



SUSTAINABILITY REPORT | 2024



FOREWORD

We are delighted to present the second sustainability report of the Th. Geyer Group. We were overwhelmed by the positive response to the first report for the year 2023. The feedback from our customers, business partners and employees shows how important transparency, reliability and real progress are when it comes to sustainability. We would like to express our sincere thanks for the wide range of responses, whether in writing or in personal dialogue.

When Ecovadis SAS, which assesses companies worldwide on the basis of internationally recognised criteria based on standards such as GRI, UN Global Compact and ISO 26000, informed us that we had been awarded the silver medal in our very first assessment, we were admittedly very proud. The Ecovadis assessment is demanding, as the platform evaluates companies on criteria such as the environment, labour and human rights, ethics and sustainable procurement, i.e. it evaluates sustainability management systems.

For our medium-sized family business, it is by no means a matter of course to be among the top 15 per cent of all companies worldwide that were assessed by EcoVadis in 2024. This award is therefore a special confirmation that our efforts in the areas of ecology, economy and social issues are not only visible, but also have a lasting effect. Despite our pride, we also see this recognition as an incentive for the future. With our sustainability strategy, which continues to be consistently aligned with the United Nations Sustainable Development Goals (SDGs), we want to provide new impetus within the scope of our possibilities.

What does this mean in concrete terms for us as a family business founded in 1892 by Theodor Geyer and now in its fifth generation of owner management? It means even more responsibility – towards all our stakeholders. We are working to further reduce our ecological footprint, use resources more efficiently and continuously improve working conditions at our company and along the supply chain.

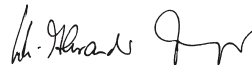
Here are just a few of the measures we have taken:


- Establishment of a Sustainability Committee and a process for responding to customer enquiries on the subject of sustainability
- Development of guidelines in accordance with DIN standards and CSRD requirements with qualitative and quantitative targets in the areas of health and safety, human rights, the environment, sustainable procurement, ethics and information security
- Introduction of the Quentic software solution to strengthen HSEQ and ESG management and to prepare future sustainability reports in accordance with CSRD / ESRS

At the same time, we attach great importance to ensuring economic stability so that we can invest, provide further training and create value in the long term that will endure for future generations.

This report documents our progress, but also identifies areas where we can still learn and improve. Transparency remains our guiding principle on the challenging path to true sustainability.

We would like to thank everyone who accompanies us on this journey: our employees for their commitment and loyalty, our suppliers and service providers for their close and successful cooperation, and last but not least, our customers for their trust and loyalty. Together, we are shaping a more sustainable future – responsibly, honestly and with an eye on what really matters: good solutions for today and opportunities for future generations.


Lutz-Alexander Geyer
Managing Director
Partner


Oliver-Alexander Geyer
Managing Director
Partner


Ralf Streicher
Managing Director
Partner



ECOVADIS RATING 2023

EcoVadis has assessed our sustainable practices and awarded us a silver medal. This means that the Th. Geyer Group is among the top 15% of all companies audited by EcoVadis in 2024.

www.thgeyer.com/ecovadis-rating

ABOUT THIS REPORT

This is the second report in which we provide information about the Th. Geyer Group's comprehensive, coordinated sustainability management system.

The Group comprises Th. Geyer GmbH & Co. KG, based in Renningen (Baden-Württemberg), and its subsidiary Th. Geyer Ingredients GmbH & Co. KG, based in Höxter (North Rhine-Westphalia). Both are referred to below as Th. Geyer or the Th. Geyer Group.

The Th. Geyer Group's sustainability strategy, as explained below, comprises strategic measures based on the three pillars Sustainability-related focus topics. These topics,

which are material to the Group, were identified using the double materiality matrix in accordance with GRI 3, which is also reported accordingly. Furthermore, the following chapters discuss the material topics and their impact in more detail and, where a GRI exists, report on them in detail in accordance with GRI requirements.

We hereby document our goals, the measures taken to achieve them and the progress made in achieving these goals in a transparent and comprehensible manner.

Reporting standard

The report follows the internationally recognised Sustainability Reporting Standards of the Global Reporting Initiative (GRI).

Reporting cycle and progress report

This report covers the period from 1 January to 31 December 2024. For the sake of completeness and for comparison purposes, as well as to highlight developments, data from 2022 and/or 2023 have also been included, where available, to better explain the context.

In addition to this annually published, completely revised report, we publish updates between two reports on our website as necessary: www.thgeyer.com

For reasons of better readability, the simultaneous use of male and female language forms is avoided. All references to persons apply equally to all genders (m/f/d).



CONTENTS

GRI 2: GENERAL DISCLOSURES	5
THE ORGANISATION AND ITS REPORTING PRACTICES	5
ACTIVITIES AND EMPLOYEES	6
GOVERNANCE	8
STRATEGY, POLICIES AND PRACTICES	9
STAKEHOLDER ENGAGEMENT	11
GRI 3: MATERIAL TOPICS	12
LIST OF MATERIAL TOPICS	13
MANAGEMENT OF MATERIAL TOPICS	14
ECONOMY	14
ECOLOGY/ENVIRONMENT	20
SOCIAL/SOCIETY	24
ECONOMIC PERFORMANCE	27
GRI 302: ENERGY	28
GRI 305: EMISSIONS	36
GRI 306: WASTE	40
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT	42
GRI 403: OCCUPATIONAL HEALTH AND SAFETY	43
GRI 404: TRAINING AND EDUCATION	47
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY	49
GRI 414: SUPPLIER SOCIAL ASSESSMENT	50
GRI CONTENT INDEX	51





GRI 2: GENERAL DISCLOSURES

THE ORGANISATION AND ITS REPORTING PRACTICES

DISCLOSURE 2-1

ORGANISATIONAL DETAILS

Th. Geyer GmbH & Co. KG is a limited liability company and limited partnership. This special legal form is a partnership in which the limited partners are natural persons. The general partner is a limited liability corporation. The company is based at Dornierstraße 4–6 in 71272 Renningen. Th. Geyer GmbH & Co. KG's subsidiaries in Germany include Th. Geyer Ingredients GmbH & Co. KG in Höxter and its subsidiaries MYAC GmbH and Bressmer & Francke (GmbH & Co.) KG. The group also has sales offices in Denmark, Poland, Sweden, Switzerland, Egypt, the UAE, Latvia and the United Kingdom. Its activities extend across Europe, the Middle East, Africa (EMEA) and Asia.

DISCLOSURE 2-2:

ENTITIES INCLUDED IN THE ORGANISATION'S SUSTAINABILITY REPORTING

The following companies are taken into account in this sustainability reporting:

- Th. Geyer GmbH & Co. KG
- Th. Geyer Ingredients GmbH & Co. KG
- MYAC GmbH
- Bressmer & Francke (GmbH & Co.) KG

In addition to the entities listed above, Sano Arzneimittelfabrik GmbH is included in the consolidated financial statements but is not included in the sustainability report.

When consolidating the information, only those entities in which Th. Geyer GmbH & Co. KG holds a majority (> 50%) are included. Minority shareholdings are disregarded.

The material topics apply to all entities mentioned above, which are included in sustainability reporting.

DISCLOSURE 2-3:

REPORTING PERIOD, FREQUENZY AND CONTACT POINT

Reporting takes place annually for the previous financial year and, like financial reporting, always refers to the period from 1 January to 31 December. This sustainability report, published in 2025, covers the reporting period of 2024. It is planned to complete and publish future sustainability reports in the same way as financial reporting.

GENERAL DISCLOSURES | SUSTAINABILITY REPORT

If you have any questions about the report or the information contained therein, please feel free to contact us by email atnachhaltigkeit@thgeyer.de.

DISCLOSURE 2-4:

CORRECTION OR RESTATEMENT OF INFORMATION

Following the report for 2023, this is the second sustainability report published by the Th. Geyer Group. The correction or restatement of information will take place in the following year at the earliest.

DISCLOSURE 2-5:

EXTERNAL ASSURANCE

The sustainability report is prepared and coordinated in collaboration with senior management. The report is approved by the management. In future, the report will also be verified by an external independent auditor, even though the Th. Geyer Group will not be legally obliged to do so under CSRD.

ACTIVITIES AND EMPLOYEES

DISCLOSURE 2-6:

ACTIVITIES, VALUE CHAIN AND OTHER BUSINESS RELATIONSHIPS

All entities operate as traders and distributors. In addition, added value is achieved in some areas through blending and filling into small containers.

Th. Geyer GmbH & Co. KG

The company's business is the import and distribution of all types of chemical and biotechnological products, as well as laboratory supplies and medical equipment.

Th. Geyer GmbH & Co. KG (headquartered in Renningen) is a fullservice supplier for academic and industrial laboratories, pharmaceutical and biotech companies, chemical and food companies. Specifically, it serves laboratories and institutes of all kinds in various industries, supplying them with consumables, equipment, chemicals, life science products, laboratory equipment and laboratory furniture.



Th. Geyer

Th. Geyer Ingredients GmbH & Co. KG

The company (based in Höxter-Stahle) develops, markets and distributes aids, substances and additives for products in the pharmaceutical, cosmetics and food industries, as well as other branches of industry.

In addition, the company is involved in the refinement and filling of mixtures of chemicals and ingredients.

MYAC GmbH

The company is involved in the trade of meat processing products and the development, manufacture and distribution of special preparations and spice mixtures for the meat industry.

Bressmer & Francke (GmbH & Co.) KG

Bressmer & Francke is a consultant to the food industry on vegetable fats and oils. In addition to trading, it also acts as a service provider for filling small containers.

DISCLOSURE 2-7:

SALARIED EMPLOYEES

The breakdown of all employees at Th. Geyer can be shown for the individual companies as follows:

Th. Geyer GmbH & Co. KG

	Female	Male
Total	153	144
Average age	43	42
Full-time employees	99	120
Part-time employees	51	8
Trainees	3	12
Management	0	4

Th. Geyer Ingredients GmbH & Co. KG

	Female	Male
Total	72	76
Average age	40	42
Full-time employees	37	63
Part-time employees	32	7
Trainees	3	4
Management	0	2

MYAC GmbH

	Female	Male
Total	0	7
Average age	0	45
Full-time employees	0	5
Part-time employees	0	1
Trainees	0	0
Management	0	1

Bressmer & Francke (GmbH & Co.) KG

	Female	Male
Total	1	4
Average age	45	40
Full-time employees	1	2
Part-time employees	0	2
Trainees	0	0
Management	0	0

The basis for the presentation of the genders is the information in the staff sheet.

In summary, the following figures apply to the Th. Geyer Group:

	Female	Male
Total	226	231
Average age	42	43
Full-time employees	137	190
Part-time employees	83	18
Trainees	6	16
Management	0	7

There were slight fluctuations in the current year, due to the build-up of staff in the business units.

DISCLOSURE 2-8:**EMPLOYEES WHO ARE NOT SALARIED EMPLOYEES**

As a medium-sized family business with the legal form of a GmbH & Co. KG, Th. Geyer does not have any supervisory bodies such as a supervisory board or advisory board, which means that we do not have any employees who work in a supervisory body.

The following groups of people can be distinguished within the company:

- Management
- Salaried employees
- Trainees
- Industrial workers
- External staff/temporary employees



GOVERNANCE

DISCLOSURE 2-9:

GOVERNANCE STRUCTURE AND COMPOSITION

The Th. Geyer Group operates with its two business units

Laboratory

Th. Geyer GmbH & Co. KG: The company's business is the import and distribution of chemical and biological technical products of all kinds, as well as laboratory supplies and medical equipment.

Ingredients

Th. Geyer Ingredients GmbH & Co. KG: The company's business is the development, sale and distribution of excipients, substances and additives for products in the pharmaceutical, cosmetics and food industries, as well as other industrial sectors.

Th. Geyer Ingredients also has two subsidiaries: MYAC GmbH and Bressmer & Francke (GmbH & Co.) KG.

Furthermore, the Th. Geyer Group has national and international sales branches.

The company is owner-managed. The company's shareholders decide on organisational measures within the individual companies at the shareholders' meeting.

The shareholders of Th. Geyer GmbH & Co. KG are, in addition to the general partners Lutz-Alexander Geyer, Oliver-Alexander Geyer, Jonathan Geyer, Kevin Geyer, Sarah-Kristin Geyer and Geyer Beteiligungsgesellschaft mbH, Renningen.

In addition to the general partners, the shareholders of Th. Geyer Ingredients GmbH & Co. KG are Th. Geyer GmbH & Co. KG and Ralf Streicher.

Decisions affecting the Th. Geyer Group are made at the annual shareholders' meetings.

The management and executives of the two business units meet several times a year for strategic dialogue at the so-called leadership meetings. These and other regular consultations and stakeholder dialogues serve to exchange ideas on the targeted use of resources and focus on the key issues in accordance with GRI 3.

As a family-owned company, the Th. Geyer Group does not have a traditional supervisory body in the strict sense, as this is not required by law, meaning that this point is not applicable and disclosures 2-10 to 2-18 are also not applicable.



DISCLOSURE 2-19:**REMUNERATION POLICIES**

Due to confidentiality obligations, information on the remuneration policy for senior management must be treated as confidential and therefore cannot be published here.

It is our firm belief and one of our core values to pay all employees appropriate wages and salaries in line with the applicable collective agreements. In the commercial areas, the majority of departments work with additional commission components on top of the basic salary. These are mostly based on sales performance. They are determined individually with the employees in the target agreement meeting.

Furthermore, quality and performance indicators are taken into account in remuneration in the logistics area in order to motivate and reward employees. These can of course vary and are specific to each department.

DISCLOSURE 2-20:**PROCESS TO DETERMINE REMUNERATION**

Th. Geyer is bound by collective agreements and the company's employees are remunerated in accordance with the relevant collective agreement for wholesale and foreign trade. There are currently four collective agreements (Hamburg, Berlin, North Rhine-Westphalia and Baden-Württemberg) that must be observed at Th. Geyer.

The HR department is responsible for reconciling the wages paid with the standard wages payable. Adjustments and

additions relating to additional remuneration components (tax allowances, subsidies, etc.) are determined by the management. As Th. Geyer does not employ any supervisory bodies, there are no further procedures for determining or monitoring remuneration.

DISCLOSURE 2-21:**ANNUAL TOTAL COMPENSATION RATIO**

The highest-paid person in the company is the managing partner. Further details are not available due to confidentiality obligations and therefore cannot be disclosed here.

In 2024, the average basic monthly wage for wage earners was EUR 2,598.85 and the average basic monthly salary for salaried employees was EUR 4,036.45.

STRATEGY, POLICIES AND PRACTICES**DISCLOSURE 2-22:****STATEMENT ON SUSTAINABLE DEVELOPMENT STRATEGY**

Growing global business relationships with customers and suppliers have made sustainable action part of everyday routine at the Th. Geyer Group. As a medium-sized, family-run company, it is our responsibility to all those involved in the value chain to establish a social, economic and ecological economic structure and to leave future generations with a stable basis for living and working.

