employees the many places where support is needed – not only on the fringes of society, but also in the middle. Schools often lack the time, money and staff to implement good ideas. In the case of senior citizens, on the other hand, there is often a lack of a social lobby. This is exactly where we can make a difference with our commitment and show what compassion, responsibility and cohesion mean.”

Are there any initiatives that are particularly well received?

„It's hard to say in general terms – their interests of our employees are as individual they are themselves. Assignments with direct contact with people, such as children or senior citizens, are particularly popular and quickly booked up. Others love to simply lend a hand, for example with sorting donations or construction work. Highlights included a barbecue, a flea market and a Santa Claus event at the Ark, as well as tea ceremonies for pensioners in Tostedt.“



“Dressed as Santa Claus, I distributed gifts to children from low-income families with my colleagues and the Ark in Harburg. It is important to me not only to bring joy with our products, but also to do something good on a personal basis - because after all, it is people who make the difference.”

Riccardo Müller,
Junior Key Account Manager

WHAT OUR EMPLOYEES SAY

“The social days show me again and again how much fun it is to do something good together. I was particularly impressed by the Special Olympics swimming festival at the An Boerns Soll school – the excitement, the beaming faces, the joy about every medal. To be able to be there for such moments is a real privilege!”

Jana Heinsohn,
Assistant Managing Director Marketing



FACTS AND FIGURES

We publish these key facts and figures for our various areas of activity so we can present our sustainability performance in a clear way, which is easy to understand. The following tables show the important data and facts from our different areas of business for the 2023–2024 reporting years. The figures have been rounded off in each case, which could lead to minor discrepancies in the totals. The number of employees for each year relates in each case to the level on 31st December.

Company Management

LSH - Laurens Spethmann Holding Aktiengesellschaft & Co. KG	Unit	2023	2024
Composition of the LSH Supervisory Board and Advisory Board	Total number	5	5
	Number of women	1	1
	Number of men	4	4
	Number < 30	0	0
	Number 30-50	0	0
Composition of the LSH Executive Board	Number > 50	5	5
	Total number	3	2
	Number of women	0	0
	Number > 50	3	2
	Number of men	0	0
	Number 30-50	0	0
	Number > 50	3	2

Company Management

OTG - Ostfriesische Tee Gesellschaft GmbH & Co. KG	Unit	2023	2024
Total revenues	Million euros	291	303
Composition of OTG employees at the management level			
	Unit	2023	2024
Management level	Percent women	18.2	33.3
	Percent men	81.8	66.7
Head of department level	Percent women	34.6	40.7
	Percent men	65.4	59.3
Specialists	Percent women	0.0	0.0
	Percent men	100.0	100.0
Group leader level	Percent women	39.3	39.1
	Percent men	60.7	60.9
Technical specialists	Percent women	48.5	48.1
	Percent men	51.5	51.9
Management level total	Percent women	38.0	41.4
	Percent men	62.0	58.6

OTG Memberships	
Deutscher Tee & Kräutertee Verband e.V., Hamburg	Arbeitgeberverband Lüneburg-Nordostniedersachsen e. V.
Ethical Tea Partnership, London	Bundesverband Materialwirtschaft, Einkauf und Logistik e. V. (BME), Frankfurt am Main
Markenverband e. V., Berlin	VEA Bundesverband der Energie-Abnehmer e. V., Hannover
Pro Honore e. V.	Zentrale zur Bekämpfung unlauteren Wettbewerbs e. V.
Rainforest Alliance	MLF Mittelständische Lebensmittel-Filialbetriebe e. V.
THIE Tea & Herbal Infusions Europe, Hamburg	MMM
Verband Sozialer Wettbewerb e. V.	Consumer Goods Forum
Fairtrade	SBTi (Science Based Targets initiative)
Naturland	Deutsche Gesellschaft für Qualität e. V.
Climate Neutral Group	

Customers and Products

Products	Unit	2023	2024
Tea products produced	Billion teabags	8.44	8.32
Rainforest Alliance- (formerly UTZ)-certified products with Meißner	Percentage of certified raw materials in all Meißner products	72	72
Product complaints	Percent	0.000785	0.000911

