

A glimpse into our sustainability activities



[FG] THE FUCHS GRUPPE

Who we are

As Germany's largest spice company, the Fuchs Gruppe is synonymous with the joy of good taste. Responsible action is firmly embedded in our self-perception and, among other things, builds on our corporate values and clearly defined principles as enshrined in our compliance policy.

We have committed to the production of sustainable goods from day one. Our two Business Units (BU), Retail and Industry, draw on the broad product portfolio to serve a wide variety of customer needs at both national and international level.

“ We bring the joy of food to life! ”



We create **TASTE** that consumers crave.



We act **RESPONSIBLY**.



We add **EMOTION** to food.



We lead the **RACE**.

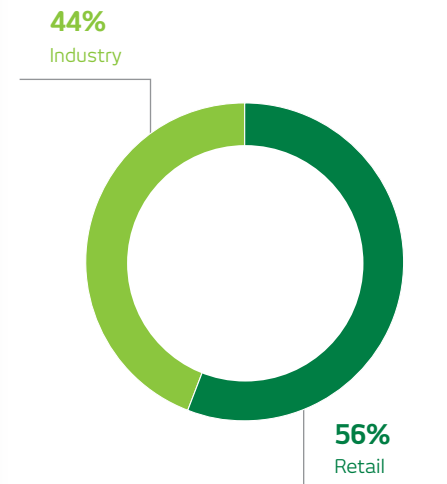
ECONOMIC DEVELOPMENT

Sustainable growth

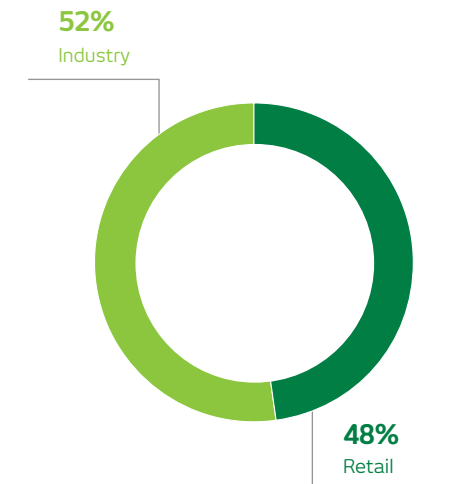
Our consolidated revenue in 2021 was €569 million – equivalent to a year-on-year growth rate of 2.2 percent. Consolidated revenue in 2022 is €604 million, which corresponds to growth of 6.1 percent compared to 2021. The BU Industry's share in revenue grew from 44 percent in 2021 to 52 percent in 2022.

Our international business remains a major contributor to the economic success of the Fuchs Gruppe and, at 52 percent, will account for over half the total revenue for the first time in 2022. The cornerstones of our success are our 3,200 employees who are committed to the company worldwide.

Revenue shares of the BUs: 2021



Revenue shares of the BUs: 2022



AN SME WITH A GLOBAL STRUCTURE

Our subsidiaries

On the way to becoming a corporate group that now operates with 15 subsidiaries in nine countries on four continents, the history of our company is characterised not only by national and international growth, but also and in particular by the establishment of locations in the countries of origin where our raw materials are sourced.

Aside from our company headquarters in Dissen am Teutoburger Wald, our permanent establishments in Germany are located in Abtswind (Bavaria), Hamlar (Bavaria), Melle (Lower Saxony) and Schönbrunn (Thuringia). Outside of Germany, we also run production facilities and sales companies in France (two sites), Great Britain (two sites), Italy, Romania, USA (two sites), Brazil (three sites), China (two sites) and Cambodia.

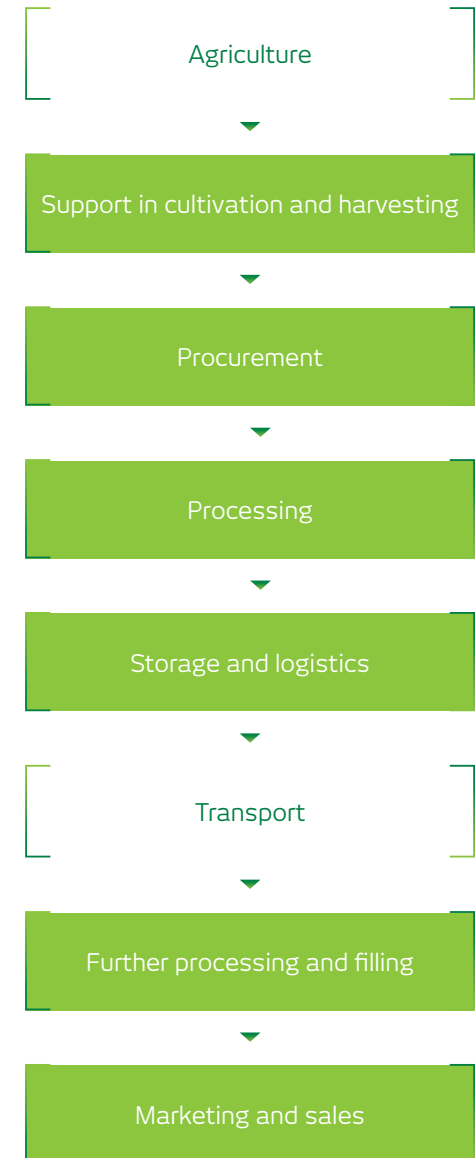


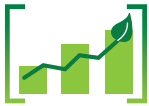
OUR VALUE CHAIN

Varied business activities

Apart from agriculture and transport, the Fuchs Gruppe is active across the entire value chain. The areas highlighted in green (see illustration on the right) mark the steps in the value chain in which the Fuchs Gruppe is active as a whole.