In everything we do, we are aware that in a globally networked world, sustainable economic development can only be achieved through the simultaneous and equal implementation of environmental, economic and social goals. For this reason, we are in constant dialogue with our stakeholders in order to meet their expectations and requirements. Furthermore, we regularly evaluate environmental aspects and the impact of our business activities on the environment. The recognition and respect of human rights and the environment are an integral part of our self-image.

In every area of our activities, we are guided by clearly defined values, which we communicate internally so that they are lived out at all times:

- Family: We are Th. Geyer
- Personal: We work with and for people
- Customer-oriented: We are our customers' partner
- Solution-oriented: We have the solution for every idea
- Profitable: We act for mutual success
- Socially responsible and sustainable: We take responsibility

Our values are perfectly aligned with our sustainability strategy and the three pillars of ecology and the environment, social/society and economy. Every single person at Th. Geyer is responsible for adhering to these standards – and the management has a special responsibility to ensure that this is practised both internally and externally.

DISCLOSURE 2-23:**DECLARATION OF COMMITMENT ON PRINCIPLES AND PRACTICES**

In our policy statement pursuant to Section 6 (2) of the Supply Chain Due Diligence Act (LkSG), we express our responsibility within the framework of our value and supply chain. This declaration incorporates and supplements the principles of our code of conduct. In doing so, we implement applicable laws and regulations, respect internationally recognised standards and take care to prevent human rights and environmental violations in the course of our business activities.

The management is responsible for implementing the policy statement in accordance with the provisions of the LkSG and is centrally controlled accordingly. The management's aim is to ensure the implementation of the principles of the LkSG through clear structures and responsibilities and to anchor the topic in risk management. This policy statement applies to all companies in the Th. Geyer Group.

In this context, Th. Geyer has revised and updated its social charter, which has been in place since 2010, expanded it to include topics from the areas of environment, compliance and information management, and renamed it the Th. Geyer Corporate Code of Conduct. Th. Geyer is guided by international guidelines and legal texts. The United Nations Global Compact, with its 10 principles, provides the primary guidance. Furthermore, Th. Geyer complies with the regulations of the International Labour Organisation (ILO), the economic recommendations of the OECD and the Charter of Fundamental Rights of the European Union.

DISCLOSURE 2-24:**EMBEDDING POLICY COMMITMENTS IN PRINCIPLES AND PRACTICES**

Th. Geyer ensures that the aforementioned principles and guidelines are implemented in a binding manner for the entire Th. Geyer Group, both nationally and internationally. It also ensures that the Code of Conduct is communicated companywide to both employees and suppliers. Accordingly, the Supplier Code of Conduct was developed for business partners, suppliers and service providers.

Th. Geyer expressly supports and encourages its business partners to take this declaration into account in their own company policies. Changes and adjustments to the aforementioned regulations and legal texts will result in adjustments to the Supplier Code of Conduct and the Corporate Code of Conduct.

DISCLOSURE 2-25:**PROCESSES TO REMEDIATE NEGATIVE IMPACTS**

The Th. Geyer Group's risk management for the recognition and respect of human rights and the environment covers the entire process from identification and analysis to the assessment and treatment of risks. This process is regularly reviewed and further developed. We incorporate the results of our risk analysis into relevant business processes and our supplier management. Our purchasing processes for suppliers and for procurement itself provide for various measures for risk assessment and minimisation.

We have established the following risk-independent measures in our own business area:

- Mandatory code of conduct (Corporate Code of Conduct) for all employees
- Regular training for employees on the topic of sustainability
- Internal reporting office for whistleblowers (HinSchG)

DISCLOSURE 2-26:**PROCEDURES FOR SEEKING ADVICE AND RAISING CONCERNS**

With our whistleblower portal, we have set up a company complaint management system that is available to everyone within our company. The whistleblowing portal serves as a confidential reporting option for any suspected illegal or unethical behaviour. Cases reported via the portal are investigated and followed up by an external ombudsperson. Cases are dealt with immediately, the facts of the matter are clarified impartially, regardless of the person involved and their position in the company hierarchy, the persons involved are heard and a solution is found.

In addition, all employees naturally have the usual channels of communication for any questions regarding legally compliant and ethically sound behaviour, from their direct supervisor to the next higher hierarchical level, from the human resources department to the compliance department. The latter ensures anonymity in particular if the employee does not wish to discuss their concerns with their supervisor. Of course, the management is also open to receiving reports of concerns.

We have established the following measures with regard to our direct suppliers:

- Implementation of a Supplier Code of Conduct
- Sending out a supplier questionnaire with social and environmental questions
- Economic, environmental and social assessment of suppliers
- Conducting audits for high-risk suppliers
- Consideration of human rights and environmental expectations when selecting our direct suppliers based on the Supplier Code of Conduct
- Agreement and implementation of risk-based control measures

In addition, case-specific preventive measures may be taken that relate to a specific risk situation or category.

An appropriate and effective internal complaints and reporting procedure is an important part of our due diligence processes. We encourage our stakeholders to contact us directly if they have concerns about suspected violations of our guidelines. We do not offer an external complaints and reporting procedure, as we are not legally obliged to do so due to our company size of less than 1,000 employees.

DISCLOSURE 2-27:

COMPLIANCE WITH LAWS AND REGULATIONS

We have defined appropriate responsibilities for the fulfilment of and compliance with our human rights and environmental due diligence obligations. To monitor and comply with the due diligence obligations set out above across the company, we have established a Sustainability Committee for the Respect of Human Rights and Protection of the Environment, in which the relevant departments are represented and regularly analyse the findings from the due diligence processes, report on them to the management and propose remedial measures.

It is planned that annual reporting on compliance with the due diligence obligations enshrined in the Supply Chain Due Diligence Act will in future be carried out as part of sustainability reporting in accordance with ESRS. The sustainability report is made publicly available on our website at www.thgeyer.com.

DISCLOSURE 2-28:

MEMBERSHIP IN ASSOCIATIONS AND INTEREST GROUPS

Due to their different business areas, portfolios and operational activities, the companies of the Th. Geyer Group have various memberships in industry-specific or professionally relevant organisations, which are not listed in detail here.

STAKEHOLDER ENGAGEMENT

DISCLOSURE 2-29:

APPROACH TO STAKEHOLDER ENGAGEMENT

Stakeholders, whether employees, customers, suppliers or others, are crucial to the long-term success of the company. Their expectations form the cornerstones of our sustainability strategy. That is why their involvement is highly relevant to Th. Geyer, among other things in order to develop a better understanding of their respective interests and to build longterm relationships and trust.

To achieve this involvement, we are already focusing on the following measures, for example, and will continue to do so in the future

- Customer Sustainability Engagement Surveys
- Employee surveys
- Participation in bodies and committees
- Dialogues in the context of industry initiatives

DISCLOSURE 2-30:

COLLECTIVE AGREEMENTS

The Th. Geyer Group is bound by collective agreements and pays all employees (industrial workers and office staff) the applicable collective agreement wage. In 2024, 457 people were employed by Th. Geyer. 424 people received at least the collective agreement wage/salary. This corresponds to 92.78%. The management, authorised signatories, interns, working students and temporary staff are remunerated outside the collective agreement. All legal requirements, such as the minimum wage, are observed at all times.

GRI 3: MATERIAL TOPICS

DISCLOSURE 3-1

PROCEDURE TO DETERMINE MATERIAL TOPICS

The material topics were determined as follows: The first step was a classic analysis of the corporate environment and stakeholders in order to identify with whom the company interacts. The aim here is to determine who has what expectations, requirements and influence on the business activities and who is affected by the company's decisions and business activities. In addition to a comprehensive analysis of the context, environmental aspects and stakeholders, SWOT and IRO analyses were also carried out. These analyses covered the areas of economy, ecology and social issues.

In the area of ecology, for example, the analyses were based on an employee survey and eco-mapping.

From the 17 Sustainable Development Goals of the United Nations (UN), DIN 26000, the ECOVADIS requirement categories and the potential material topics of the GRI, in this case GRI 201–418, we identified the points that could be relevant for us and/or our stakeholders.

In the next step, we summarised all the issues identified as potentially relevant to us and/or our stakeholders in a list. We eliminated redundant issues and issues that have nothing to do with us, our industry or our business activities. We then assessed the remaining issues in terms of their impact on the environment and people, as well as on the finances and business activities of our company and presented them in a double materiality matrix.

In doing so, we also assigned them to the categories of social, environmental and economic issues.

The key issues were identified by the Sustainability Committee, which comprises the management and department heads of our company. Together, we identified the stakeholders and assessed their importance for our company. As part of the stakeholder analysis, we asked ourselves how and where we communicate and engage in dialogue with the stakeholders we have identified, what expectations/requirements our stakeholders have of us, and how we can optimise this dialogue. Furthermore, the evaluation process described above was carried out jointly. The preliminary work was carried out by the sustainability project management team. This position was created specifically in 2023 to optimally coordinate all measures relating to the topic of sustainability.

Stakeholder Importance

Vital	Very important	Important
Management	Banks	Agencies
Employees	Neighbours	NGOs
Customers	Political stakeholders	
Suppliers	Service providers	



DISCLOSURE 3-2

LIST OF MATERIAL TOPICS

Economy

1. Liquidity
2. Expansion (markets/regions, customers, product portfolio)
3. Increase in profitability
4. Product safety and quality
5. Digitalisation/AI

Ecology/environment

1. Raw materials/chemicals/waste (GRI 306)
2. Supplier Environmental Assessment (GRI 308)
3. Energy (GRI 302)
4. Greenhouse gases/CO₂ (part of emissions GRI 305)

Social/society

1. Employer of choice
2. Diversity and equal opportunity (GRI 405)
3. Training and education (GRI 404)/personnel development
4. Occupational health and safety (GRI 403)
5. Supplier social assessment (GRI 414)

The list of material topics was drawn up in 2023 and remains valid after review. It serves as Basis for economic, ecological and social planning in subsequent years. There were no changes compared to the previous reporting period.

Materiality matrix





DISCLOSURE 3-3

MANAGEMENT OF MATERIAL TOPICS

ECONOMY

In addition to expansion with a profitable increase in sales (CAGR > 8%), we have once again defined the issue of securing liquidity as essential for the years 2025/2026. This is based on the decision to make significant investments in our infrastructure and growth measures.

1. Liquidity

„Liquidity (*Latin liquidus, "fluid"*) is the ability of economic entities to meet their payment obligations from debts at any time without restriction, or the property of economic objects to be liquidated at any time. Alongside profitability, security, independence and profit maximisation, liquidity is one of the most important corporate objectives."

Source: Liquidity – Wikipedia

For the Th. Geyer Group liquidity is very important as it

- is a prerequisite for the planned expansion of the Group
- provides the management with the scope for investment
- is the requirement for employee pay
- facilitates internal and external social and ecological engagement

Healthy liquidity is particularly important in times of strong growth for the company in order to finance additional capital requirements. If planned investments in further business areas are then met with high interest rates, regular monitoring of cash flow is essential.

In times of high interest rates and the threat of recession, customers tend to extend payment terms or pay late. Suppliers, on the other hand, demand shorter payment terms or even advance payment. In addition, inventories must be permanently increased to ensure our delivery reliability – in the absence of uninterrupted supply from manufacturers. This increase in inventories, combined with the high interest burden, requires additional liquidity.

Our established and continuously optimised cash flow management benefits employees through secure jobs, punctual salary payments and additional investments, e.g. in occupational health management or further training opportunities. Neighbours and communities benefit from our commitment to sponsorship and donations to cultural institutions, associations, schools and nurseries. Our long-standing and trusting partnerships with our suppliers are also secured by our cash flow management and the associated punctual payments.

In the worst case, a lack of liquidity can even lead to insolvency and thus jeopardise the existence of the family business.

For this reason, KPIs have been defined to increase liquidity, which are regularly monitored:

1.1 Reduction of DSO (days sales outstanding)

The proportion of overdue receivables in relation to total receivables is measured monthly and discussed in detail with the sales managers in order to reduce this proportion in the long term. Furthermore, payment terms are gradually being shortened and discount agreements are being eliminated, especially for C and D customers.

Indicator: $DSO = (\text{trade receivables} : \text{gross turnover}) \times 365$

Th. Geyer GmbH & Co. KG

	2022	2023	2024
DSO	33.95	36.15	37.90

Customers in the laboratory division pay relatively punctually. Due to the elimination of discounts, DSOs have risen and are now slightly above the target range of 30–35 days.

Th. Geyer Ingredients GmbH & Co. KG

	2022	2023	2024
DSO	52.20	51.98	40.00

Th. Geyer Ingredients' export business is growing disproportionately. Payment terms are significantly longer, particularly in countries in the Middle East and Africa. This key figure has been significantly reduced with the help of various receivables management methods.

1.2 Reduction of DOH (days on hand)

The aim is to reduce the stock range in days in order to lower the interest charges for the stored goods. Monthly lists of so-called "slow-moving items" with an action plan and more accurate forecasting are important elements in improving DOH.

Indicator:

$DOH = \text{Average inventory value} : (\text{COGS} : \text{Days of the period})$

Th. Geyer GmbH & Co. KG

	2022	2023	2024
DOH	51.1	49.7	45.4

Inventory levels are kept consistently low, which has led to further reductions in DOH.

Th. Geyer Ingredients GmbH & Co. KG

	2022	2023	2024
DOH	57.3	61.1	50.5

Due to exponential growth and fluctuating delivery capacities of our suppliers, inventories are increasing to meet growing demand. Nevertheless, delivery planning with customers has resulted in a significant reduction.

1.3 Increase in DPO (days payable outstanding)

Enforcing longer payment terms with our suppliers helps to increase liquidity.

Indicator: $DPO = \text{liabilities} \times \text{selected period in days} : \text{Cost of goods sold (COGS)}$

Th. Geyer GmbH & Co. KG

	2022	2023	2024
DOH	12.84	11.35	17.35

Th. Geyer Ingredients GmbH & Co. KG

	2022	2023	2024
DOH	22.75	24.73	27.82



2. Expansion

Expansion generally means growth and thus an upswing with positive effects for the company, its shareholders, employees, suppliers, the community and the state.

Expansion means tapping into new markets, thereby increasing sales and profits and securing the future of the company, which is naturally in the interests of shareholders who are interested in sustainable corporate development. But it also has positive effects for employees. Jobs are secured and, as part of internationalisation, the company becomes increasingly independent of developments in the German market. It also has a positive effect on motivation and the atmosphere within the company, as employees can generally identify well with a successful company, which enhances the reputation of their employer.

The expansion of companies and the associated creation of new jobs is also in the interests of the community, as it generates more tax revenue locally, has a positive impact on the unemployment rate and stimulates consumption, the more people are employed in a region.

Expansion can have a negative impact if a company does not think through and/or calculate the project carefully, takes on too much debt or does not pay attention to its liquidity. In the worst case, this could threaten not only the existence of the company, but also that of its employees in the form of job losses.