Proportion of sustainable raw materials ¹	Unit	2023	2024
Proportion of sustainable raw materials in green tea/black tea ^{1**}	Percent	95	95
Proportion of sustainable raw materials in herbal/fruit infusion ^{2**}	Percent	71	71
Proportion of sustainable raw materials in rooibos tea ^{3**}	Percent	100	100

¹⁾ The raw materials are certified by the ETP, UTZ/Rainforest Alliance or Fairtrade. ²⁾ The raw materials are UEBT certified. ³⁾ The raw materials are certified by the Rainforest Alliance or Fairtrade. * For our brands ** UTZ = Rainforest Alliance from 2021 onwards

Proportion of recycled material in packaging	Unit	2023	2024
Outer cardboard ^{**}	Percent	93.69	91.91
Folding boxes ^{**}	Percent	53.92	57.16
Envelopes [*]	Percent	0	0
Tea tags [*]	Percent	0	0
Total	Percent	30.09	45.97

^{*} Even when 100% recycled paper is used, the share can only reach a maximum of 95%, as constituents such as pigment layers, paint or varnish etc. reduce this by around 5%. ^{**} The envelopes for the tea bags and the labels must be made from 100% virgin paper to be approved for direct contact with food. That is why it is not possible to use recycled paper. In the folding box area, the value may be subject to negative fluctuations, as the private label customers' wish for virgin paper packaging must be taken into account. (See 2021-2022)

Expenses for OTG suppliers by origin	Unit	2023	2024
Within Germany	Percent	91	91
Outside Germany	Percent	9	9

Energy and Environment

Energy			
Electricity	Unit	2023	2024
Total electricity	kWh	9,131,616	8,298,890
Ostfriesische Tee Gesellschaft GmbH & Co. KG	kWh	382,710	372,413
OnnO Behrends GmbH & Co. KG	kWh	1,513,748	1,540,997
Milford Tea GmbH & Co. KG	kWh	2,759,024	2,983,209
Kräuterhaus Wild GmbH & Co. KG	kWh	2,818,865	3,114,934
OTG Lager- und Frachtkontor GmbH & Co. KG	kWh	981,052	287,337
Medin GmbH & Co KG (closing 01.06.2024)	kWh	676,217	0
Natural gas	Unit	2023	2024
Total natural gas	kWh	5,008,741	3,595,499
Ostfriesische Tee Gesellschaft GmbH & Co. KG	kWh	406,886	321,578
OnnO Behrends GmbH & Co. KG	kWh	338,873	405,662
Milford Tea GmbH & Co. KG	kWh	475,038	661,617
Kräuterhaus Wild GmbH & Co. KG	kWh	318,000	801,456
OTG Lager- und Frachtkontor GmbH & Co. KG	kWh	1,835,189	1,405,186
Medin GmbH & Co KG (closing 01.06.2024)	kWh	1,634,755	0
Proportion of renewable energy	Unit	2023	2024
Electricity generation	Percent	100	100
Natural gas generation	Percent	0	0
CO₂-Balance			
CO₂-Emissions – Scope 1 (non-FLAG)	Unit	2023	2024
Direct emissions	t	1,384.74	1,440.83
Total Scope 1 (non-FLAG)	t	1,384.74	1,440.83
CO₂-Emissions – Scope 2 (non-FLAG)	Unit	2023	2024
Indirect emissions	t	244.38	75.68
Total Scope 2 (non-FLAG)	t	244.38	75.68
CO₂-Emissions – Scope 3 (FLAG)	Unit	2023	2024
Purchased goods and services	t	87,112.17	87,817.10
Summe Scope 3 (FLAG)	t	87,112.17	87,817.10