At the Fuchs Gruppe, our value chain begins with support for cultivation and harvesting, i.e. the promotion of sustainable farming methods, for example through training and information materials. This is followed by procurement, which involves the purchase of commodities from different supplier categories (see definitions on P. 10) with a focus on traceability. Procurement includes various forms of quality inspections, in the production process, both before and after shipment. Processing involves first processing steps such as drying, cleaning and disinfection. After transport, the raw materials are processed, ground, mixed and refined and subsequently filled into containers for sale to the customer.



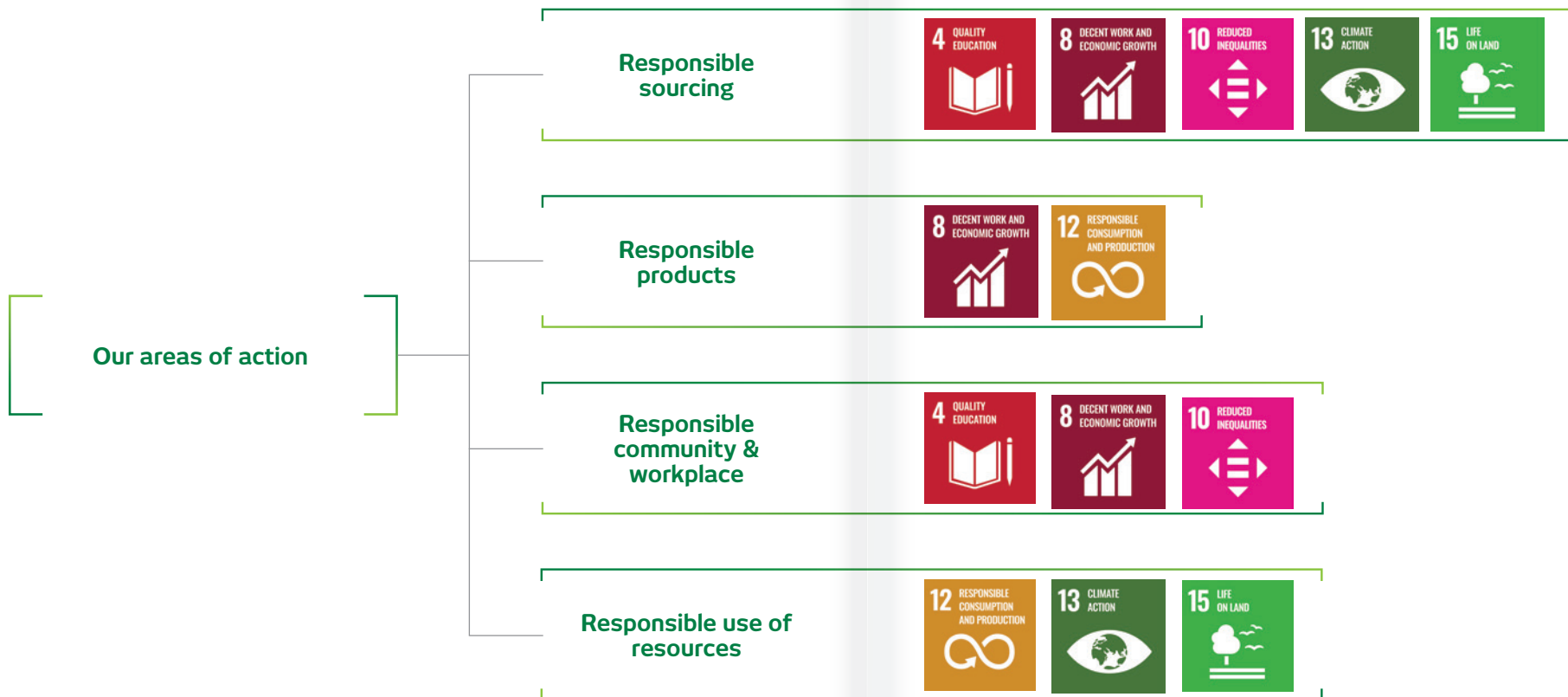


SUSTAINABILITY STRATEGY

Taking and promoting responsibility

The sustainability strategy developed in 2021 and 2022 shapes our decisions and is a crucial part of our long-term success. It is designed to be integral and to include all processes and business divisions.

We work tirelessly to improve our commitment to sustainability, focusing on four areas of action with different priorities. To each of these areas of action, we have assigned selected SDGs* that are particularly relevant to our business and to which we are determined to contribute.