2.1 Expansion of Th. Geyer Laboratory Business Unit

The Laboratory Business Unit is focusing on expansion through internationalisation – although in this segment, the focus remains on other European countries. The establishment of Th. Geyer Swiss AG secures more direct access to the very important Swiss laboratory market.

As a full-range supplier for laboratories, it is always necessary to review the portfolio, close gaps and identify trends. Ready-to-use media and the expansion of the fresh and waste water segment are topics that will continue to be actively addressed.

The expansion of the Th. Geyer brands remains a strategically important focus. The BIOSOLUTE® brand, launched in 2023, is dedicated to precisely one growth area: life sciences! However, the CHEMSOLUTE® and LABSOLUTE® brands are also being further strengthened through various measures and are growing at an above-average rate.

The laboratory market currently offers acquisition opportunities. Some regional distributors have no successors and are offering their companies for sale. Asset deals in particular can strengthen the customer base and expand the market presence of the Th. Geyer Laboratory Business Unit.

2.2 Expansion of Th. Geyer Ingredients Business Unit

The expansion strategy is based on three pillars:

- Regional expansion
- Diversification of the product portfolio
- Acquisition of new customers

2.2.1 Regional expansion

Business expansion is being driven primarily by the highly successful cooperation with Symrise AG. While the company has been growing in Europe for many years, the Africa/Middle East region still offers many opportunities. Th. Geyer plans to establish a building in the Free Zone in Cairo in 2025 and develop it as a location for the region (local warehousing, filling of small containers, application technology service for customers, etc.). We expect growth rates of > 20% p.a. for the Africa/Middle East region.

2.2.2 Product portfolio diversification

Symrise AG's products (flavours, cosmetic ingredients, aroma chemicals, perfume oils, etc.) are by far the most important area for Th. Geyer Ingredients. In order to remain attractive to customers and to spread distribution costs across several products/suppliers, it is essential to expand the portfolio.

Through acquisitions in new product lines and the development of own brands, the business with products not supplied by the main partner, Symrise AG, has already been expanded. This strategy will be continued, and the share of these products is to be gradually increased to 40%.

2.2.3 Acquisition of new customers

Market penetration is being increased through various measures. The establishment of our own companies abroad (UK, Baltic States, UAE or Egypt) increases direct access to customers. New customers have been repeatedly acquired through the purchase of market data and participation in trade fairs. Participation in forums for start-ups secures relationships with potential new customers at an early stage. A new web shop also increases our online presence and is a good first point of contact, especially for smaller customers.

3. Increase in profitability

While the earnings situation reflects past profits, profitability is a forward-looking measure. It refers to the company's long-term, sustainable profit-making potential, i.e. its ability to generate profits from its business activities.

To achieve this, we have defined the following eight levers:

1. Reducing costs – including through savings in resources, energy, water, etc.
2. Increasing productivity by leveraging the experience curve effect, pursuing a consistent product range policy and focusing on our core business
3. Optimising processes, structures and systems (interfaces, friction losses, redundancies, responsibilities, etc.). Greater efficiency through coordinated systems
4. Controlling/dashboards – control instruments that make the economic status transparent and enable timely control of economic development
5. The adaptability of the service programme, market development and market communication to market changes
6. Customer satisfaction
7. Employee motivation and qualification
8. Regular SWOT analyses and planning for the targeted use of resources

Th. Geyer will focus on the items 1, 3, 4 and 7 in the reporting period.

Re 1. Cost reductions

Profitability varies greatly across the different areas. It was necessary to examine this in more detail and define measures to reduce costs and, above all, to implement them. A redesign of the commission model, the closure/merger of branches in Germany and an investigation of our payment terms were very important measures that had to be implemented.

The reduction in electricity and gas consumption also made a lasting contribution to cost reduction. Investments in photovoltaic systems, the conversion of the vehicle fleet to hybrid vehicles and the connection to the biogas plant in Höxter will pay off in the coming years!

Re 3. Optimising processes, structures and systems

Th. Geyer has grown significantly in recent years – not all processes have grown with it.

In addition to a reorganisation at the beginning of 2025, we are preparing for the challenges ahead by optimising our processes. Digitalisation and AI offer further potential for redeploying staff (e.g. from order entry to digital sales). However, they also help to minimise errors and conserve resources through paperless working. The introduction of Quentic's software solutions will visualise and standardise our processes and highlight potential opportunities.

Re 4. Control instruments

Controlling will play an even more central role at Th. Geyer in the future than it has done to date. The introduction of the "Corporate Planning" and "Corporate Sales" software over the next two years is intended to bring more transparency to the profitability of the individual divisions in order to identify potential for increasing earnings and to be able to assess risks better and in a timely manner. Cash flow management will also play a central role in this.

7. Employee motivation and qualification

The shortage of skilled workers is and remains one of the critical issues for many companies – including Th. Geyer. In addition to improving our recruitment and employer branding processes, we are focusing on motivating our employees. As an employer of choice, we want to remain an attractive employer. Through a newly designed employee dialogue and various programmes, we aim to retain and develop our staff.

One focus here is the Th. Geyer Academy, which monitors, bundles and organises training needs for the first time. To this end, our management culture was also scrutinised and redefined.

As already mentioned, these activities have a positive impact on the company's financial situation, but also on its stakeholders: the managing partners, employees, suppliers, customers, the environment and the region.

Increasing profitability means improving the financial health and performance of a company, which is naturally in the interests of the managing partners, as it enables investment, growth and expansion. Positive profitability also has a positive effect on employees and the region, as the company has sufficient financial resources to promote employee development and engage in social and environmental. Customers benefit in that a company with high profitability can invest in expertise and technology. Last but not least, a thriving company is a reliable partner for both customers and suppliers, with whom they can grow.

4. Product safety

The term "product safety" encompasses measures and standards to ensure that a product is safe. It plays a crucial role in the development, production and use of consumer goods in order to minimise potential risks and ensure the safety of end users.

A variety of product safety procedures have been established at national and international level. Technical standards, legal regulations and voluntary guidelines are taken into account. Companies must comply with these standards and are responsible for compliance both legally and ethically.

These include risk assessments, quality controls and product testing. It is the responsibility of manufacturers, but also of downstream supply chain companies, particularly retailers, to ensure that products comply with applicable laws and regulations and do not pose a risk to consumers.

A company's credibility depends directly on effective product quality. It can also help to reduce the risk of claims for damages and recalls. By adhering to high safety standards, companies can improve their reputation and competitiveness.

Product safety plays an important role in the health and wellbeing of consumers. It helps to ensure market stability and confidence and guarantees that the products developed meet the highest safety requirements.

Ensuring product safety is one of the most important issues for our company and our stakeholders. The high importance of the issue of "product quality & safety" for Th. Geyer is also reflected in the materiality analysis carried out for the first time.

The basis for the responsible handling of our products, which we do not manufacture ourselves but source from responsible suppliers, is

- the DIN ISO 9001:2015 standard
- a food safety policy based on measures such as the HACCP concept
- a newly established supplier management that includes intensive classification and approval as well as a development assessment of suppliers

These guidelines serve to ensure quality in internal process handling. Many of the requirements apply across product groups, such as quality requirements, clear product labelling and hygiene requirements.

Independent audits and recognised certifications help us to maintain the highest standards at all times and to demonstrate this transparently.

Product safety at Th. Geyer is organised within the quality management department.



5. Digitalisation/AI

"Digitalisation means the use of data and algorithmic systems for new or improved processes, products and business models."

Source: DE.DIGITAL – What is digitalisation?

"What is artificial intelligence?"

Artificial intelligence (AI) is a branch of computer science that deals with the automation of intelligent behaviour. The technology uses simulations of artificial artefacts, which are usually executed on a computer using computer programmes."

Source: Simply explained: What is artificial intelligence? (weissenberg-group.de))

Digitalisation and AI not only affect IT, but also have an impact on products, processes and business models, and thus on employees, customers and suppliers.

Positive effects include:

- Increased revenue and time savings through process optimisation
- Error minimisation through supporting technology
- Reduction of manual work steps and sources of error through digital workflows
- Increased added value
- Networking with customers and suppliers
- More efficient use of resources
- Controlling through evaluable key figures
- Avoidance of media breaks

Against this backdrop, the Th. Geyer Group moved to an external data centre. In addition to redundant technical systems, it also offers highly efficient hardware and air conditioning solutions as well as economically optimised services that would not be possible in-house at this level of quality. Potential savings since 2023: approx. 20% of energy requirements compared to in-house operation.

Advancing digitalisation is reducing the need for paper and other materials. This is accompanied by ongoing process optimisation, which contributes to the avoidance of greenhouse gas emissions.

The introduction of a document management system is progressing:

- Archiving of documents of all kinds
- Order entry with the help of AI
- Incoming invoice capture with corresponding workflows and archiving
- Conversion from manual document workflows and print media to digital documents and workflows
- Handling of technical data sheets in a wide variety of formats, which are archived automatically and versioned

In 2024, the restructuring and professionalisation of the internal IT departments was decided. The establishment of an IT Security Competence Centre was also decided, with the future task of introducing an Information Security Management System (ISMS) in accordance with BSI basic protection. This fundamental decision supports an important component of sustainability. Using the PDCA cycle, we are achieving permanent improvement of processes and optimisation in the management of sensitive company information, while conserving company and environmental resources.



ECOLOGY/ENVIRONMENT

1. Raw materials/chemicals/waste

The Th. Geyer Group has defined raw materials, chemicals and waste as essential because the transport and storage of hazardous goods can have a negative impact on the environment and people.

- Risk of accidents (accidents at work and traffic accidents)
- Environmental pollution and scandals (water pollution and endangerment of neighbours) due to accidents or noncompliance with laws/negative impact on the company's image
- Legal consequences and lawsuits pose a risk of financial losses and customer loss
- Closure of the company in the event of non-compliance
- Liability of management due to non-compliance

With the help of our company-wide processes and risk management, Th. Geyer proactively ensures that negative impacts on the environment and stakeholders can be identified and avoided at an early stage. It goes without saying that we also adhere very strictly to legislation in the area of raw materials/chemicals/waste in order to avoid any risks to people and the environment.

Accordingly, the legal requirements for the disposal of hazardous/non-hazardous substances are our guidelines, so that these substances are delivered to the respective specialist disposal companies.

Below is an excerpt of various measures we have implemented in the areas of raw materials, chemicals and waste:

- Goals and measures for improvement in the area of waste
- Separation of standard waste and hazardous waste
- Use of certified waste disposal companies to ensure environmentally friendly disposal
- Connection to the Noventiz dual system
- Certifications with regard to product safety, process safety and corporate management
- Compliance with legal and technical requirements for the storage of hazardous substances
- Internal and external training on raw materials/chemicals
- Inspections by external hazardous materials officers
- Work and operating instructions
- Occupational safety week
- Corporate Code of Conduct and Supplier Code of Conduct and much more

In addition, as part of the development of an environmental management system, an environmental audit was carried out, which also examined environmental aspects such as waste, soil, storage and safety. Based on the results, targets and measures for improvement in these areas were developed.

Furthermore, our hazardous goods officer and our external safety specialist prepare annual reports to identify potential for optimisation.

An employee survey on the environment was conducted to involve stakeholders in the measures taken and to assess their effectiveness. Employee training courses were held on the topics of sustainability, energy, raw materials, and waste prevention, reduction, recycling and disposal. Department heads were involved in workshops and leadership meetings. Since 2022, we have been measuring progress using environmental KPIs, which are being systematically expanded.

2. Supplier Environmental Assessment

As an internationally active company, the Th. Geyer Group has a diverse and broad product portfolio, which is divided into the Laboratory and Ingredients business units. Both source their goods from the international market. The range comprises over 2 million items (including approx. 5,000 ingredients), which are distributed among 1,016 active suppliers (including 133 ingredients, 883 active laboratories, 8,681 in total in the system) in 46 countries (total number of countries in which purchases are made: 16 for ingredients, 30 for active laboratories, 57 in the system).

We face a variety of challenges related to the products we trade. On the one hand, these can be negative environmental impacts of our raw materials or the raw materials used by our partners along our supply chain. On the other hand, they can also be challenges related to maintaining social standards in countries with sociopolitical conditions that are sometimes problematic or not entirely clear. The reasons for these challenges lie not least in a lack of transparency, the high complexity of material flows and the differing objectives of the players involved along the supply chain. Through the measures we have taken to ensure responsible procurement, we at the Th. Geyer Group can contribute to achieving a sustainable supply chain as well as to preserving ecosystems and human rights.

Purchasing for the Th. Geyer Group is centrally organised within the Th. Geyer Laboratory Business Unit and the Th. Geyer Ingredients Business Unit. It is continuously adapted to changing environmental influences and market structures.

For this reason, the Th. Geyer Group decided at an early stage to adapt its purchasing and procurement processes and guidelines to the requirements of the Supply Chain Due Diligence Act (LkSG), even though the companies in the Group were not directly affected by this law during the reporting period. Accordingly, the Th. Geyer Group is already implementing its due diligence obligations for a sustainable supply chain.

Key employees from the purchasing departments are members of the sustainability team in order to comply with corporate sustainability and implement it in a targeted manner.

A sustainable supply chain and, in particular, our environmental and social responsibility are already key pillars of our purchasing strategy. To ensure that we can effectively implement our goals, supplier management has been expanded to include sustainability aspects, which are now integrated into the qualification, evaluation and further development of our suppliers and partners.

We require our suppliers and partners to comply with fundamental human rights. We inform our existing and new suppliers of these obligations and provide them with our Supplier Code of Conduct. This code covers all relevant topics and requirements of the Th. Geyer Group, in particular social and environmental responsibility and the associated obligations for all companies involved along the value chain.

3. Energy

Energy is a prerequisite for value creation. At the same time, resource and energy efficiency are indispensable for our economic and ecological future. As a trading company, Th. Geyer does not have its own production facilities. In the course of our business activities, energy is primarily required for lighting, heating and cooling our company buildings and logistics centres, as well as for the entire IT infrastructure, from offices to server rooms. In addition, energy consumption and CO₂ emissions arise in connection with all logistics processes. As an internationally active trading company, we procure products that are delivered to our

logistics centres by air and sea freight or by truck, and we also use these transport routes to delivery to our customers. Added to this are energy consumption and emissions for sales-related business travel.

However, economic success and growth targets must not conflict with resource- and energy-saving measures to protect the environment and climate. As a family-owned company, we therefore feel more obliged than ever to act sustainably in the interests of our stakeholders and future generations. Both tomorrow's customers and employees will be increasingly focused on sustainability. Th. Geyer's image is therefore more important than ever, both internally and externally, and must be backed up by concrete measures in internal and external communications.

High energy costs pose just as much of an economic risk as doubts about our commitment to sustainability. That is why declarations of intent are far from sufficient. Our stakeholders rightly expect us to provide a carbon footprint, reduction targets and a transition plan. Only then can they optimise their own carbon footprint.