Energy and Environment

CO₂-Emissions – Scope 3 (non-FLAG)	Unit	2023	2024
Purchased goods and services	t	21,727.60	22,319.88
Means of production/capital goods	t	1,066.45	1,187.18
Fuel and energy-related emissions	t	477.25	520.61
Upstream transport & distribution	t	7,213.53	7,753.30
Waste generation in the company	t	530.40	469.59
Business trips	t	97.71	261.16
Employee travel	t	1,331.18	1,591.62
Downstream transport & distribution	t	12,000.25	8,474.73
Further processing of sold intermediate products	t	5.26	4.64
Disposal of sold products	t	2,121.52	2,233.00
Investments in company holdings	t	14,575.71	14,154.82
Total Scope 3 (non-FLAG)	t	61,146.86	58,970.53
Scope 1/2/3 (FLAG)	Unit	2023	2024
FLAG: Proportion of Land Management (LM)	t	68,352.40	67,154.35
FLAG: Proportion of Land Use Change (LUC)	t	18,759.77	20,66.75
Total Scope 1/2/3 (FLAG)	t	87,112.17	87,817.10
Scope 1/2/3 (non-FLAG)	Unit	2023	2024
Total Scope 1/2/3 (non-FLAG)	t	62,775.98	60,487.04
Scope 1/2/3 (FLAG & non-FLAG)	Unit	2023	2024
Total Scope 1/2/3 total emissions (FLAG und non-FLAG)	t	149,888.15	148,304.13

Erläuterungen CO₂-Bilanz

FLAG – Forest, Land and Agriculture: covers all emissions and sinks resulting from forestry, land use change and land management

LUC – Land Use Change: refers to the permanent conversion of land from one type of use to another

LM – Land Management: describes the managed use of land without fundamentally changing its type of use

Laurens Spethmann Holding Aktiengesellschaft & Co. KG – parent company of Ostfriesische Tee Gesellschaft GmbH & Co. KG – committed to participating in the Science Based Targets initiative (SBTi) at the beginning of 2024. This participation obliges us to continue publishing our emissions data. In order to ensure consistent reporting, we have adapted the data to be published on our corporate carbon footprint to the SBTi requirements. The tabular structure of our data therefore differs significantly from the tables published in previous years, has become even more detailed and takes into account not only the emissions of Ostfriesische Tee Gesellschaft GmbH & Co. KG, but also those of the other companies belonging to Laurens Spethmann Holding Aktiengesellschaft & Co. KG

Energy and Environment

Waste and recyclables	Unit	2023	2024
Residual waste	t	244.91	184.01
Waste from food production	t	0.39	0.40
Organic waste	t	1.33	1.37
Paper and cardboard	t	78.72	73.45
Plastic waste	t	102.29	110.80
Construction waste	t	8.02	3.44
Discarded metal/Scrap	t	0.26	0.06
Total waste	t	435.92	373.53

Employees

Employees	Unit	2023	2024
	Total number	884	942
Total employees	Number of women	418	447
	Number of men	466	495

Employees by employment type	Unit	2023	2024
Full time	Number of women	261	295
	Number of men	438	482
Part-time	Number of women	157	152
	Number of men	28	13

Employees by location	Unit	2023	2024
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total Number	325	357
	Number of women	188	211
	Number of men	137	146
KRÄUTERHAUS WILD GmbH & Co. KG, Bavaria	Total Number	175	195
	Number of women	82	88
	Number of men	93	107
Milford Tea GmbH & Co. KG, Lower Saxony	Total Number	152	156
	Number of women	66	65
	Number of men	86	91
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total Number	118	112
	Number of women	37	35
	Number of men	81	77
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total Number	78	83
	Number of women	18	18
	Number of men	60	65
Schock GmbH und Samcros GmbH, Baden-Württemberg (First recorded from 2023)	Total Number	36	39
	Number of women	27	30
	Number of men	9	9

Employees

New employments			
All age groups	Unit	2023	2024
Total new employments	Total Number	194	199
	Number of women	78	88
	Number of men	116	111
Up to 30 years old	Unit	2023	2024
Total new employments	Total Number	113	92
	Number of women	44	36
	Number of men	69	56
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women	14	13
	Number of men	8	10
KRÄUTERHAUS WILD GmbH & Co. KG, Bavaria	Number of women	11	8
	Number of men	22	16
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women	2	2
	Number of men	12	13
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women	1	4
	Number of men	17	6
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women	3	1
	Number of men	8	7
Schock GmbH und Samcros GmbH, Baden-Württemberg (First recorded from 2023)	Number of women	13	8
	Number of men	2	4