* In the Sustainable Development Goals, the United Nations has formulated 17 goals that constitute a global plan to promote sustainable peace, prosperity and protect the planet. They are aimed equally at politicians, business communities and civil society.



RESPONSIBLE SOURCING

Raw materials and suppliers

Most of the raw goods for our products are cultivated in faraway countries outside Europe, which have the climatic conditions required for their farming. Given the diversity of our raw materials, this leads to a complex procurement strategy consisting of various types of suppliers and partners in addition to sourcing through our own subsidiaries. It is therefore all the more important for us to guarantee the greatest possible transparency in regard to the agricultural products and their origins. After all, the quality of our products is based on the way they are farmed. We therefore believe it is self-evident to treat quality assurance and management as the top priority in our entire value and supply chain.

TRACEABILITY METHODS

Legal definition

Food can be traced through all stages of production, processing and distribution within a company. This is ensured, among other things, by knowing and registering at least the upstream supplier and the immediate customer at each stage, and by ensuring batch traceability within the company. Accordingly, our raw materials are 100 percent traceable.

Farm-to-Fork

The Farm-to-Fork strategy was developed as part of the EU Green Deal. The aim is to make the European food system more sustainable in a variety of areas. Among other things, it requires extremely detailed information concerning product origins. Given that our subsidiaries Tropoc (Brazil), Fuchs Agro (Brazil), Fuchs Cambodia (Cambodia) and ESG Kräuter (Germany) are themselves contract farmers according to our definition (refer to P. 10), they already fulfil many of the defined criteria with regard to the raw materials of pepper, paprika and herbs.

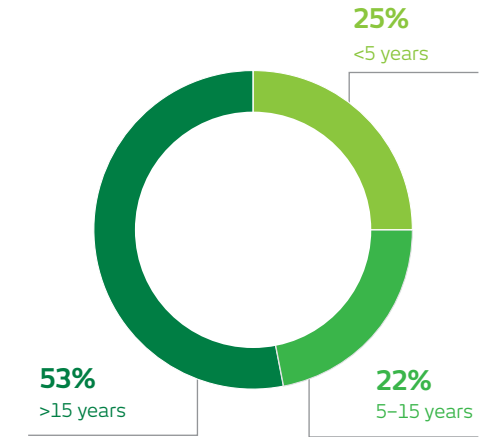
OUR PROCUREMENT STRATEGY

A look at our procurement

We select our suppliers carefully and cooperate with partners who meet our high requirements based on our internal risk assessment according to HACCP. We also require them to sign our Principles of Ethical Sourcing.

We forge close and trusting relationships with our suppliers. We have been working with 53 percent of our suppliers for over 15 years. This is a good way to minimise the risk of food fraud and to ensure, together with the testing and monitoring mechanisms outlined above, that we receive high-quality raw materials.

Length of supplier relationships in years* (for herbs and spices)



* Using the example of Fuchs GmbH & Co. KG

Responsible sourcing at Bamboo Garden

Our Bamboo Garden brand leads by example in regard to responsible sourcing: we attach particular importance to decent wages in the sourcing of coconut milk. In addition, we only source certified goods from Sri Lanka and Vietnam to ensure

that animals are not used in the harvesting process.



INFO

Our supplier categories

Cultivation: possess their own agricultural land that is used for growing and harvesting

Contract farming: support local farmers by providing advice on cultivation and training in proper land use. They buy their produce, pre-process some of it and then resell it

Collectors: also source some of their products directly from the field and have their own local site, but are not involved in cultivation and do not provide technical support

Processors*: purchase raw materials on the market (national and international), check the quality and refine the raw materials prior to resale

Traders*: purchase raw and processed goods on the market, which they resell, but without conducting any further processing and only limited quality inspections in some cases

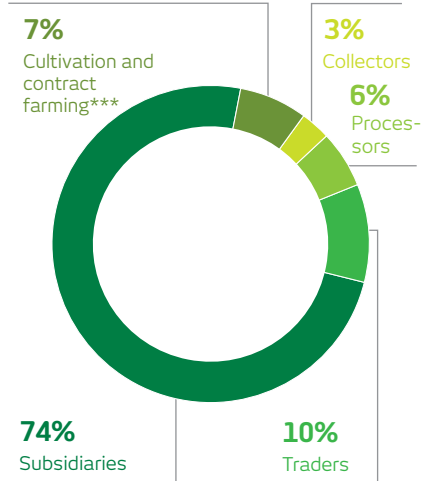


Spices

In 2022, we:

- purchased over 90 percent of pepper – the largest item in our procurement of raw materials – from our own subsidiaries in Brazil and Cambodia.
- procured main spices like garlic and onion from Fuchs China, our own subsidiary. Like Fuchs Germany, Fuchs China divides suppliers into different categories in order to organise procurement.