That is why we have been acting today for tomorrow and the day after tomorrow for some time now:

We make our actions binding through the Corporate Code of Conduct and the Supplier Code of Conduct, and through the introduction of an energy and environmental policy within the Th. Geyer Group. As part of the development of our environmental management system, an environmental audit including ecomapping was carried out. Targets and measures for improvement were set out in writing, for example the identification of Significant Energy Users (SEUs) as part of an energy consumption analysis. The SEUs at Th. Geyer are significantly lower than the industry average and are therefore of little relevance.



Thanks to the energy analysis, we know our electricity consumption and have been able to plan and, in some cases, already implement targeted measures, such as photovoltaic systems, e-charging stations for cars and e-bikes, an increasing proportion of hybrid vehicles in the company car fleet and the conversion of lighting to LED.

In 2022, consumption was recorded, analysed and evaluated for the first time using KPIs in order to identify further savings and reduction potential. We have been doing this annually ever since. In the area of the environment, a context analysis and an analysis of direct and indirect environmental aspects were used to develop targets and measures (including energy and CO₂) for continuous improvement, which have also been reviewed annually since then.

Department heads were involved at an early stage in workshops and leadership meetings to promote acceptance and awareness of resource- and energy-efficient behaviour. The 457 employees of the Th. Geyer Group attend annual sustainability training courses, which outline current legislation, explain the three pillars of sustainability, communicate guidelines and targets, and teach how to use energy and raw materials sparingly and how to reduce waste. In addition, we involved all Th. Geyer employees in this process as part of an employee survey on the environment and gained valuable insights from their respective working environments. This training was integrated into our Th. Geyer Academy as mandatory training in 2024.

4. Greenhouse gases/CO₂

"Greenhouse gases are gases in the atmosphere that have an impact on the Earth's energy balance. They cause what is known as the greenhouse effect."

Source: myclimate.org

The Kyoto Protocol lists the following greenhouse gases: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O) and fluorinated greenhouse gases (F-gases).

The increase in CO₂ on our planet in particular has a major impact on our corporate environment, our stakeholders and, of course, the success of our company. For example, the increase in CO₂ leads to global warming and climatic changes such as an increase in heavy rainfall events and cyclones, as well as an increase and intensification of heat waves. Heavy rainfall events become a major hazard for the Th. Geyer Group when they can lead to flooding, for example in our storage area, and in the worst case scenario, stored materials could escape into the environment and pollute it, despite all precautions.

The increase in cyclones, even in Germany, poses a danger in that, similar to large amounts of water, they can destroy entire buildings and thus lead to the release of hazardous substances.

Increasingly severe heat waves lead to rising raw material prices in the long term. At the same time, the availability of raw materials is not permanently guaranteed. This in turn leads to delivery delays or even the failure of entire business areas. The reason for this is dried-out soils, which make it increasingly difficult for vegetation to thrive. The tree dieback caused by drought also leads to soil corrosion and can result in landslides and other disasters. This also threatens the habitats of humans and animals. Furthermore, the death of trees means that less and less CO₂ can be broken down or converted into oxygen through photosynthesis.

As the Th. Geyer Group is a trading company, it primarily causes CO₂ in the area of greenhouse gases.

Against this background, we have analysed our company's energy consumption and the associated CO₂ emissions in particular. To this end, we have defined targets and measures to contribute to the reduction of CO₂. We have set out our plans in our energy and environmental policy. Furthermore, we try to encourage our employees to save energy with the help of our Corporate Code of Conduct and to influence our suppliers with the help of the Supplier Code of Conduct and the implementation of the LkSG.

Of course, Th. Geyer has also taken measures to prevent negative impacts and emissions in other areas. For example, our warehouses have a special floor, known as a WHG area (area in accordance with the Water Resources Act). This prevents contaminated liquids from seeping into the ground. The use of hazardous substance retention systems also prevents liquids from entering and escaping the storage area, for example in the event of flooding. Inwardly curved floors also ensure that liquids always flow inwards rather than outwards. Regular emergency drills are a matter of course.

In addition to these measures to prevent emissions and thus negative effects on the environment, we also contribute (pro) actively to environmental protection and the regeneration of flora and fauna – and thus to the conversion of carbon dioxide into oxygen:

- Annual hazardous substances, fire safety and sustainability training for employees. This includes training on waste, energy/CO₂ reduction, reducing raw material consumption and increasing biodiversity. In the purchasing department, there is also a project team dedicated to sustainable procurement, which deals with environmental issues and is trained accordingly.
- Continuous conversion from fossil fuels to renewable energies (photovoltaics, biogas, green energy contracts)
- Gradual conversion of our car fleet to electric and hybrid vehicles
- Conversion of administrative and warehouse lighting systems to LED technology and sensor control
- Consideration of the highest energy efficiency class when purchasing new equipment
- Use of drinking water dispensers
- Discussions with logistics partners regarding the reduction of CO₂ emissions and the request for CO₂ certificates
- Social and environmental assessment of suppliers
- Replacement of conventional raw materials with sustainable alternatives wherever possible, e.g. paper, promotional materials, packaging, etc.
- Cultivation of wildflower meadows
- Own beekeeping operation

We are in the process of establishing an environmental management system. In this context, we have carried out a stakeholder, context, and environmental aspect analysis and defined objectives and measures to improve our performance. To enable us to measure and monitor progress, we have also created a KPI table with indicators for various environmental aspects and the related objectives and measures. This table will be reviewed at least once a year in the future. As part

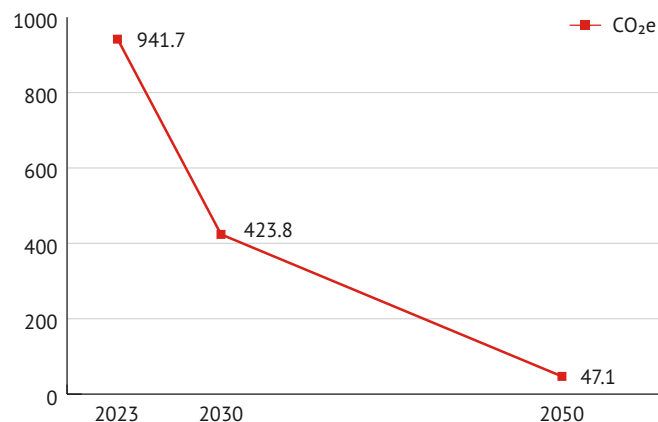
of this process, the stakeholder, context, and environmental aspect analyses will be reviewed and updated, and objectives and measures will be adjusted accordingly.

The potential annual progress identified – or any possible deterioration, which we naturally aim to avoid – as well as new necessary or legally required actions and optimisation proposals identified during the annual reviews, are summarised in a management review for the executive management. The findings are then incorporated into our overarching sustainability strategy. At the same time, the identified actions are, of course, communicated to the relevant departments for implementation.

Further development of the environmental management system

The ambitious long-term target set by the Th. Geyer Group is compatible with the UN's 1.5 °C goal from the Paris Climate Agreement (2015) and the EU Green Deal (2019). For Scope 1 and 2 emissions, the aim is to achieve a 95% reduction by 2050 and a 55% reduction by 2030 – which specifically means:

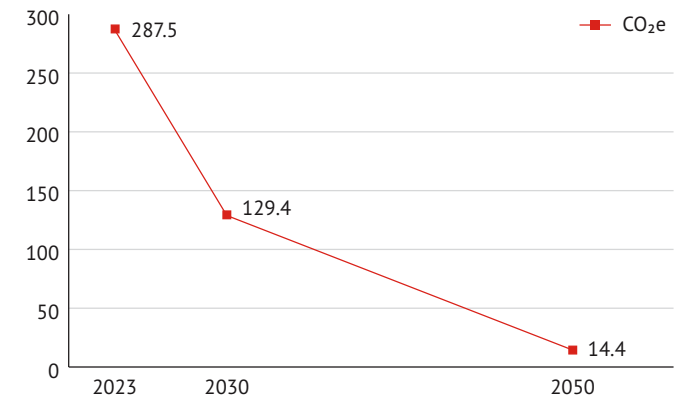
Scope 1 in 2023: 941.7 tonnes of CO₂e
→ absolute reduction target for 2030: 423.8 tonnes of CO₂e
→ absolute reduction target for 2050: 47.1 tonnes of CO₂e



Scope 2 in 2023: 287.5 tonnes of CO₂e

→ absolute reduction target for 2030: 129.4 tonnes of CO₂e

→ absolute reduction target for 2050: 14.4 tonnes of CO₂e



The absolute Scope 3 reduction target is set at 90% by 2050. However, at present we are unable to define a specific target due to insufficient data from the current baseline assessment. This is expected to change with the introduction of the ESG-HSEQ software Quentic in 2025/2026.

The relative Th. Geyer intensity reduction target will not be published.

To achieve its long-term objectives, the company has initially defined qualitative interim targets and corresponding measures as part of an environmental programme. Quantitative reduction targets have already been partially defined and will be further developed over the next four years through an analytical and conceptual approach based on a transition plan.

Further information on objectives and measures is communicated in our internal "Environmental Report".

SOCIAL/SOCIETY

1. Employer of Choice

Through effective and strong employer branding, companies can become an "employer of choice", i.e. a desirable place to work. Put simply, an employer of choice is a company that applicants generally want to work for. In addition to a feeling of appreciation, work-life balance, fair remuneration, meaningful work, an attractive corporate culture and good social benefits are important factors.

Our company's goal is to be known and valued as an employer in the various regions/locations.

Since 2023, our marketing and human resources strategy has focused on developing an employer branding strategy and creating a concept to become the best possible employer in the region for the types of employees we want to attract and retain.

In 2024, open days were held at the Höxter and Renningen locations for schools, local residents, residents of the surrounding communities and other interested parties.

In order to generate young talent for tomorrow, a one-year cooperation with UniNow was concluded in mid-2024 and poster advertisements were commissioned for various occasions. In order to raise awareness among schoolchildren and find new trainees, we collaborated with Shadow for Future in 2024 and participated in regional training fairs.

The Health Day at the Renningen site was enriched in 2024 by many online offerings, so that employees working from home, in the field or at other locations could also be included.

Further health management initiatives are planned for 2025 (e.g. elearning courses on healthy breaks, active breaks and stress management).

Internal communication was optimised with the introduction of "Insight News", a monthly internal e-newsletter covering relevant topics from the Th. Geyer Group. The intranet is currently being completely redesigned as part of a project, migrated to SharePoint and transformed into the central medium for internal communication.

2. Diversity and equal opportunities

Cultural diversity has shaped German society for years. According to Statista GmbH, 2.7 million people moved to Germany in 2022. With approximately 1.2 million people emigrating, the balance between immigration and emigration was around 1.5 million people. Most immigration among the federal states was recorded in Baden-Württemberg in 2022. Approximately 1.2 million people, the balance between arrivals and departures was around 1.5 million people. In 2022, Baden-Württemberg, Bavaria and North Rhine-Westphalia recorded the highest levels of immigration among the federal states.

Th. Geyer is undergoing continuous change processes and, in addition to complying with legal requirements (Supply Chain Due Diligence Act, Whistleblower Protection Act, labour law, etc.) and increasing digitalisation, permanent demographic and social change will also require adjustments.

Th. Geyer sees immigrants as an opportunity to counteract the shortage of skilled workers, which is set to worsen in Germany in the coming years. For this reason, the "Recruiting abroad" project has already been included in the project planning for 2024 in order to ensure that business processes run smoothly in the future.



The challenges posed by linguistic and/or cultural barriers must be addressed through integration work and training, such as language courses, both for employees with a migrant background and for existing employees.

In 2024, Th. Geyer employed 457 people from 31 countries. In 2023, there were 420 employees, also from 31 countries.

In addition to diversity, equal opportunities are also a focus at Th. Geyer. As can be clearly seen in statement 404-3, the ratio of women to men in terms of headcount was and is fairly balanced. There was and is also a good balance between the individual age groups. All employees at Th. Geyer should have the opportunity to develop professionally within the scope of their capabilities. Therefore, training needs are determined during annual reviews based on professional qualifications and, if necessary, measures are discussed and implemented.

The promotion of diversity and equal opportunities are principles of Th. Geyer and are enshrined in the code of conduct.

3. Training and education/personnel development

The qualifications of all employees are a key success factor for Th. Geyer. All employees at Th. Geyer should have the opportunity to develop professionally within the scope of their capabilities. Therefore, during the annual reviews, training needs are determined on the basis of professional qualifications and, if necessary, measures are discussed and implemented.

In addition, employees receive all training that is necessary due to operational or legal requirements.

In 2023, the management decided to bundle the further education and training measures for both business units in the Th. Geyer Academy, to develop concepts and learning

paths for the different areas, levels and potentials, and to implement them in different formats. All areas, departments and positions are to be taken into account.

In addition to further education and training, apprenticeships are another important aspect. The management has decided to no longer seek skilled workers exclusively on the external labour market, but also to train them within the company itself. In the anniversary year 2022, exactly 130 years after the founding of Th. Geyer, training has become a new and important milestone on the road to the future.

As a training company, Th. Geyer gains skilled workers who are specially qualified for its requirements and processes. At the same time, the family business is fulfilling its social and societal responsibility, which is anchored in the values of Th. Geyer.

4. Occupational health and safety

As a family business, we feel a special commitment to occupational health and safety. We have therefore developed a guideline that forms the basis for sustainable action in favour of the health and safety of our employees, and in which principles and qualitative and quantitative goals for this area are defined and written down. Due to their importance, these have also been incorporated into our Corporate Code of Conduct, which is valid throughout the group.

The most important objectives here are the prevention of accidents at work and the reduction of absences due to workrelated illnesses such as burnout or Back problems. Employee absences always mean costs and declining productivity for a company, but they also affect employee motivation and the company's image. In companies that place great emphasis on occupational safety and proactive health protection, for example in the form of health days, employees

feel safe, supported and taken seriously, and report positive experiences. This also helps to avoid scandals. As a result, employee loyalty increases and staff turnover decreases, thereby reducing recruitment costs.

The basis for safe working and proactive occupational health and safety are the legally required risk assessments, which are required by Sections 5 and 6 of the Occupational Health and Safety Act (ArbSchG). In order to comply with the law and achieve the objectives of our guideline, we have derived measures based on the risk assessments in accordance with the (S)TOP principle and defined KPIs to measure the achievement of objectives. In this way, we also implement the PDCA cycle required by a management system in accordance with DIN ISI 45001.

Below are some examples of measures derived at Th. Geyer: Th. Geyer has written procedural rules governing the handling of hazardous substances. All employees receive appropriate health and safety training for their activities. First aid facilities are of course available for emergencies.

As required by law, Th. Geyer has contracts with doctors and other trained and licensed health professionals. Our occupational health and safety committees (ASA) meet regularly to discuss safety measures and the prevention of accidents at work.

Occupational health and safety training is offered to all employees in the form of classroom and online courses. New employees are initially trained through face-to-face training on site so that they are fully aware of the general content and can learn about specific work-related hazards, dangerous activities or hazardous situations. The training courses are offered free of charge and are held during working hours wherever possible.