Employees

New employments			
30 to 50 years old	Unit	2023	2024
Total new employments	Total Number	64	85
	Number of women	30	36
	Number of men	34	49
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women	10	19
	Number of men	8	15
KRÄUTERHAUS WILD GmbH & Co. KG, Bavaria	Number of women	6	8
	Number of men	4	18
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women	7	4
	Number of men	9	9
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women	5	1
	Number of men	7	4
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women	1	1
	Number of men	3	2
Schock GmbH und Samcros GmbH, Baden-Württemberg (First recorded from 2023)	Number of women	1	3
	Number of men	3	1
Over 50 years old	Unit	2023	2024
Total new employments	Total Number	17	22
	Number of women	4	16
	Number of men	13	6
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women	0	4
	Number of men	2	2
KRÄUTERHAUS WILD GmbH & Co. KG, Bavaria	Number of women	1	9
	Number of men	4	0
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women	2	2
	Number of men	0	1
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women	1	0
	Number of men	6	0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women	0	0
	Number of men	1	2
Schock GmbH und Samcros GmbH, Baden-Württemberg (First recorded from 2023)	Number of women	0	1
	Number of men	0	1

Employees

Fluctuation			
All age groups	Unit	2023	2024
Overall fluctuation	Total number	51	54
	Number of women	16	24
	Number of men	35	30
Up to 30 years old	Unit	2023	2024
Total fluctuation	Total Number	22	22
	Number of women	6	11
	Number of men	16	11
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women	1	2
	Number of men	3	0
KRÄUTERHAUS WILD GmbH & Co. KG, Bavaria	Number of women	1	2
	Number of men	5	6
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women	1	1
	Number of men	4	3
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women	0	2
	Number of men	2	2
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women	0	0
	Number of men	1	0
Schock GmbH und Samcros GmbH, Baden-Württemberg (First recorded from 2023)	Number of women	3	4
	Number of men	1	0

Employees

Fluctuation			
30 to 50 years old	Unit	2023	2024
Total fluctuation	Total Number	21	22
	Number of women	10	10
	Number of men	11	12
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women	5	2
	Number of men	1	3
KRÄUTERHAUS WILD GmbH & Co. KG, Bavaria	Number of women	2	6
	Number of men	2	4
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women	0	0
	Number of men	3	4
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women	1	0
	Number of men	3	0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women	0	0
	Number of men	2	0
Schock GmbH und Samcros GmbH, Baden-Württemberg (First recorded from 2023)	Number of women	2	2
	Number of men	0	1
Over 50 years old	Unit	2023	2024
Total fluctuation	Total Number	8	10
	Number of women	0	3
	Number of men	8	7
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women	0	3
	Number of men	2	2
KRÄUTERHAUS WILD GmbH & Co. KG, Bavaria	Number of women	0	0
	Number of men	2	2
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women	0	0
	Number of men	1	0
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women	0	0
	Number of men	2	1
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women	0	0
	Number of men	1	2
Schock GmbH und Samcros GmbH, Baden-Württemberg (First recorded from 2023)	Number of women	0	0
	Number of men	0	0

Employees

Parental leave

Number of employees who take parental leave	Unit	2023	2024
	Total Number	40	40
Total number of employees who take parental leave	Number of women	28	29
	Number of men	12	11
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women	20	20
	Number of men	6	3
KRÄUTERHAUS WILD GmbH & Co. KG, Bavaria	Number of women	1	2
	Number of men	2	2
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women	1	2
	Number of men	4	4
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women	2	2
	Number of men	0	0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women	0	0
	Number of men	0	1
Schock GmbH und Samcros GmbH, Baden-Württemberg (First recorded from 2023)	Number of women	4	3
	Number of men	0	1

Number of employees who returned to work after taking parental leave	Unit	2023	2024
	Total Number	26	22
Total number of employees who returned to work after taking parental leave	Number of women	15	12
	Number of men	11	10
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women	9	9
	Number of men	5	3
KRÄUTERHAUS WILD GmbH & Co. KG, Bavaria	Number of women	0	1
	Number of men	2	1
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women	0	1
	Number of men	4	4
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women	2	0
	Number of men	0	0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women	0	0
	Number of men	0	1
Schock GmbH und Samcros GmbH, Baden-Württemberg (First recorded from 2023)	Number of women	4	1
	Number of men	0	1