10 main spices:**

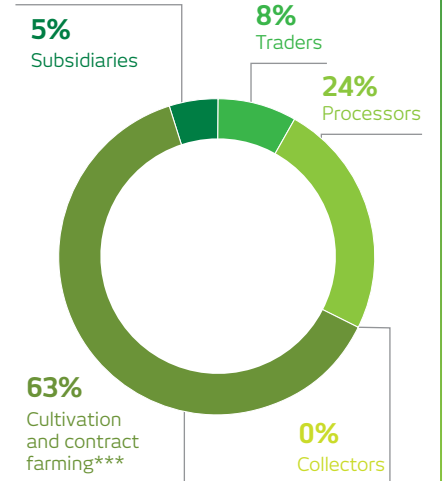


Herbs

In 2022, we:

- sourced 63 percent of our main herbs from suppliers in the “Cultivation and Contract Farming” category.
- obtained 5 percent from our subsidiary ESG Kräuter, which is also active in contract farming.
- sourced just under 25 percent of our main herbs from countries outside the EU, for instance in Egypt and Turkey.

9 main herbs:**



* Processors and traders source their produce on the market. The upstream supply chains may vary in length, depending on the source of procurement.

** Supplier type relative to the purchased quantity.

*** The supplier types of “Cultivation” and “Contract Farming” are grouped together as we work with suppliers who are active in both categories.

RESPECT FOR HUMAN RIGHTS

We believe that respect for human rights along the entire supply chain is a fundamental requirement and a prerequisite for cooperation. We are committed to the UN Guiding Principles on Business and Human Rights and other globally accepted frameworks.

Supply Chain Due Diligence Act

We are taking numerous measures to comply with the requirements of the Supply Chain Due Diligence Act. These include, among other things, the introduction of our code of conduct for suppliers, the Principles of Ethical Sourcing and our whistleblowing system for reporting human rights abuses. We have already implemented such a whistleblower system in Germany. Another measure is the commitment to the principles of the UN Global Compact and the OECD Guidelines for Multinational Enterprises.



Here you can find contact persons, the whistleblower system and further information on the topic of compliance.

Auditing

Our German sites in Dissen North, South and Melle are SMETA-audited to guarantee full transparency for our customers and partners. At an international level, Tropic (Brazil) and Fuchs China have also completed this auditing process. A SMETA audit is an auditing procedure developed by the Sedex (Supplier Ethical Data Exchange) organisation that reviews compliance with labour rights and health, safety and environmental standards in the supply chain. It is used to rate suppliers and to ensure that they uphold ethical business practices. In addition, we engage EcoVadis, a recognised external auditing body, to obtain an assessment of our sustainability activities. We answer the relevant questionnaire each year and share the scorecard with our customers.



ENGAGEMENT IN THE ORIGIN

Making a difference

Tropic, our subsidiary from Castanhal, Brazil, has specialised in working with farmers and buying and trading in black pepper since 1973. A pioneer in the areas of transparency and sustainability, Tropic implements a variety of measures to strengthen sustainable practices within pepper production in the Pará region. For instance, Tropic is working with the Embrapa Institute on research into the use of the plant *Gliricidia*. It has a support function in pepper farming, replacing the wooden stakes that are traditionally used in cultivation. This is a highly sustainable farming method that protects woodlands in particular. Introduced in 2023, the "Belém Pepper" logo highlights this commitment as a label for particularly high-quality pepper from Belém. In 2022,

we procured more than 75 percent of our pepper from Tropic. Tropic has a long tradition of social engagement, such as supporting educational institutions. In the regions where the company is active, it regularly supports school projects and educational measures. This includes, for example, sponsoring uniforms and school materials, music and instruments, but also sports equipment and the support of a girls' football team.

More information about our subsidiary Tropic



QUALITY ASSURANCE AND MANAGEMENT

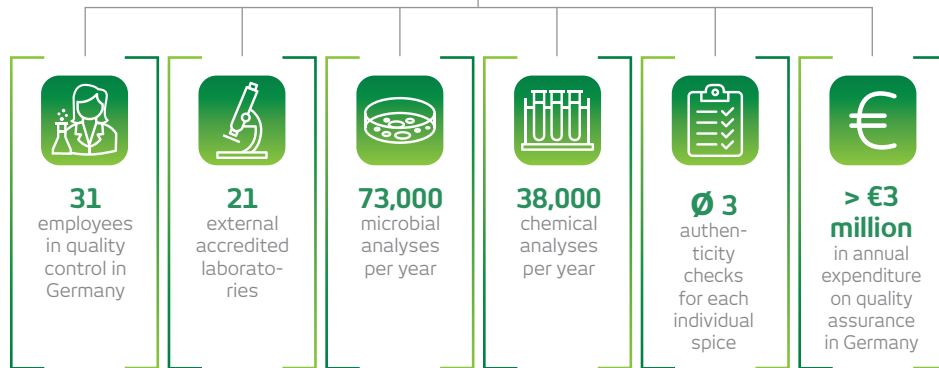
Fundamental responsibility

We perform quality testing at each stage of processing. We analyse goods with a high value risk even before they are collected as bidding and pre-shipment samples. This prevents the unnecessary transport of goods that do not live up to our quality requirements. Our purchasing and quality departments cooperate closely as a result.