At Th. Geyer, a "health day" is offered on site at regular intervals free of charge to raise awareness of employee health. The offerings range from preventive measures to cognitive training and mobility exercises for everyday work.

We have also introduced a bicycle leasing scheme for employees. On the one hand, Th. Geyer supports them in keeping healthy, fit and relaxed. On the other hand, we protect the environment and reduce CO₂ emissions on the way to work. This offer ties in with the international "City Cycling" campaign, in which our German locations have been participating since its inception.

5. Supplier social assessment

As an internationally active company, the Th. Geyer Group has a diverse and broad product portfolio, which is divided into two business units: Laboratory and Ingredients. Both Th. Geyer GmbH & Co. KG and Th. Geyer Ingredients GmbH & Co. KG source their goods from the international market.

The range comprises over 2 million items (including approx. 5,000 ingredients), which are distributed among 1,016 active suppliers (including 133 ingredients, 883 active laboratories, 8,681 in total in the system) in 46 countries (total number of countries in which purchases are made: 16 for ingredients, 30 for active laboratories, 57 in the system).

We face various challenges in connection with the products we trade. These can include the negative environmental impact of our raw materials or those used by our partners along the supply chain. However, they can also be challenges relating to the observance of social standards in countries with socio-political conditions that are sometimes problematic or not entirely clear.

The reasons for these challenges lie not least in a lack of transparency, the high complexity of material flows and the differing objectives of the players involved along the supply chain. Through the measures we have taken to ensure responsible procurement, we at the Th. Geyer Group can contribute to achieving a sustainable supply chain as well as to the preservation of ecosystems and human rights.

The Th. Geyer Group's purchasing is organised on a decentralised basis and is continuously adapted to changing environmental influences and market structures.

For this reason, the Th. Geyer Group decided at an early stage to adapt its purchasing and procurement processes and guidelines to the requirements of the Supply Chain Due Diligence Act (LkSG), even though the companies of the Th. Geyer Group were not yet indirectly affected by this law during the reporting period.

Accordingly, the Th. Geyer Group is already implementing its due diligence obligations for a sustainable supply chain. Key employees from the purchasing departments are members of the sustainability team in order to comply with corporate sustainability and implement it in a targeted manner.

A sustainable supply chain and, in particular, our environmental and social responsibility are already an important pillar of our purchasing strategy. To enable us to effectively implement our goals, supplier management has been expanded to include sustainability aspects, so that these are integrated into the qualification, evaluation and further development of our suppliers and partners.

We require our suppliers and partners to comply with fundamental human rights. We inform our existing and new suppliers of these obligations and provide them with our Supplier Code of Conduct. This contains all relevant topics and requirements of the Th. Geyer Group, in particular regarding social and ecological responsibility and the associated obligations for all companies involved along the value chain.

In order to comply with social due diligence obligations and the requirements of the LkSG, the Th. Geyer Group has already systematically established processes for monitoring and evaluating suppliers and potential risks.

This assessment scheme is binding for every supplier and partner and is carried out on an annual basis in order to minimise the risk of violations and keep them to a minimum, but also to develop necessary corrective measures and initiate them if necessary.

This process is an integral part of supplier and risk management at the Th. Geyer Group. The operational purchasing departments are responsible for implementing and monitoring the standards in accordance with the Supplier Code of Conduct and the measures taken.

The aim is to establish resilient and effective supplier management and to continuously improve it in order to meet the requirements and expectations of our stakeholders and to protect employees in the Th. Geyer Group's supply chain from human rights and labour law violations.

ECONOMIC PERFORMANCE

ECONOMY

More than 130 years have passed since Theodor Geyer founded a chemical agency business in Stuttgart in 1892 under the name Th. Geyer. The family-owned company, now in its fifth generation, has grown steadily, particularly since the 1970s.

Milestones along the way include

- 1972: The new business segment of flavours and fragrances in cooperation with Haarmann & Reimer. This company merged with Dragoco to form today's Symrise AG.
- 1992: Relocation of headquarters from Stuttgart to Renningen with new storage capacity for the laboratory chemicals warehouse
- 2003: Establishment of nationwide laboratory supply through various acquisitions

- 2007: Introduction of the Th. Geyer brand CHEMSOLUTE®. This was followed by LABSOLUTE® in 2011, BIOSOLUTE® in 2023 and FOODSOLUTE® in the ingredients sector
- 2009: Move to the new sales and logistics location for Th. Geyer Ingredients in Höxter-Stahle, which was gradually expanded and extended
- 2016: Introduction of a new merchandise management system
- 2024: Commissioning of the new hazardous materials warehouse for the BU Laboratory in Höxter-Stahle.

In addition, the company expanded abroad by establishing its own subsidiaries and making extensive investments in people, buildings and IT infrastructure.

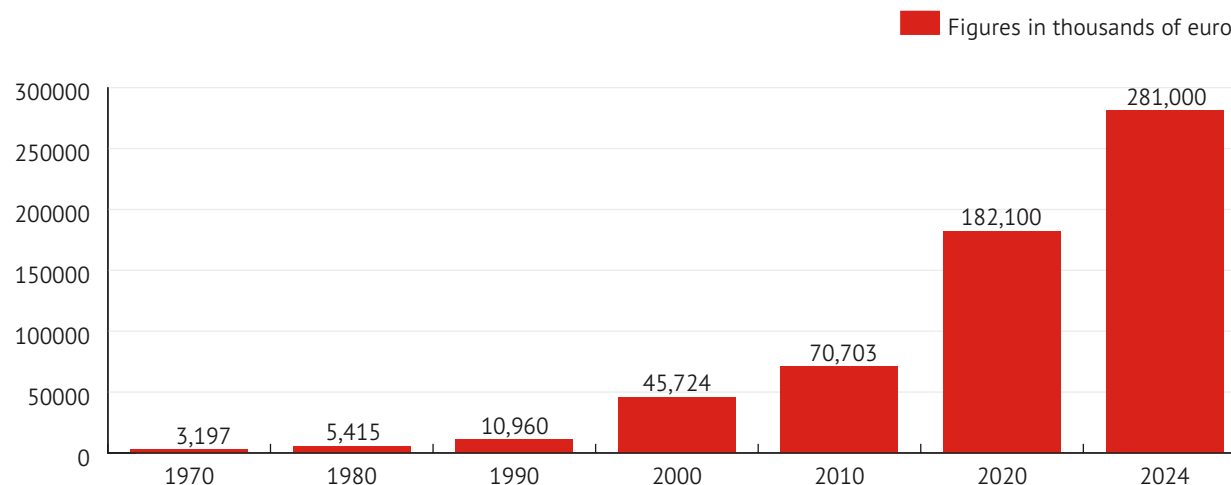
As a medium-sized company with the legal form of GmbH & Co. KG, we do not publish detailed business figures. However, the sales development since 1970 shows our economic performance.

Items 3-2 and 3-3 explain in detail the key economic issues we have defined and how we manage them. Improving liquidity, further expansion, increasing profitability, expanding digitalisation and integrating artificial intelligence (AI), and, last but not least, focusing on even higher product safety and quality will increase and secure the economic performance of the Th. Geyer Group in the future – we attach particular importance to sustainable development that gives equal consideration to ecological, social and economic aspects. We will provide information on developments in our reports.

The topics covered by GRI 201–207 are of course also important to us, but were subordinated to the aforementioned information in the context of the double materiality analysis.



Sales development since 1970



GRI 302: ENERGY

ECOLOGY/ENVIRONMENT

DISCLOSURE 302-1:

ENERGY CONSUMPTION WITHIN THE ORGANISATION

FUEL CONSUMPTION (NON-RENEWABLE ENERGY)

In Renningen, fuel consumption corresponds to the amount of gas purchased, which is used exclusively for heat production. The increase in gas consumption in 2024 is due to the creation of additional office space as a result of an increase in the number of employees.

In Höxter, fuel consumption corresponds to the amount of fossil gas purchased, which is used exclusively at Stahler Weg for heat production. In all other areas, biogas-based district heating is used. The increase in 2024 is due to billing changes and increased filling volumes.

At MYAC, fuel consumption corresponds to the amount of gas purchased, as this is used exclusively for heat production.

At Bressmer & Francke, fuel consumption corresponds to the amount of gas purchased, as this is used exclusively for heat production.

Total fuel consumption (non-renewable energies)

	2022	2022	2023	2023	2024	2024
Business Unit Laboratory (fossil gas)	975,768 kWh	3,512,764,800 kj	943,062 kWh	3,395,023,200 kj	966,325 kWh	3,478,770,000 kj
Business Unit Ingredients (fossil gas: Stahler Weg)	167,322 kWh	602,359,200 kj	130,534 kWh	469,922,400 kj	240,243 kWh	864,874,800 kj
MYAC (fossil gas)	118,935 kWh	428,166,000 kj	113,879 kWh	409,964,400 kj	99,639 kWh	358,700,400 kj
Bressmer & Francke (fossil gas)	122,179 kWh	439,844,400 kj	118,064 kWh	425,030,400 kj	95,432 kWh	343,555,200 kj
Total	1,384,204 kWh	4,983,134,400 kj	1,305,539 kWh	4,699,940,400 kj	1,401,639 kWh	5,045,900,400 kj



Total fuel consumption of car fleet (only fossil fuels, excluding electric charging, as this is generated from renewable energies)

	2022	2023	2024
Business Unit Laboratory	3,202,639,420 kj/ 61 vehicles	3,470,577,055 kj/ 62 vehicles	3,647,196,735 kj/ 68 vehicles
Business Unit Ingredients	1,079,712,980 kj/ 21 vehicles	1,214,830,000 kj/ 25 vehicles	1,361,686,650 kj/ 32 vehicles
MYAC	120,406,700 kj/ 2 vehicles	148,910,585 kj/ 4 vehicles	261,783,695 kj/ 5 vehicles
Bressmer & Francke	62,983,020 kj/ 2 vehicles	101,535,270 kj/ 2 vehicles	43,917,720 kj/ 1 vehicle
Total number of vehicles (including hybrids)	86	93	106
Verbrauch gesamt	4,465,742,120 kj	4,935,852,910 kj	5,314,584,800 kj

Total fuel consumption (non-renewable energies) within the organisation (company + vehicle fleet, excluding electric charging)

	2022	2023	2024
Company	4,983,134,400 kj	4,699,940,400 kj	5,045,900,800 kj
Vehicle fleet	4,465,742,120 kj	4,935,852,910 kj	5,314,584,800 kj
Total	9,448,876,520 kj	9,635,793,310 kj	10,360,485,600 kj

Total fuel consumption in kj (renewable energies)

	2022	2022	2023	2023	2024	2024
Business Unit Laboratory	0 kWh	0 kj	0 kWh	0 kj	2.678 kWh	9.641.592 kj
Business Unit Ingredients	577.160 kWh	2,077,776,000 kj	437,360 kWh	1,574,496,000 kj	578,053 kWh	2,080,989,504 kj
MYAC	0 kWh	0 kj	0 kWh	0 kj	0 kWh	0 kj
Bressmer & Francke	0 kWh	0 kj	0 kWh	0 kj	0 kWh	0 kj
Total	577,160 kWh	2,077,776,000 kj	437,360 kWh	1,574,496,000 kj	580,731 kWh	2,090,631,096 kj

FUEL CONSUMPTION (RENEWABLE ENERGIES)

In Renningen, only fossil fuels are currently used as fuel; no renewable energy sources are employed. In Höxter, at Im Wesertal 11 and 17, biogas from district heating is purchased and used as fuel. To date, MYAC as well as Bressmer & Francke rely exclusively on fossil fuels.

Fleet fuel consumption (renewable energies according to Shell fuel card)

At Th. Geyer, there are no vehicles in the fleet that have been refuelled with renewable fuels such as biogas or biodiesel. Some vehicles have, however, been refuelled with Super E10, a blend of fossil and renewable fuels. This Super E10 fuel has been included under fossil fuels in our calculations and will not be considered separately here – even though it would positively impact our carbon footprint.

There are hybrid vehicles that run on both fossil fuel and electricity, which according to Shell is pure green electricity generated from wind and solar energy. Although this figure is not required for this section and will not be included in the subsequent Scope 2 calculation, we have nevertheless presented it below:

Fleet fuel consumption (renewable energies according to Shell fuel card)

Using the Shell cards, only a limited amount of electricity was charged at Shell and partner network charging stations. This was due to the electricity often being too expensive at the stations, charging points being occupied, and the generally poor charging infrastructure. In addition, the newly installed Th. Geyer charging stations were increasingly used.

	2022	2023	2024
Gesamt	60,260,544 kj	148,830,156 kj	11,343,096 kj

ENERGY CONSUMPTION ACCORDING TO USE (ELECTRICITY, HEAT, AIR CONDITIONING AND STEAM)

Electricity

Only conventional electricity is used in Renningen. In Höxter, electricity comes exclusively from renewable energy sources. The decrease in electricity consumption at the Laboratory Business Unit in Renningen is due to the outsourcing of servers to an external data centre. Furthermore, conventional light bulbs have been replaced by LEDs. The same applies to Bressmer & Francke, which has also outsourced its servers.

	2022	2022	2023	2023	2024	2024
Business Unit Laboratory	497,145 kWh	1,789,722,000 kj	507,972 kWh	1,828,699,200 kj	379,511 kWh	1,366,239,600 kj
Business Unit Ingredients	214,025 kWh	770,493,600 kj	193,395 kWh	696,222,000 kj	216,661 kWh	779,979,600 kj
MYAC	40,963 kWh	147,466,800 kj	26,805 kWh	96,498,000 kj	25,784 kWh	92,822,400 kj
Bressmer & Francke	20,520 kWh	73,872,000 kj	18,719 kWh	67,388,400 kj	17,202 kWh	61,927,200 kj
Total	772,653 kWh	2,781,554,00 kj	746,891 kWh	2,688,807,600 kj	639,158 kWh	2,300,968,800 kj

Heat energy consumption

As already explained on page 28, the increase in thermal energy consumption (gas consumption for heat generation) in Renningen at BU Laboratory in 2024 is due to the creation of additional new office space as a result of an increase in the number of employees.

	2022	2022	2023	2023	2024	2024
Business Unit Laboratory	975,768 kWh	3,512,764,800 kj	943,062 kWh	3,395,023,200 kj	966,325 kWh	3,478,770,000 kj
Business Unit Ingredients	744,482 kWh	2,680,135,200 kj	567,894 kWh	2,044,418,400 kj	817,823 kWh	2,944,162,800 kj
MYAC	118,935 kWh	428,166,000 kj	113,879 kWh	409,964,400 kj	99,639 kWh	358,700,400 kj
Bressmer & Francke	122,179 kWh	439,844,400 kj	118,064 kWh	425,030,400 kj	95,432 kWh	343,555,200 kj
Total	1,961,364 kWh	7,060,910,400 kj	1,742,899 kWh	6,274,436,400 kj	1,979,219 kWh	7,125,188,400 kj

Cooling energy consumption

Currently not measurable, as no meters are available yet.