Employees

Parental leave

Number of employees who returned to work after taking parental leave and are still employed 12 months after returning to work	Unit	2023	2024
	Total Number	21	24
Total number of employees who returned to work after taking parental leave and are still employed 12 months after returning to work	Number of women	13	13
	Number of men	8	11
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women	6	8
	Number of men	5	5
KRÄUTERHAUS WILD GmbH & Co. KG, Bavaria	Number of women	3	0
	Number of men	1	2
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women	1	0
	Number of men	1	4
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women	0	2
	Number of men	0	0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women	1	0
	Number of men	1	0
Schock GmbH und Samcros GmbH, Baden-Württemberg (First recorded from 2023)	Number of women	2	3
	Number of men	0	0

Employees

Employees	Unit	2023	2024
Fluctuation rate	Percent	6.11	5.37
Major injuries and fatalities	Number	0	1
Employees subject to collective agreements	Percent	45.7	57.01
Complaints concerning labour practices that are reported to our ombudswoman or placed in our opinions box	Number	0	0
Discrimination incidents	Number	0	0
Number of confirmed cases of corruption	Number	0	0
Number of confirmed information security incidents	Number	0	0

Employees	Unit	2023	2024	Unit	2023	2024
Mitarbeiterinnen und Mitarbeiter insgesamt	Total number	884	942	Number of women	418	447
				Number of men	466	495

Percentage of the workforce represented by a formal employee and management occupational safety committee in each location	Unit	2023	2024	Unit	2023	2024
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number	325	357	Number of employees with occupational safety representation	325	357
				% of employees with occupational safety representation	100	100
KRÄUTERHAUS WILD GmbH & Co. KG, Bavaria	Total number	175	195	Number of employees with occupational safety representation	175	195
				% of employees with occupational safety representation	100	100
Milford Tea GmbH & Co. KG, Lower Saxony	Total number	152	156	Number of employees with occupational safety representation	152	156
				% of employees with occupational safety representation	100	100
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number	118	112	Number of employees with occupational safety representation	118	112
				% of employees with occupational safety representation	100	100
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total number	78	83	Number of employees with occupational safety representation	78	83
				% of employees with occupational safety representation	100	100
Schock GmbH und Samcros GmbH, Baden-Württemberg (First recorded from 2023)	Total number	36	39	Number of employees with occupational safety representation	36	39
				% of employees with occupational safety representation	100	100

Employees

Employees with collective bargaining agreements by employment location	Unit	2023	2024	Unit	2023	2024
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number	325	357	Number of employees with collective bargaining agreements	0	0
				% of employees with collective bargaining agreements	0	0
KRÄUTERHAUS WILD GmbH & Co. KG, Bavaria	Total number	175	195	Number of employees with collective bargaining agreements	174	184
				% of employees with collective bargaining agreements	99.4	94.4
Milford Tea GmbH & Co. KG, Lower Saxony	Total number	152	156	Number of employees with collective bargaining agreements	50	48
				% of employees with collective bargaining agreements	32.9	30.8
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number	118	112	Number of employees with collective bargaining agreements	0	94
				% of employees with collective bargaining agreements	0	83.9
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total number	78	83	Number of employees with collective bargaining agreements	40	42
				% of employees with collective bargaining agreements	51.3	50.6
Schock GmbH und Samcros GmbH, Baden-Württemberg (First recorded from 2023)	Total number	36	39	Number of employees with collective bargaining agreements	0	0
				% of employees with collective bargaining agreements	0.0	0.0

Employees represented by a works council by employment location	Unit	2023	2024	Unit	2023	2024
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number	325	357	Number of employees represented by a works council	38	37
				% of employees represented by a works council	11.7	10.4
KRÄUTERHAUS WILD GmbH & Co. KG, Bavaria	Total number	175	195	Number of employees represented by a works council	174	183
				% of employees represented by a works council	99.4	93.8
Milford Tea GmbH & Co. KG, Lower Saxony	Total number	152	156	Number of employees represented by a works council	149	153
				% of employees represented by a works council	98.0	98.1
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number	118	112	Number of employees represented by a works council	99	112
				% of employees represented by a works council	83.9	100.0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total number	78	83	Number of employees represented by a works council	40	42
				% of employees represented by a works council	51.3	50.6
Schock GmbH und Samcros GmbH, Baden-Württemberg (First recorded from 2023)	Total number	36	39	Number of employees represented by a works council	0	0
				% of employees represented by a works council	0	0