We have defined specific quality inspection plans for each additional processing step at our company, which describe all necessary quality aspects. We have

continued to expand our measures to prevent food fraud over the last two years. Among other things, our risk management creates inspection schedules for raw materials and in-house production, and evaluates analysis results. This information is used to adjust the inspection schedule where necessary. Our quality management systems are internationally recognised and certified. We are BRC and IFS Food certified, among others. For our locations abroad, we have implemented adequate management systems that meet the country-specific requirements.

PERFORMANCE INDICATORS FOR QUALITY AUDITS IN GERMANY



RESPONSIBLE PRODUCTS

Our aspiration and motivation is to use our profound expertise in sensory analysis and product development in outstanding quality to fulfil the wishes of our customers and consumers. Not only is the continuous improvement of our products and technologies a crucial factor in ensuring our long-term economic success, it is also the key to achieving our sustainability goals.

Customer enquiries and complaints

As a food manufacturer, we are aware of the responsibility we bear towards our customers: 18 colleagues answer our customers' enquiries expertly. In the event of a complaint, a process begins in which the cause is analysed and quality management and customer service work hand-in-hand.

Labelling

Fuchs Gruppe products are labelled to comply with the legal requirements. This is based on the specifications, which are prepared collaboratively by regulatory services and product development for each individual product according to the dual control principle. In 2022, there were two adjustments to the labelling due to regulatory complaints, such as the adjustment of nutritional values on the packaging. There were no complaints regarding promotional measures.

BioWagner:

Our BioWagner products have been awarded the EU organic label for organic food. Use of this label is only permitted if the organic farming methods have already been verified by the competent inspection body according to EU legislation. We also use the German Bio-Siegel (organic label) to provide guidance to consumers. Each product is registered with the Informationsstelle für Biosiegel, the information office for organic seals, before being placed on the market.



PRODUCT DEVELOPMENT AND SENSORY ANALYSIS

INFO

Technology is the key to quality and sustainability

The method of ohmic heating is based on using the electric resistance of a particular food to warm it up. In this process, electricity is passed through the product to heat it up (instead of a gas flame) just seconds before filling. This ensures that almost all the effective energy flows into the product and can be used more efficiently than when heating and generating steam. Furthermore, ohmic heating guarantees that the sensory properties defined in the development process can be reproduced in consistently high quality in our products.



Successful collaboration

In Germany alone, 20 colleagues are tasked with creating new spice and flavour compositions day after day for the Business Units Retail and Industry. They do so with passion and extensive knowledge, cooperating with other departments in our own development kitchens.

Furthermore our employees possess profound expertise in the areas of spices and food technologies. Among them are four qualified spice sommeliers assigned to different departments. Three others are currently being trained for the areas of product development and sensory analysis. We support successful product development with our in-house sensory technology. To this end, we employ a trained sensory manager and have a sensory laboratory that is equipped in accordance with DIN EN ISO 8589.

Product development BU Retail

Work focuses on the development of new spice blends in particular. The use of natural ingredients is highly significant in this regard. This is firstly the standard we aspire to uphold and

secondly an accurate representation of what our customers expect, as they attach considerable importance to buying natural products. For instance, we do not use flavourings, fillers or flavour enhancers in our spice brands.

Fuchs Gourmet Selection

- Coordinated compositions, authentic flavours and coarser, more homogeneous granulation due to sophisticated optimisation in our sensory laboratory
- Significant reduction in salt content
- Only sea salt
- 100 percent natural ingredients
- Special raw ingredients like habanero chilli, roast garlic or hazelnuts



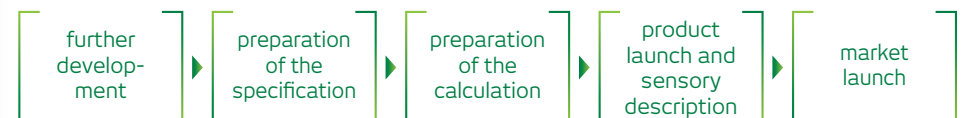
Product development BU Industry

Product development in the BU Industry deals exclusively with the demands the individual customers place on the flavours and technology. These requirements must be fulfilled – or exceeded. Strategic development is another relevant area. It is where ideas for new products are created, along with procedures and technologies for optimised outcomes and the continuous evolution of our portfolio.

International panel discussion on "Meat and vegan alternatives" in Dissen

A panel discussion with international experts on the topic of meat was held in Dissen in 2022. Developers, sales managers and the managing directors from our industrial sites in China, Brazil, the USA and France gathered at the venue to learn from each other. In total, 37 meat products and vegan alternatives were jointly manufactured in the Technical Centre and then sampled during tasting sessions.

Product development process



OUR PACKAGING

Ensuring food safety and hygiene as well as the protection and shelf life of our products are priority topics for us. Our packaging is of particular significance here, as it preserves the product attributes that are essential to quality. We therefore place strict demands on packaging materials that shape the development of alternative packaging concepts. For instance, natural fabrics are permeable to air, which may prevent the preservation of flavours. One of our departments works closely with suppliers to continue upgrading our packaging. A current project is testing PET spice cans made from recycled PET.