ENERGY SOLD

Power Supply

Since November 2023, the Ingredients business unit in Höxter has been generating its own electricity using photovoltaic panels on the roofs.

2022 = 0 kWh

2023 = 5.909800 MWh = 5,909.8 kWh = 21,275,280 kj

2024 = 12.809 MWh = 12,809 kWh = 46,112,400 kj



Total energy consumption within the organisation

	2022	2022	2023	2023	2024	2024
Business Unit Laboratory	1,472,913 kWh	5,302,486,800 kj	1,451,034 kWh	5,223,722,400 kj	1,345,836 kWh	4,845,009,600 kj
Business Unit Ingredients	958,507 kWh	3,45,625,200 kj	761,289 kWh	2,740,640,400 kj	1,034,484 kWh	3,724,142,400 kj
MYAC	159,898 kWh	575,632,800 kj	140,684 kWh	506,462,400 kj	125,423 kWh	451,522,800 kj
Bressmer & Francke	142,699 kWh	513,716,400 kj	136,783 kWh	492,418,800 kj	112,634 kWh	405,482,400 kj
Total company (electricity + heat)	2,734,017 kWh	9,842,461,200 kj	2,489,790 kWh	8,963,244,000 kj	2,618,377 kWh	9,426,157,200 kj
Electricity hybrid vehicles fleet (Shell)	16,739.04 kWh	60,260,544 kj	41,341.71 kWh	148,830,156 kj	3,150.86 kWh	11,343,096 kj
Energy consumption of vehicle fleet eCharging stations	0 kWh	0 kj	2,286.64 kWh	8,231,904 kj	14,483.45 kWh	52,140,420 kj
Total electricity for vehicle fleet	16,739 kWh	60,260,544 kj	43,628.35 kWh	157,062,060 kj	17,634.31 kWh	63,483,516 kj
Total fossil fuels vehicle fleet	1,240,484 kWh	4,465,742,120 kj	1,371,070 kWh	4,935,852,910 kj	1,476,274 kWh	5,314,584,800 kj
Total energy consumption	3,991,240 kWh	14,368,463,864 kj	3,904,488 kWh	14,056,156,800 kj	4,112,285 kWh	14,804,226,000 kj

Standards, methodologies, assumptions and/or calculation programmes used:

Conversion factor

1 kWh = 3,600 kilojoule (kj) = 3,600,000 Joule = 860 kcal

Joule Conversion factor kWh to joules

To convert kilowatt hours to joules, the following applies:

1 kWh = 3.6 megajoule (MJ) = $3.6 \cdot 10^6$ J

Conversion 12 June 2024

1 l Super E5 = approx. 33,000 kilojoule

1 l Super E10 = approx. 32,500 kilojoule

1 l Super Plus = approx. 34,000 kilojoule

1 l Diesel = approx. 36,000 kilojoule

1 l High Performance Diesel = approx. 36,000 kilojoule

Quelle: www.chemie.de



DISCLOSURE 302-2**ENERGY CONSUMPTION OUTSIDE THE ORGANISATION**

The core competence and thus the core business of the Th. Geyer Group is B2B trade. Accordingly, the main energy consumption outside the organisation occurs indirectly through the transport of goods by service providers or contracted logistics companies.

As commissioning is carried out centrally for the business units, the following total energy consumption outside the organisation results:

	2022	2023	2024
Diesel	347,419.7 l	323,981.1 l	458,852.3 l
CO₂e	917.2 t	855.3 t	1,211.4 t
Energy consumption	12,507,107,727.3 kj	11,663,320,909.1 kj	16,518,681,545.5 kj

This information is not complete, as we were only able to include data from our major logistics partners in this first sustainability report in the area of transport. However, the figures for smaller logistics companies should be negligible.

Data on energy consumption, such as

- waste generated by business activities
- from business travel or
- employee commuting has not yet been recorded.

We will not collect data on energy consumption from the use of sold products and their disposal, as we operate as a trading company and are not a manufacturer.

We have calculated the CO₂ certificates received from logistics companies using the following information:

1 l Diesel = approx. 36,000 kilojoule, 1,000 kilojoule = 1 megajoule , 1 l Diesel = 2.64 kg CO₂

Calculation process:

x CO₂ in kg divided by 2.64 kg CO₂/l = y litres

y litres Diesel x 36,000 kilojoule = y kilojoule



DISCLOSURE 302-3**ENERGY INTENSITY****Total energy consumption within the organisation**

Due to confidentiality obligations, we are unable to publish the organisation's energy intensity quotient and further details. The management has decided not to publish the gross value added required to calculate the quotient.

2022	2023	2024
14,368,463,864 kj	14,056,156,800 kj	14,804,226.000 kj

DISCLOSURE 302-4**REDUCTION OF ENERGY CONSUMPTION AND GREENHOUSE GAS EMISSIONS**

As a family-owned company, it is particularly important for the Th. Geyer Group to ensure sustainable development so that it can pass on its business to its children and grandchildren. However, in a networked world, maintaining the company's performance can only be achieved through the simultaneous and equal implementation of environmental, economic and social goals.

With regard to ensuring ecological sustainability, the most important levers are the reduction of energy consumption and greenhouse gas emissions (in the case of Th. Geyer as a trading company, only CO₂ emissions).

Accordingly, the Th. Geyer Group has already intuitively taken various initiatives to reduce energy consumption and greenhouse gases over the past two years. Below is an initial overview of our activities:

- Increasing the degree of self-sufficiency in electricity supply by constructing additional photovoltaic systems on buildings and new buildings in accordance with energy efficiency standards
- Annual sustainability training (including training on waste, energy/CO₂ reduction, reducing raw material consumption and increasing biodiversity). All employees receive training – in the purchasing department, there is also a project team dedicated to sustainable procurement, which deals with environmental issues and has received appropriate training.
- Continuous conversion from fossil fuels to renewable energies (photovoltaics, biogas, green energy contracts).
- Conversion of our vehicle fleet and gradual expansion of our car fleet to include electric and hybrid vehicles
- Conversion of administrative and warehouse lighting systems to LEDs and sensor control
- Compliance with the highest energy efficiency class when purchasing new equipment
- Discussions with logistics companies regarding the reduction of CO₂ emissions and the requirement for CO₂ certificates
- Ecological assessment of suppliers

In order to operate on the basis of facts, figures and data in the area of the environment, the Th. Geyer Group once again carried out an environmental impact analysis in 2024. Work began on establishing an environmental management system on an analytical and conceptual basis, thereby systematically developing an environmental programme.

This naturally also includes the definition and measurement of key figures for performance monitoring with the aim of continuous improvement. The Th. Geyer Group has only just begun collecting data. In some cases, the technical requirements for the measurements, such as meters, still need to be put in place. Therefore, this first sustainability report can only show, in isolated cases and on the basis of a

key performance indicator, by how much and through which measures energy consumption and thus CO₂ emissions have been reduced. However, we would like to describe below the activities we have already carried out to reduce emissions and the initiatives we have launched as part of our environmental programme. The development of a concrete climate transition plan is planned for 2026.



PURCHASE AND PRODUCTION OF RENEWABLE ENERGY

Savings in fuel consumption through the purchase of renewable energies

Fuel consumption (renewable energies = biogas + district heating) Höxter total

2022: 744,482 kWh = 2,680,135,200 kJ

2023: 567,894 kWh = 2,044,418,400 kJ

2024: 817,823 kWh = 2,944,162,800 kJ

Electricity generated by photovoltaics

Energy consumption of vehicle fleet and charging stations (renewable energies) 2022: 0 (in 2022, Th. Geyer did not yet have a PV system in operation) 2023: 8.1 MWh generated, of which 2.29 MWh was used for refuelling and 5.81 MWh was fed into the grid

In 2023, our photovoltaic system generated 8.1 MWh of electricity through our photovoltaic system.

In 2024, our photovoltaic system produced 32.6 MWh = 32,600 kWh = 117,360,000 kJ.

Savings in electricity consumption through green electricity

By purchasing green electricity, Ingredients and MYAC were able to save the following amounts of fossil-based electricity

Ingredients

2022: 214,025 kWh = 770,490,000 kJ

2023: 193,395 kWh = 696,222,000 kJ

2024: 216,661 kWh = 779,979,600 kJ

MYAC

2022: 40,963 kWh = 147,466,800 kJ

2023: 26,805 kWh = 96,498,000 kJ

2024: 25.784 kWh = 92.822.400 kJ

Fuel savings through the use of photovoltaics

Vehicle fleet (renewable energies = photovoltaics)

2022 = in 2022, we did not yet use renewable energies/had no PV system in operation

2023: 2,286.64 kWh = 8,244,000 KJ

2024: 14,483.45 kWh = 52,140,420 KJ

CO₂ compensation

Th. Geyer pays a CO₂ compensation surcharge to its logistics service provider Trans-o-flex, for which Trans-o-flex in turn offset 238,435 kg of CO₂ in 2022, 546,345.9 kg of CO₂ in 2023 and 520,219.42 kg of CO₂ in 2024 through the purchase of emission credits.



Campaigns and training

Motivated and qualified employees who manage processes, serve customers and have a significant influence on the success of a company through their daily decisions and actions have been and continue to be trained annually throughout the entire group on the topics of sustainability, reduction of energy, CO₂, raw material consumption, water and waste. With the knowledge they have acquired, they and we can set the course for sustainable development on both a small and large scale. Although the success generated by this

is not directly measurable, but it also provides us with many suggestions for improvement. We have also received further suggestions for improvement in the area of the environment through our employee environmental survey. In addition, a small brochure with tips on environmentally conscious behaviour in everyday life is being prepared for employees. The abovementioned suggestions are included in this brochure.

Energy and CO₂ audits

Th. Geyer does not yet have a certified energy or environmental management system. Accordingly, no audits have been carried out in this area. Instead, in 2022/2023, the company commissioned an energy consultant to analyse energy consumption and advise us on investing in photovoltaics and charging stations for our car fleet.

Regardless of certification, however, we are currently setting up an environmental management system in accordance with the DIN EN ISO 14001 standard.

As part of the aforementioned initial environmental assessment, we have already reviewed the options available to us for further improving our energy consumption and CO₂ emissions and defined corresponding targets and measures.

Reducing energy consumption: lighting and LEDs

In recent years, the Th. Geyer Group has either invested in LED systems immediately for new buildings or, in the case of existing conventional lighting systems, gradually replaced them with LEDs. With a view to the future, only sustainable lighting systems are purchased. Furthermore, investments have been and continue to be made in sensor-controlled and motion-activated lighting systems.

As the Th. Geyer Group does not have meters in these areas, it is not possible to measure the savings.

Reducing energy consumption: heating, ventilation, air conditioning

With regard to our heating systems, we have been using district heating in the form of biogas at our Höxter site for several years, which has enabled us to avoid the consumption of fossil fuels and thus CO₂ emissions.

To reduce the energy consumption of the heating systems, the radiators are regularly vented. At the Renningen site, a corresponding switch to renewable energies and the associated savings potential are currently being examined.

Reducing CO₂ through logistics or fleet efficiency

Th. Geyer Logistik has teamed up with product management to launch collection campaigns, meaning: Customers receive a discount when they bundle orders,

in line with the motto: less is more! Fewer orders and therefore fewer kilometres driven, packaging filled with more content, less packaging waste and more products in one delivery. The customer is encouraged to place collective orders through discounts.

Th. Geyer does not have its own fleet of lorries. It also has virtually no other vehicles of its own. Cars and minibuses are usually leased.

Tree planting campaigns to reduce CO₂

Trees bind CO₂ from the air through their leaves and convert it back into oxygen. The Th. Geyer Group has therefore been actively planting trees since 2021 – among other things, as part of the complete conversion of a promotional brochure published several times a year from print to digital.

In 2024, the car park on the company premises in Höxter was expanded. To compensate for this, a corresponding number of trees were planted. We also indirectly ensure new trees are planted, for example through a campaign by the supplier of our weekly fruit baskets.

DISCLOSURE 302-5

REDUCTION IN ENERGY REQUIREMENTS FOR PRODUCTS AND SERVICES

Not applicable, as Th. Geyer is a trading company and does not develop products.



GRI 305: EMISSIONS

DISCLOSURE 305-1

DIRECT GREENHOUSE GAS EMISSIONS (SCOPE 1)

At Th. Geyer, direct greenhouse gas emissions result from the consumption of natural gas in administration and warehousing. In addition, fossil fuels are used as energy for our company vehicles, which generates CO₂. Th. Geyer does not produce any emissions other than CO₂, as it is not a manufacturing company.

The Scope 1 value calculated from this is as follows, according to the relevant calculations:

COMBUSTION OF FOSSIL FUELS

In Renningen, fuel consumption corresponds to the amount of natural gas purchased, as this is used exclusively for heat production.

In Höxter, in addition to the purchase of biogenic district heating, which is not taken into account here, natural gas is used for heat production. Fuel consumption therefore corresponds to the amount of natural gas purchased, which also results in CO₂ emissions.

At MYAC and Bressmer & Francke, natural gas is used for heat production. Fuel consumption therefore corresponds to the amount of natural gas purchased.

Direct GHG emissions/CO₂

	2022	2022	2022	2023	2023	2023	2024	2024	2024
Business Unit Laboratory (gas)	975,768 kWh	3,512,764,800 kj	439,096 kg CO ₂ e	943,062 kWh	3,395,023,200 kj	424,378 kg CO ₂ e	966,325 kWh	3,478,770,000 kj	439,096 kg CO ₂ e
Business Unit Ingredients Höxter (gas)	167,322 kWh	602,359,200 kj	75,295 kg CO ₂ e	130,534 kWh	469,922,400 kj	58,740 kg CO ₂ e	240,243 kWh	864,874,800 kj	108,109 kg CO ₂ e
MYAC (gas)	118,935 kWh	428,166,000 kj	53,521 kg CO ₂ e	113,879 kWh	409,964,400 kj	51,246 kg CO ₂ e	99,639 kWh	358,700,400 kj	44,838 kg CO ₂ e
Bressmer & Francke (gas)	122,179 kWh	439,844,400 kj	24,543 kg CO ₂ e	118,064 kWh	425,030,400 kj	23,717 kg CO ₂ e	95,432 kWh	343,555,200 kj	19,170 kg CO ₂ e
Total	1,384,204 kWh	4,983,134,400 kj	592,455 kg CO₂e	1,305,539 kWh	4,699,940,400 kj	558,081 kg CO₂e	1,401,639 kWh	5,045,900,400 kj	611,213 kg CO₂e



CO₂ EMISSIONS FROM FOSSIL FUELS CAR FLEET

Direct GHG emissions/CO₂

	2022	2023	2024
Business Unit Laboratory	228,340 kg CO ₂ e	248,285 kg CO ₂ e	260,007 kg CO ₂ e
Business Unit Ingredients	78,912 kg CO ₂ e	88,172 kg CO ₂ e	97,923 kg CO ₂ e
MYAC	8,465 kg CO ₂ e	10,493 kg CO ₂ e	18,729 kg CO ₂ e
Bressmer & Francke	4,527 kg CO ₂ e	7,255 kg CO ₂ e	3,088 kg CO ₂ e
Total	320,244 kg CO₂e	354,205 kg CO₂e	379,747 kg CO₂e

Fuel consumption (excluding electrical charging, as this is generated from renewable energies) and resulting CO₂ emissions Total vehicle fleet:

The increase in CO₂ emissions is due to a rise in the number of vehicles, as can be seen in the table below. However, on average, less CO₂ was emitted per vehicle.