Employees

Employees with staff appraisals by employment location	Unit	2023	2024	Unit	2023	2024
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number	325	357	Number of employees in staff appraisals	305	299
				% of employees in staff appraisals	93.8	83.8
KRÄUTERHAUS WILD GmbH & Co. KG, Bavaria	Total number	175	195	Number of employees in staff appraisals	16	18
				% of employees in staff appraisals	9.1	9.2
Milford Tea GmbH & Co. KG, Lower Saxony	Total number	152	156	Number of employees in staff appraisals	21	20
				% of employees in staff appraisals	13.8	12.8
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number	118	112	Number of employees in staff appraisals	16	20
				% of employees in staff appraisals	1.6	17.9
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total number	78	83	Number of employees in staff appraisals	20	22
				% of employees in staff appraisals	25.6	26.5
Schock GmbH und Samcros GmbH, Baden-Württemberg (First recorded from 2023)	Total number	36	39	Number of employees in staff appraisals	31	39
				% of employees in staff appraisals	86.1	100

Employees with work accidents with downtime by employment location	Unit	2023	2024	Unit	2023	2024
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number	325	357	Number of work accidents with downtime	0	4
				% of work accidents with downtime	0	1.1
KRÄUTERHAUS WILD GmbH & Co. KG, Bavaria	Total number	175	195	Number of work accidents with downtime	9	13
				% of work accidents with downtime	5.1	6.7
Milford Tea GmbH & Co. KG, Lower Saxony	Total number	152	156	Number of work accidents with downtime	13	20
				% of work accidents with downtime	8.6	12.8
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number	118	112	Number of work accidents with downtime	4	9
				% of work accidents with downtime	3.4	8.0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total number	78	83	Number of work accidents with downtime	3	4
				% of work accidents with downtime	3.8	4.8
Schock GmbH und Samcros GmbH, Baden-Württemberg (First recorded from 2023)	Total number	36	39	Number of work accidents with downtime	0	0
				% of work accidents with downtime	0	0

Employees

Employees in Minority groups/in need of protection by employment location	Unit	2023	2024	Unit	2023	2024
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number	325	357	Number of employees in minority groups	30	26
				% of employees in minority groups	9.2	7.3
KRÄUTERHAUS WILD GmbH & Co. KG, Bavaria	Total number	175	195	Number of employees in minority groups	15	14
				% of employees in minority groups	8.6	2.0
Milford Tea GmbH & Co. KG, Lower Saxony	Total number	152	156	Number of employees in minority groups	9	13
				% of employees in minority groups	5.9	8.3
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number	118	112	Number of employees in minority groups	13	8
				% of employees in minority groups	11.0	7.1
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total number	78	83	Number of employees in minority groups	8	16
				% of employees in minority groups	10.3	19.3
Schock GmbH und Samcros GmbH, Baden-Württemberg (First recorded from 2023)	Total number	175	195	Number of employees in minority groups	27	26
				% of employees in minority groups	18.2	16.0

Managers in Minority groups/in need of protection by employment location	Unit	2023	2024	Unit	2023	2024
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number	325	357	Number of managers in minority groups	8	5
				% of managers in minority groups	2.5	1.4
KRÄUTERHAUS WILD GmbH & Co. KG, Bavaria	Total number	175	195	Number of managers in minority groups	0	0
				% of managers in minority groups	0	0
Milford Tea GmbH & Co. KG, Lower Saxony	Total number	152	156	Number of managers in minority groups	0	0
				% of managers in minority groups	0	0
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number	118	112	Number of managers in minority groups	0	0
				% of managers in minority groups	0	0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total number	78	83	Number of managers in minority groups	0	0
				% of managers in minority groups	0	0
Schock GmbH und Samcros GmbH, Baden-Württemberg (First recorded from 2023)	Total number	36	39	Number of managers in minority groups	0	0
				% of managers in minority groups	0	0

Employees

Women employed by location	Unit	2023	2024	Unit	2023	2024
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number	325	357	Number of women % Women	188 57.8	211 59.0
KRÄUTERHAUS WILD GmbH & Co. KG, Bavaria	Total number	175	195	Number of women % Women	82 46.9	88 45.0
Milford Tea GmbH & Co. KG, Lower Saxony	Total number	152	156	Number of women % Women	66 43.4	65 42.0
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number	118	112	Number of women % Women	37 31.4	35 31.0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total number	78	83	Number of women % Women	18 23.1	18 22.0
Schock GmbH und Samcros GmbH, Baden-Württemberg (First recorded from 2023)	Total number	36	39	Number of women % Women	27 75.0	30 77.0