Packaging in BU Retail

The packaging we use in our retail business is designed to reflect its use by the various target audiences: Bags, cans, jars or tubes are used, depending on the product properties. 68 percent

of packaging for the retail sector is recyclable. Our packaging development team is working to increase specifically this quota while continuing to ensure optimised protection for our products. The focus is currently on refill bags. A first development is shown in the timeline below.

Packaging in BU Industry

The packaging used for customers in our industrial business must be one thing above anything else, namely purposeful. 60 percent of packaging used by BU Industry is recyclable. In addition, we can offer customers reusable and disposable packaging, depending on the product.

- Reusable: big bags, steel containers, plastic crates
- Disposable: monoplactic bags (for example buckets), composite plastic bags, cardboard boxes

INTERNATIONAL

Épices Fuchs spices for supermarket refills

Épices Fuchs prepared a proprietary concept in early 2021, which enables customers to refill their own herbs and spices in supermarkets. The concept and associated technology have been continuously upgraded ever since and now meet the most modern requirements for sealing, optimised storage and spice preservation. The filling mechanism enables precise dosing, ensures the shelf life of the herbs and keeps them fresh. This means that customers can replenish the amount of spices they require into



reusable jars, buy precisely what they need and help reduce food waste and superfluous packaging.





RESPONSIBLE COMMUNITY & WORKPLACE

The Fuchs Gruppe as an employer

People are at the heart of our success! We want to be an attractive employer for our employees, one that offers them a working environment in which they can fully develop their skills, potential and motivation to work and acquire further qualifications, while at the same time protecting and promoting their health. Clear communication and performance reviews are just as much an integral part of our corporate culture as continuous training opportunities. And we also specifically encourage people to contribute their ideas on work processes and environments. We foster a culture that promotes communication at every level and organise various campaigns to promote interdepartmental cohesion with various initiatives.

INTERNATIONAL

Fuchs North America – a familial environment

Our North American subsidiary organises various events, get-togethers and celebrations to foster a positive working atmosphere and to create an environment in which employees enjoy going to work. In doing so, the company values the loyalty of its employees, which it also recognises by holding retirement parties for departing colleagues.

	2022	2021
Number of employees	3,231	3,402

Sites in Dissen, Melle, Schönbrunn	2021	2022
Courses in total	1,074	1,109
Courses held by staff members	819	749
Total course attendance*	10,119	9,616

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

QUALIFICATION AND TRAINEE PROGRAMME

Numerous options to launch a career

We invest continuously in training our junior staff and provide apprenticeships in 13 professions and two dual-curriculum degree courses. We can offer good prospects for a permanent contract.

Sites*	2020	2021	2022
Total number of apprentices	72	66	58
Apprentice quota	4.3%	3.8%	3.6%
Percentage accepted on permanent contracts	68.4% with 19 graduates	82.8% with 29 graduates	88.2% with 17 graduates

* Dissen, Melle, Schönbrunn

The Business Unit Retail has organised a trainee programme since October 2022. Within 20 months, our graduates get to know our product portfolio and the associated processes as well as our Bart Ingredients site. We will continue to expand the programme in 2023 and offer our traineeship in other departments such as finance and SCM/procurement.

Herb and spice garden

During their training, our fresh talents also learn to take responsibility, for example by organising and managing sales to staff members or by tending a herb garden at the Dissen site. Our herb and spice garden gives all employees in the Fuchs Gruppe the opportunity to become more familiar with our wide variety of herbs and spices.



OCCUPATIONAL SAFETY

INTERNATIONAL

Theme week at Fuchs Gewürze do Brasil

Once a year, everything at Fuchs Gewürze do Brasil is focused on aspects of 'accident prevention and the environment'. During the theme week, all employees attend talks discussing how to prevent workplace accidents, workplace mobility and many other topics.



Safety-First Culture

Health is our greatest asset. Our occupational safety concept is therefore built around preventing work-related hazards, avoiding working methods that may damage a person's health and reducing harmful influences. We promote safety awareness among our employees so that unsafe conditions, behaviour and near misses are identified and reported. By doing so, we recognise potential accident hazards and can take suitable action in good time. We also define workplace ergonomics as a central issue, which we are continuously improving. In the long term, we will introduce a safety management system designed for the continuous development of our current occupational safety. The effectiveness of our occupational safety concept is reviewed by our occupational safety committee, which meets once a quarter.

Fuchs GmbH & Co. KG	2020	2021	2022
Total reportable accidents*	65	56	53
Average days of absence after a reportable accident	17.3	25.8	26.4
1,000-person quota**	38.4	32.2	32.4

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

HEALTH MANAGEMENT

For our health

The overarching goal of our health management is to maintain and improve the health of our employees and to optimise ways of meeting their needs. A steering committee at the Dissen and Schönbrunn sites is responsible for upgrading our health management system. It consists of employees from different departments, our occupational safety specialist and the works council.

Focus issues in 2022 (with Dissen as an example):

- ergonomics
- fitness
- healthy sleep
- stress management

The health insurance company Barmer assist us in the design and implementation of the individual measures at the Dissen site as part of a partnership.