	2022	2023	2024
Number of vehicles	86	93	106
CO₂e	320,243.65 kg	354,205.31 kg	379,745.90 kg
Average CO₂/vehicle	3,723.76 kg	3,808.66 kg	3,651.40 kg

In total, this results in the following Scope 1 emissions (direct emissions) for the Th. Geyer Group:

SCOPE 1 in 2022: 943,137 kg CO₂e = 943.1 tonnes CO₂e

SCOPE 1 in 2023: 941,698 kg CO₂e = 941.7 tonnes CO₂e

SCOPE 1 in 2024: 990,960 kg CO₂e = 990.7 tonnes CO₂e

No other gases are included in the calculation. Only CO₂ emissions are relevant for the Th. Geyer Group. Other emissions such as CH₄, N₂O, FKW, PFKW, SF₆ and NF₃ are not emitted as we do not have any production facilities. No refrigerants are emitted from refrigerators.

Biogenic CO₂ emissions are also not generated. We do not have our own biogas production and are not an agricultural business.

As shown above, emissions (Scope 1) in the base year 2022 amount to 943.1 tonnes of CO₂. In 2023, the figure was 941.7 tonnes and in 2024 it was 990.7 tonnes. The reasons for this lie in the growth of the company: increased sales, employee numbers and car numbers.

Standards, methodologies, assumptions and/or calculation programmes used:

Conversion

1 kWh = 3,600 kilojoules = 3,600,000 joules = 860 kcal

1 litre of petrol = approx. 2.32 kg CO₂

1 litre of diesel = approx. 2.65 kg CO₂

Conversion to CO₂

1 litre of Super E5 = 2.32 kg CO₂

1 litre of Super E10 = 2.28 kg CO₂

1 litre of Super Plus = 2.34 kg CO₂

1 litre of diesel = 2.65 kg CO₂

1 litre of high-performance diesel = 2.65 kg CO₂

Electric charge = 100% electricity from renewable energies

Conversion 12 June 2024

1 litre of Super E5 = approx. 33,000 kilojoules

1 litre of Super E10 = approx. 32,500 kilojoules

1 litre of Super Plus = approx. 34,000 kilojoules

1 litre of diesel = approx. 36,000 kilojoules

1 litre of high-performance diesel = approx. 36,000 kilojoules

Electric charge = 100% electricity from renewable energies

Natural gas: approx. 450 g CO₂/kWh

plus CO₂ values from energy supplier invoices

DISCLOSURE 305-2**ENERGY INDIRECT GHG EMISSIONS
(SCOPE 2)****PURCHASED ELECTRICITY AND HEAT**

The Laboratory Business Unit purchases electricity. This is taken into account as an indirect emission in the Th. Geyer climate balance sheet and Scope 2 calculation.

Electricity is produced in Höxter using photovoltaics and is also purchased from renewable energy sources. This results in a CO₂ value of 0 for electricity. The Ingredients business unit also purchases district heating from biogas (conversion: biogas 0.46 kg CO₂/kWh)

The situation is similar at MYAC. Here, the CO₂ value is also 0 kg CO₂, as electricity is purchased from renewable energies. Bressmer & Francke also purchase electricity, but so far none from renewable energies.

In total, this results in the following Scope 2 emissions (indirect emissions) for the Th. Geyer Group:

SCOPE 2 in 2022: 354,118 kg CO₂e = 354.1 tonnes CO₂e

SCOPE 2 in 2023: 287,457 kg CO₂e = 287.5 tonnes CO₂e

SCOPE 2 in 2024: 362,444 kg CO₂e = 362.4 tonnes CO₂e

No other gases are included in the calculation. Only CO₂ emissions are relevant for the Th. Geyer Group. Other emissions such as CH₄, N₂O, HFCs, PFCs, SF₆ and NF₃ are not emitted as we do not have any production facilities.

The base year for the calculations is 2022, as we produced our first sustainability report in 2023 and are now reporting on the year 2024. As shown above, emissions (Scope 2) in 2022 amount to 354.1 tonnes of CO₂.

Standards, methodologies, assumptions and/or calculation programmes used:

Market-based calculation method based on the emission factors of the electricity suppliers and the individual electricity product

- CO₂ values from energy supplier invoices
- Recommendation for district heating from biogas 0.46 kg CO₂/kWh



	2022	2022	2022	2023	2023	2023	2024	2024	2024
Business Unit Laboratory	497,145 kWh	1,789,722,000 kj	85,111 kg CO ₂ e	507,972 kWh	1,828,699,200 kj	86,965 kg CO ₂ e	379,511 kWh	1,366,239,600 kj	89,033 kg CO ₂ e
Business Unit Ingredients (Photovoltaics & green electricity)	214,025 kWh	770,490,000 kj	0 kg CO ₂ e	193,395 kWh	696,222,000 kj	0 kg CO ₂ e	216,661 kWh	779,979,600 kj	0 kg CO ₂ e
Business Unit Ingredients (District heating from biogas)	577,160 kWh	2,077,776,000 kj	265,494 kg CO ₂ e	437,360 kWh	1,574,496,000 kj	201,186 kg CO ₂ e	577,580 kWh	2,079,288,000 kj	265,687 kg CO ₂ e
MYAC (green electricity)	40,693 kWh	146,494,800 kj	0 kg CO ₂ e	26,805 kWh	96,498,000 kj	0 kg CO ₂ e	25,784 kWh	92,822,400 kj	0 kg CO ₂ e
Bressmer & Francke	20,520 kWh	73,872,000 kj	3,513 kg CO ₂ e	18,719 kWh	67,388,400 kj	3,205 kg CO ₂ e	17,202 kWh	61,927,200 kj	7,724 kg CO ₂ e
Total	1,349,543 kWh	4,858,354,800 kj	354,118 kg CO₂e	1,184,251 kWh	4,263,303,600 kj	287,457 kg CO₂e	1,216,738 kWh	4,380,256,800 kj	362,444 kg CO₂e

**DISCLOSURE 305-3****OTHER INDIRECT GHG EMISSIONS (SCOPE 3)**

At present, the information here is incomplete as we are just starting to compile our accounts. However, as already mentioned, we have already carried out our first environmental audit, so we know where Scope 3 emissions arise and have already been able to take initial measures to reduce them – even if we cannot yet present them in the form of KPIs. An important step in making this possible is the current introduction of the ESG-HSEQ software Quentic. However, as our company is a trading company, the majority of indirect emissions along the value chain will result from transport.

At this point, we are already providing initial information in the form of "downstream transport", i.e. all transport commissioned by us:

	2022	2023	2024
CO₂	917.2 t	855.3 t	1,211.4 t
CO₂	917,187.9 kg	855,310.2 kg	1,211,400 kg
Diesel	347,419.7 l	323,981.1 l	458.9 l
Energy consumption	12,507,107,727.3 kj	11,663,320,909.1 kj	16,518,681,545.5 kj

Th. Geyer pays a CO₂ compensation surcharge to its logistics service provider Trans-o-flex, for which Trans-o-flex in turn offset 238,435 kg of CO₂ in 2022, 546,345.9 kg of CO₂ in 2023 and 520,219.42 kg of CO₂ in 2024 through the purchase of emission credits.

Standards, methodologies, assumptions and/or calculation programmes used

1 litre of diesel = approx. 36,000 kilojoules (kJ), 1,000 kilojoules = 1 megajoule, 1 litre of diesel = 2.64 kg CO₂

DISCLOSURE 305-4**INTENSITY OF GREENHOUSE GAS EMISSIONS**

The intensity quotient of greenhouse gas emissions of the organisation and further details are not published due to confidentiality obligations. The management does not wish to disclose the gross value added that would be necessary to calculate the quotient.

DISCLOSURE 305-5**REDUCTION OF GREENHOUSE GAS EMISSIONS**

This information is incomplete as we are currently still implementing the Quentic Figbytes software in order to obtain a better database.

DISCLOSURE 305-6**EMISSIONS OF OZONE-DEPLETING SUBSTANCES (ODS)**

Not applicable, as only the topic of energy is relevant to us from the GRI "Emissions".

DISCLOSURE 305-7**NITROGEN OXIDES (NOX), SULPHUR OXIDES (SOX) AND OTHER SIGNIFICANT AIR EMISSIONS**

Not applicable, as only the topic of energy is material to us from the GRI "Emissions".

GRI 306: WASTE

DISCLOSURE 306-1

WASTE GENERATED AND SIGNIFICANT WASTE-RELATED IMPACTS

In the warehouse area, we have packaging waste from logistics transports. This mainly consists of stretch film and cardboard, but sometimes also damaged wooden pallets.

In the Laboratory Business Unit, polystyrene chips are also used for shipping, as they provide the best protection for hazardous materials during transport. We make sure to reuse these chips. Polystyrene chips that we receive from our suppliers are, of course, reused.

Otherwise, we use Euro pallets with a deposit system in Germany. We are also already contributing to waste prevention by significantly reducing the consumption of stretch film for transport security in the Ingredients business unit through a pilot project with our largest supplier.

In addition, the Laboratory Business Unit has already implemented various projects within logistics to reduce packaging waste. The focus here was primarily on the repackaging of commercial goods. For example, delivery note bags were converted from conventional plastic bags to delivery note bags made from recycled paper materials.

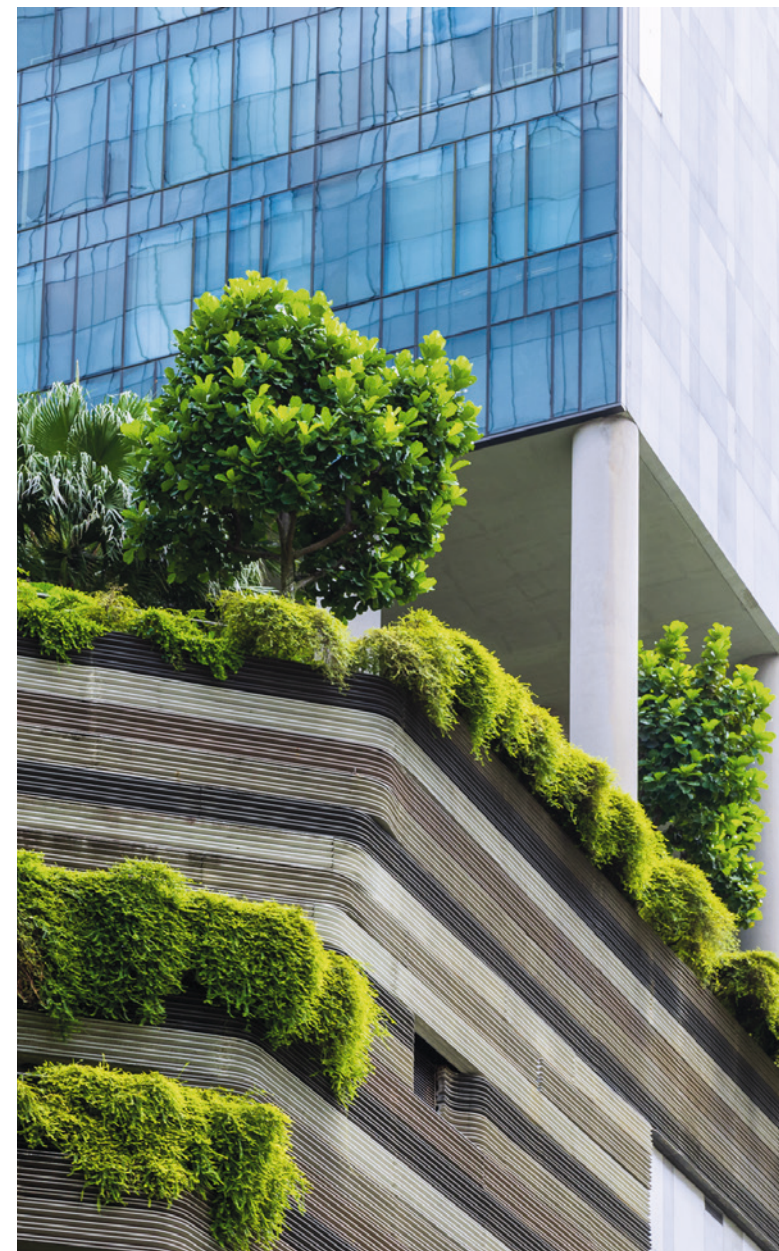
Until 2023, transport cartons were sealed with conventional plastic packaging tape. From 2024 onwards, only recyclable wet adhesive tape will be used for this purpose.

Due to our trade in hazardous substances, we cannot completely rule out waste containing hazardous substances in both the Laboratory and Ingredients business units. It goes without saying that the Th. Geyer Group attaches great importance to avoiding this waste and, where this is not possible, to reducing it. For this reason, various sales and logistics approaches are in place, which are regularly monitored and improved.

In administration, waste is mainly generated by normal activities such as eating, drinking and the use of resources such as paper, toner, stationery and advertising materials.

That is why one of the topics covered in sustainability training for all employees, and especially for purchasers, is waste separation and labelling. We are reducing paper consumption by digitising processes and workflows. In purchasing, we are gradually switching to more sustainable advertising materials and office supplies.

In addition, we are committed to the zero-waste concept in the Ingredients business unit in the Höxter district by actively supporting the relevant workshops.



**DISCLOSURE 306-2****MANAGEMENT OF SIGNIFICANT WASTE-RELATED IMPACTS**

Since 2023, the Th. Geyer Group has undertaken a number of activities to reduce waste-related impacts: All employees have been trained in sustainability, energy/CO₂, handling of raw materials and waste (avoidance, reuse, waste separation and recycling).

An employee survey on the topic of "the environment" was conducted in advance. Employees gave their assessment of how Th. Geyer is positioned in this area and submitted suggestions for improvements.

These suggestions for improvement and the tips from the training courses have been incorporated into the environmental audit and are now to be implemented. Furthermore, a brochure is currently being developed on this basis, which will include all suggestions and tips on energy saving, waste prevention and separation, etc.

Waste separation is implemented in the company. The bins are labelled accordingly and the waste is disposed of according to the waste streams.

Th. Geyer also uses waste compactors at all logistics locations to compress plastic waste before transport, thus disposing of more waste in fewer cubic metres.