Women in management positions by employment location	Unit	2023	2024	Unit	2023	2024
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number	325	357	Number of women in management positions % of women in management positions	19 5.8	23 6.0
KRÄUTERHAUS WILD GmbH & Co. KG, Bavaria	Total number	175	195	Number of women in management positions % of women in management positions	1 0.6	1 1.0
Milford Tea GmbH & Co. KG, Lower Saxony	Total number	152	156	Number of women in management positions % of women in management positions	4 2.6	2 1.0
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number	118	112	Number of women in management positions % of women in management positions	2 1.7	1 1.0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total number	78	83	Number of women in management positions % of women in management positions	1 1.3	1 1.0
Schock GmbH und Samcros GmbH, Baden-Württemberg (First recorded from 2023)	Total number	36	39	Number of women in management positions % of women in management positions	0 0	4 2.0

Employees

Women on the executive board by employment location	Unit	2023	2024	Unit	2023	2024
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number	325	357	Number of women on the management board % of women on the management board	0 0	0 0
KRÄUTERHAUS WILD GmbH & Co. KG, Bavaria	Total number	175	195	Number of women on the management board % of women on the management board	0 0	0 0
Milford Tea GmbH & Co. KG, Lower Saxony	Total number	152	156	Number of women on the management board % of women on the management board	0 0	0 0
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number	118	112	Number of women on the management board % of women on the management board	0 0	0 0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total number	78	83	Number of women on the management board % of women on the management board	0 0	0 0
Schock GmbH und Samcros GmbH, Baden-Württemberg (First recorded from 2023)	Total number	175	195	Number of women on the management board % of women on the management board	0 0	0 0

Temporary/Permanent employment	Unit	2023	2024	Unit	2023	2024
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number	325	357	Temporary Permanent	29 296	38 319
KRÄUTERHAUS WILD GmbH & Co. KG, Bavaria	Total number	175	195	Temporary Permanent	45 130	51 144
Milford Tea GmbH & Co. KG, Lower Saxony	Total number	152	156	Temporary Permanent	26 126	28 18
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number	118	112	Temporary Permanent	39 79	29 83
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total number	78	83	Temporary Permanent	17 61	23 28
Schock GmbH und Samcros GmbH, Baden-Württemberg (First recorded from 2023)	Total number	36	39	Temporary Permanent	5 31	4 36

ABOUT THIS REPORT

For our family-run Ostfriesische Tee Gesellschaft GmbH & Co. KG, sustainable business practices have always been an integral part of our company management as well as how we see ourselves. After all, only those who act with foresight and responsibility can be successful in the long term and create value. Sustainability has been firmly anchored in our corporate strategy since 2010. With this progress report, we are providing our stakeholders - including customers, suppliers, employees, representatives of business, politics, the environment and consumer protection organisations as well as the interested public - with an overview of our achievements, successes, goals and challenges for the fourth time. In this, we are guided by the reporting standards of the Global Reporting Initiative (GRI), although we do not currently meet all its requirements. In addition, we are committed to the Sustainable Development

Goals (SDGs) of the United Nations and intend to contribute to their achievement wherever we can exert influence within our own business activities.

Reporting limits and time period

This report covers developments over two years from 01/01/2023 to 31/12/2024. If a different period applies in individual cases, this is highlighted accordingly. Unless otherwise indicated, all the contents relate to the German business segments of the tea division:

Ostfriesische Tee Gesellschaft GmbH & Co. KG, Milford Tea GmbH & Co. KG, KRÄUTERHAUS WILD GmbH & Co. KG, OnnO Behrends GmbH & Co. KG as well as OTG Lager- und Frachtkontor GmbH & Co. KG, OTG Zukunft durch Ausbildung GmbH.

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Future-oriented statements:
This Sustainability Report contains future-oriented statements. Such statements represent assumptions and estimates based on information currently available to Ostfriesische Tee Gesellschaft GmbH & Co. KG. Actual developments may differ from current estimates. The Ostfriesische Tee Gesellschaft GmbH & Co. KG can accept no liability for these statements as a result.



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