Permanent programmes:

- bicycle leasing
- weekly after-work workout
- digital workouts (available in the Wiki knowledge database)
- talks on health matters

INFO



SOCIAL RESPONSIBILITY



The Dieter Fuchs Stiftung

The largest shareholder in the Fuchs Gruppe is the Dieter Fuchs Stiftung, which was established by the company founder Dieter Fuchs and exclusively pursues charitable purposes. The use of disbursements from the company and the stability of the foundation structure lend special security to the Fuchs Gruppe and issue a clear mandate to fulfil our social responsibility. The foundation's purpose is to promote science, education, upbringing, art and culture.

The Fuchs Gruppe

We see ourselves as part of society. It follows, therefore, that we feel an obligation to promote its positive development. This is why we are involved in social projects at all of our sites in Germany and abroad. The Fuchs Gruppe Germany and its international subsidiaries are responsible for selecting and implementing these projects. Selected examples emphasise the sheer variety of our international commitment.



Fuchs Cambodia

Rapid assistance in the right places is often needed to counter emerging crises and challenges. With the onset of the Covid-19 pandemic, Fuchs Cambodia recognised the need in its immediate surroundings and provided fast assistance with basic essentials to people in need, many of whom were elderly and single. Even small gestures can have a big impact.



Fuchs China Foodstuffs

Fuchs China Foodstuffs supports the people in the region around the company's site in Jingzhi. This commitment comes in different forms. The company donates food and supports schools, but also organises tree planting campaigns and other measures to protect the environment.



Fuchs Condimente Romania

Humanitarian assistance is an important concern, in addition to promoting culture and education. One of the measures in this area involved converting the food truck – which is actually used for marketing purposes – to provide meals to refugees fleeing the outbreak of war in Ukraine.





RESPONSIBLE USE OF RESOURCES

The prudent management of available resources is a material part of our sustainability strategy. We take purposeful action to reduce resource consumption throughout our production process.

A detailed explanation of our carbon footprint

For the years 2021 and 2022, we have calculated our carbon footprint for the German sites for the first time according to the internationally recognised standards of the Greenhouse Gas Protocol (GHG Protocol). We will do this annually in the future – including our international subsidiaries.

The calculated footprint includes our German sites in Dissen (South and North), Melle, Schönbrunn, Hamlar and Abtswind and is based on consumption data as well as emission factors from scientifically recognised databases such as DEFRA or GEMIS. All relevant greenhouse gases were taken into account and consolidated as CO₂ equivalents according to their individual global warming potential.

Currently, the largest share of our emissions falls under Scope 2, with 56 percent in 2022. Details on measures can be found on Page 27. Scope 1 accounts for around ten percent of total emissions. This is mainly due to our vehicle fleet, which is largely used by our field staff in the retail business. To reduce these emissions as much as possible, we plan to switch to hybrid and electric vehicles in the medium term. As a first step, twelve e-charging stations for employees and visitors will be installed at the Dissen South site in 2023.

Scope 3 is responsible for 34 percent of total emissions. The staff's commute to work accounts for a considerable share of this. Given that our sites are located in quite rural areas, many employees depend on cars, which 90 percent use for travel to work. Ten percent choose to travel to work by bicycle, public transport or on foot.

Limitations

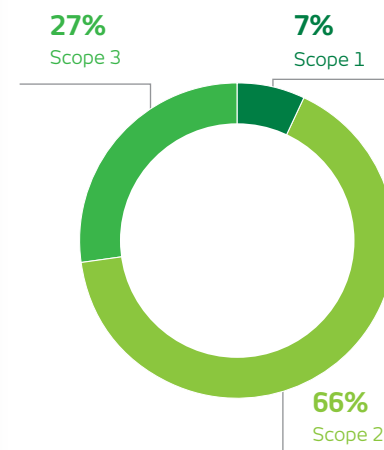
With regard to Scope 3 emissions, not all 15 categories according to the GHG Protocol were taken into account. Where available, we have used primary data - where this was not possible, secondary data from recognised sources was used.

Emission sources	2021 t CO ₂	2022 t CO ₂
Scope 1*	2,198	2,422
Scope 2**	22,325	14,230
Scope 3	9,212	8,579
Fuel & energy-related emissions	4,403	4,209
Staff commuting	4,144	3,620
Waste from operations	595	566
Business travel	54	166
Water	16	18

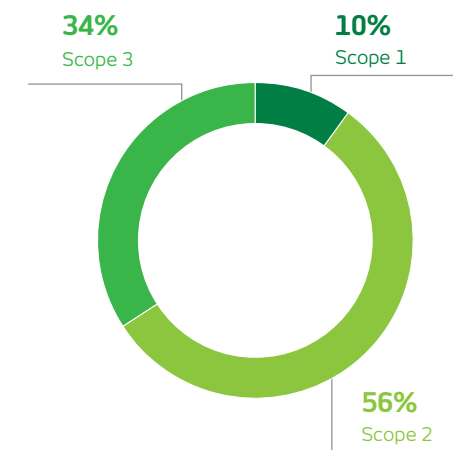
* Direct emissions

** Indirect emissions from purchased energy

CO₂ emissions: 2021



CO₂ emissions: 2022



INTERNATIONAL

Harnessing the power of the sun

Dissen South is not the only site where we draw on emission-free solar energy to cover parts of our energy demand. A 2 MWh photovoltaic system at our site in China generates energy on surfaces exposed to daylight, of which we used around 75 percent ourselves, covering 22 percent of the local energy demand. In addition, we are currently examining the feasibility of photovoltaic systems in Romania, Brazil and France. And we plan to add another 600 kW peak load system in Dissen South.

Energy	2021	2022
Absolute energy consumption (MWh)	74,000	62,000
Specific energy consumption (kWh)*	0.089	0.096

* The quantity we need per production unit (in kg or pieces, depending on the commodity group).

Measures to reduce energy consumption

In 2022, various targeted measures at all locations also contributed to the positive development of our energy consumption. Just under 40 percent of our investments at the Dissen and Melle sites in 2021 helped to improve the energy efficiency of our production processes due to modernisation, process optimisation and other factors. For example, at our most energy-intensive site in Dissen South, we produce some of our own electricity from renewable sources.

Our photovoltaic system produced about 750,000 kWh in Dissen South in 2022. We used over 90 percent of this quantity ourselves. This is equivalent to around ten percent of the total energy demand at our site. Together with our combined heat and power plant, we therefore currently produce about 70 percent of the energy ourselves.

In addition, our energy management in Dissen, Melle and Schönbrunn has been certified according to ISO 50001 since 2015.

WATER AND WASTE

As little as possible, as much as necessary

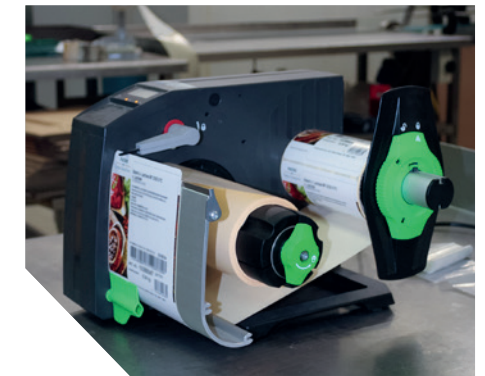
There are two places in particular where we need water: to manufacture many of our products and to clean our production facilities. Project Clean is one example of how we can reduce water consumption while also saving energy, detergents and time. It involves switching our complete wet area and wet filling to an automatic cleaning process.

Water in m ³	2021	2022
Dissen South*	110,349	125,000
Dissen North	8,745	8,338
Melle	9,256	5,899
Schönbrunn	4,813	4,760
Hamlar (ESG)	7,086	6,578
Abtswind (Wendland)	2,624	3,416
Total	142,873	153,991

* Estimated values due to incorrect readings in the system.

Waste is produced during the manufacture of our products. The various categories – including plastic, paper and cardboard, metal, glass, electrical scrap and household waste – are carefully sorted at each site to ensure optimised recycling.

Waste in tonnes	2021	2022
For incineration	1,093	1,037
For recycling	3,375	3,268
Hazardous	5	9
Total	4,473	4,314



OUTLOOK

A clean dataset is indispensable for identifying where there is room for improvement and for measuring the impact of our actions. For the years 2023 and 2024, we are therefore planning, among other things, to expand the assessment of our resource use to all subsidiaries. In doing so, we will collect Scope 3 emissions in all 15 categories set out in the GHG Protocol in order to obtain reliable statements on the factors that drive emissions in the supply chain. We also intend to use this data to prepare a climate protection target by 2025 that reflects the 1.5 degree target and then obtain validation from the Science Based Targets initiative (SBTi)*. Furthermore, we conduct regular campaigns to raise staff awareness and to involve them in our plans and activities. In order to also involve our staff in our plans and activities, we con-

tinue to regularly raise their awareness on the topic of energy saving, among other things. We also intend to take an even closer look in 2023 and to determine exactly how much water goes into our products and how much we need for other processes.

Furthermore, our overarching goal is to continuously improve our waste management processes and find solutions that even prevent the occurrence of waste in the first place. A position will be created in 2023 in order to proceed systematically in this regard and to define clear responsibilities. The tasks assigned to this new position will include identifying opportunities for improvement in waste management, optimising the separation concept and raising staff awareness for correct waste sorting procedures.

This is the fourth sustainability report that the Fuchs Gruppe has published. The report contains information referring to the 2021 and 2022 financial years. The cut-off date is 31 December 2022, the closing date for copy was 31 March 2023.

This report uses the generic masculine to improve legibility. Any personal terms refer to all genders, unless explicitly stated otherwise.



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Disclaimer

All information contained in this report was collected and processed with the utmost care. Nevertheless, errors cannot be completely ruled out. All statements concerning future developments are based on assumptions and estimates at the time of publication.



* SBTi is an alliance of recognised organisations – including the Carbon Disclosure Project (CDP), UN Global Compact and WWF – that helps companies to develop evidence-based emission reduction targets in line with the Paris Climate Agreement.

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