- Reducing waste through reuse, recycling and conversion
- External partnerships or collection programmes for reuse

Hazardous materials are only disposed of by a waste disposal company certified for hazardous waste. All other waste is handled by a regional disposal company to avoid unnecessary mileage and thus CO₂ production.

The waste disposal companies we use collect all relevant waste disposal data for all Th. Geyer locations for controlling purposes.

Source for conversion: Conversion table for volume/weight for commercial waste disposal from the Baden-Württemberg State Statistical Office

	2022	2023	2024
Total weight of non-hazardous waste	160.160 t	182.678 t	157.153 t
Total weight of hazardous waste	15.537 t	26.368 t	23.980 t
Total weight of recycled waste	29.252 t	5.977 t	68.660 t

In 2024, the branches of Th. Geyer GmbH & Co. KG in Höxter and Hamburg, as well as MYAC Fleischtechnologie GmbH in Rietberg, were also taken into account. Additionally, the figures for 2022 and 2023 had to be corrected.

GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT

DISCLOSURE 308-1

NEW SUPPLIERS THAT WERE SCREENED USING ENVIRONMENTAL CRITERIA

Laboratory

In 2024, 14 suppliers were assessed and evaluated based on environmental criteria.

Ingredients

In 2024, 7 suppliers were reviewed and evaluated based on environmental criteria.

DISCLOSURE 308-2

NEGATIVE ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN

Currently, there are no known negative environmental impacts.



GRI 403: OCCUPATIONAL HEALTH AND SAFETY

SOCIAL/SOCIETY

DISCLOSURE 403-1

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

The health of its employees and ensuring their safety in the workplace are of paramount importance to Th. Geyer and therefore have a special significance for the company. Only with healthy and highly motivated employees can the economic, quality and environmental goals set be achieved in the long term.

We are currently in the process of introducing the ESG-HSEQ software Quentic in order to implement a management system for occupational safety and health protection in accordance with DIN 45001 and thus continuously improve ourselves within the framework of the PDCA cycle. This also supports us in implementing legal obligations.

Preventive measures already serve to maintain and promote the health of the workforce and can contribute, among other things, to the early detection of illnesses. At the same time, it is important to take all precautions to prevent accidents at work and work-related illnesses. This serves to reduce employee absences due to illness and results in cost savings and increased efficiency – all of which contribute to the long-term success of the company.

The necessary measures and their planning represent a strategic process and ultimately result in Th. Geyer's occupational health management (BGM). An essential component of this is occupational integration management (BEM).

Health and safety issues at Th. Geyer are also regulated in the code of conduct, which applies throughout the company. Th. Geyer has written procedural rules that help to identify potential hazards and regulate the handling of hazardous substances.

DISCLOSURE 403-2

HAZARD IDENTIFICATION, RISK ASSESSMENT AND INCIDENT INVESTIGATION

The company management is supported in fulfilling its responsibilities by the appointed occupational safety specialist (external), the company doctor (external) and the safety officer.

The most important body for the implementation and monitoring of all measures decided upon is the Occupational Safety Committee (ASA), which meets on a rolling quarterly basis at the various locations. In addition to the representative of the management, the persons mentioned in paragraph 1 and location-dependent employees form the core of the Occupational Safety Committee.

During the ASA meetings, all relevant topics relating to occupational safety and preventive health protection measures are discussed. Accidents or occupational accidents are evaluated and analysed during the meetings in order to develop possible solutions to prevent them from happening again.

An essential part of the ASA meeting is the inspection of the properties by the members of the occupational safety committee in order to identify hazards or undesirable developments at an early stage.

The following areas are affected

- Commercial office workplaces/administration
- Warehouse and logistics units, including hazardous materials storage
- Application technology laboratories
- Service and production units

In addition to the spatial inventory, a systematic risk assessment is carried out with regard to the physical and psychological risks for employees in the performance of their duties.

Safe working practices at all workplaces are regulated by legally required risk assessments. In Germany, this is regulated in Sections 5 and 6 of the Occupational Safety and Health Act (ArbSchG). Hazards must be identified and occupational safety measures defined to improve the safety and health protection of employees. Th. Geyer aims to identify and eliminate or mitigate all potential sources of danger. To this end, we record risk assessments in all relevant areas.

These are systematically documented in the portal of the responsible professional association for trade and goods logistics (BGHW). Based on the risk assessments, measures are derived according to the (S)TOP principle.

In addition to considering the risks for our own employees, we also consider the risks for visitors or third parties who work for us on the basis of service contracts (e.g. cleaning companies or craft businesses).

We support the sending companies in assessing the hazards that could arise from working at Th. Geyer. We see this as our responsibility, particularly in view of the fact that we operate hazardous materials storage facilities.

DISCLOSURE 403-3**OCCUPATIONAL HEALTH SERVICES**

Th. Geyer has been working with Dr Hartmut Brillinger and his practice ASS Arbeitsmedizin Sicherheitstechnik Sulz for many years. Dr Brillinger is a proven specialist in the field of occupational medicine and has been appointed by the management as the company's occupational physician in accordance with the Occupational Safety Act and DGUV Regulation 2.

All necessary mandatory, preventive and optional examinations are carried out by the company doctor and offered to employees by Th. Geyer. The organisation of the examinations (provision of rooms, coordination of appointments) is carried out by the human resources department in close consultation with the staff of the ASS practice.

All examination content and results remain with the employees or the ASS practice. This ensures the confidentiality of employees' personal health data. Th. Geyer is only informed about the type of examination performed.

This prevents personal health data or the use of occupational health services from being used to treat employees in a favourable or unfavourable manner.

DISCLOSURE 403-4**EMPLOYEE PARTICIPATION, CONSULTATION AND COMMUNICATION ON OCCUPATIONAL HEALTH AND SAFETY**

and

DISCLOSURE 403-5**EMPLOYEE TRAINING ON OCCUPATIONAL HEALTH AND SAFETY**

and

DISCLOSURE 403-8**EMPLOYEES WHO ARE COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM**

All new employees joining the company receive safety training as part of the onboarding and induction process. This training covers general health and safety issues. In addition, the specifics of the workplace and the immediate working environment are discussed. Escape and rescue plans as well as evacuation procedures in the event of an emergency are also discussed.

Logistics employees or persons whose duties include handling hazardous substances also receive personal hazardous substances training when they start work.

As part of the aforementioned training courses, employees are introduced to the safety officers responsible for their area. Both these officers and the occupational safety specialist act as contact persons for employees for health and safety matters.

If employees identify any shortcomings, the aforementioned persons and their direct supervisors are the first points of contact.

In addition, there is regular communication with employees as part of the ongoing inspections, in which the company doctor also participates. This has shown that direct communication and pointing out possible areas for improvement, e.g. in the adjustment of desks, office chairs or the placement of monitors, are effective and achieve immediate results. In return, suggestions from employees can be taken up and discussed promptly at ASA meetings.

The knowledge acquired is refreshed annually as part of the occupational health and safety training courses conducted by the occupational safety specialist. The training courses are offered both as face-to-face and online courses. Participation is compulsory for employees. The training courses are offered free of charge and, where possible, are held during working hours. As with the inspections, employees have the opportunity to contribute to the discussion with questions and comments.

Th. Geyer has appointed first aiders, fire safety officers and evacuation assistants at all locations and for all areas. These individuals are trained for their tasks prior to their appointment. This training is then repeated at regular intervals as prescribed.

In addition to the aforementioned training courses, regular drills (e.g. evacuation drills) are held to consolidate the knowledge acquired and enable our employees to act quickly in the event of an accident or other emergency situation, thereby averting danger to themselves and their colleagues.

DISCLOSURE 403-6**PROMOTING EMPLOYEE HEALTH**

We did not need the effects of the coronavirus pandemic to realise how important employee health is. It is a fundamental requirement for us to contribute preventively to maintaining the health of our employees and thus to maintaining their long-term performance.

Th. Geyer has now put together a considerable package of measures to promote employee health and provide preventive support.

Since 2018, Th. Geyer has been organising highly successful health days, which take place alternately each year at the Höxter and Renningen sites. The days are organised by the HR department with the support of Barmer EK, the company doctors and the occupational safety specialist.

The offerings range from lectures, health checks and consultations to workshops in which employees can actively participate. Online alternatives were offered to employees who were unable to attend in person, so that these colleagues could also be included in the health days. The topic of "healthy eating" is highlighted every year with, among other things, a smoothie bar run by our trainees.

Following the health days, employees have the opportunity to share their assessments, suggestions and criticisms of the range of events on offer anonymously via prepared feedback questionnaires.

As a result of the analysis of these surveys, flexible working hours were introduced at Th. Geyer in 2021, among other things. The aim was to counteract mental strain caused by stress. Where compatible with operational interests,

employees have the option of working remotely for 40 days per year. This has had a very positive effect for many colleagues, as this measure has made it easier to balance work and family life.

An essential component of occupational health management is occupational integration management. We work with employees to find solutions that enable them to successfully return to work and remain in permanent employment.

We are constantly striving to improve and optimise our employees' working conditions. This is achieved, for example, by improving the lighting situation. Outdated light sources have been replaced with modern LED lighting technology. These optimisation measures have been implemented in both the warehouses and the offices.

As a further step towards optimising working conditions, the management of Th. Geyer has decided to purchase only electrically height-adjustable desks in future. For sustainability reasons, conventional desks are being retrofitted with height-adjustable tops at the request of employees, enabling flexible standing work. These measures have significantly improved the ergonomics of the workplaces and thus counteracted work-related illnesses.

Since 2020, all employees with permanent employment contracts have had the opportunity to take out bike leasing contracts, which allow them to purchase low-cost bicycles. Since its introduction, 116 contracts have been concluded, underlining the success of efforts to motivate employees to be more active.

The majority of the bicycles purchased are e-bikes. For this reason, Th. Geyer has made it possible, for example at its Renningen site, to charge the batteries of the bicycles at the company's expense.

The bike leasing scheme is complemented by the participation of all locations in the annual international "City Cycling" campaign. The most successful participants in the three-week regional campaign period are rewarded with small prizes – it does not necessarily have to be those who have cycled the most kilometres. We regularly inform participants during the regional campaign periods that City Cycling is not a competition, but an active contribution to sustainability, not least for personal health and fitness.

In addition to bike leasing, Th. Geyer has managed to establish other sporting activities that promote employee health. These include regular participation in city runs, company runs and football tournaments. Every year, the company organises its own volleyball tournament on the Höxter site, which is also open to participants from the surrounding region.

To keep the topic of healthy eating in the minds of its employees, the company provides them with weekly fruit baskets and free water, for example.

DISCLOSURE 403-7

**PREVENTION AND MITIGATION OF
OCCUPATIONAL HEALTH AND SAFETY
IMPACTS DIRECTLY RELATED TO
BUSINESS RELATIONSHIPS**

The business activities of Th. Geyer comprise the wholesale trade of products within the Business Units Laboratory and Ingredients. The proportion of production and service activities is of secondary importance. As both Business Units operate hazardous materials storage facilities that are subject to increased and specific requirements, this represents the highest level of risk in terms of potential impacts on occupational safety and health. Employees receive regular training on the handling of hazardous substances, both internally and from external specialists. This also includes the simulation of incidents and emergency situations.

In the logistics sector, regular instructions and training sessions are held on the operation of transport vehicles. In addition, as part of the company's Health Days, courses are offered on topics such as proper lifting and carrying techniques.

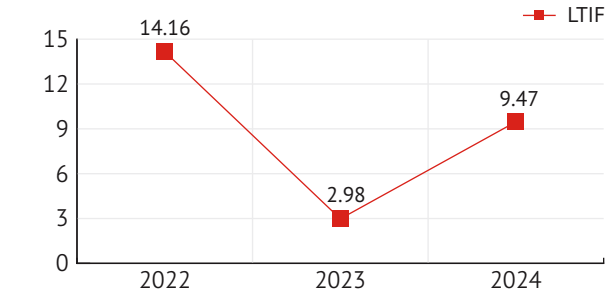
Members of the Th. Geyer emergency response team regularly conduct drills and training sessions with the logistics teams.

DISCLOSURE 403-9

WORK-RELATED INJURIES

	2022	2023	2024
Commuting accidents	3	1	0
Accidents at work	6	1	6

**Rate of work-related injuries
(LTIF = Lost Time Injury Frequency)**



(LTIF = accidents/working hours x 1,000,000)

DISCLOSURE 403-10

WORK-RELATED DISEASES

Due to the confidentiality of personal health data mentioned in disclosure 403-3, no information can be provided about work-related diseases.



GRI 404: TRAINING AND EDUCATION

DISCLOSURE 404-1

AVERAGE NUMBER OF HOURS SPENT ON TRAINING AND EDUCATION PER YEAR AND SALARIED EMPLOYEES

In the area of training and further education, there are a number of training courses that must be carried out for legal and operational reasons. The training courses are conducted either as e-learning, online training or in person.

In 2022, the average number of hours spent on training and further education in the area of e-learning was 30 minutes for industrial workers and 1.75 hours for office staff. For classroom training, the average number of hours spent on training and further education was 2.08 hours per employee (all employees at Th. Geyer). In 2023, work began on establishing the Th. Geyer Academy, which was used for various training topics in 2024, meaning that we will gradually increase the average number of hours. We have defined a growth target for training in our "Guidelines on Labour and Human Rights".

In addition, in 2024, individual employees received training that was necessary for further qualification, e.g. TQS training for the internal sales team. Further training to expand operational opportunities, such as trainer aptitude tests, was also included in 2024. In order to consolidate and expand the skills of our field staff, we have already planned various training courses for employees in this area in 2024, which will be implemented in 2025. Mandatory e-learning on the topics of discrimination, diversity and equality was also planned for 2024 in order to promote respectful interaction with one another. It will be available at the end of 2025.

Training topic 2024	Ingredients			Laboratory		
	Number of industrial employees	Number of salaried employees	Number of selected participants	Number of industrial employees	Number of salaried employees	Number of selected participants
General safety instruction	28	97	0	96	192	0
Hazardous substances training	0	0	0	96	0	0
Load securing training	65	0	0	100	0	0
Training of the salvage team	0	0	0	16	0	0
Fire safety and evacuation helpers basic training	0	0	0	30	0	0
Fire safety and evacuation assistand refresher course	20	19	0	0	0	0
Safety officers	8	4	0	0	0	0
Hazardous goods training in accordance with ADR	3	0	0	0	0	0
Basic first aid training	7	13	0	0	0	0
Hygiene training	0	0	0	0	0	0
Organic training	0	0	0	0	0	0
Abseiling training	0	0	0	12	0	0
TQS	0	0	612	0	0	612
Executive development	0	0	612	0	0	798
Sustainability training	0	195	0	0	255	0
Fundamentals of compliance	0	78	0	6	180	0
Corruption Prevention for Procurement, Sales and Marketing	0	57	0	0	129	0
AGG for managers	0	9	0	0	26	0
Corruption prevention	0	1	0	0	13	0
Data protection for managers	0	10	0	0	23	0
Data protection in a nutshell	7	0	0	17	0	0
Data protection for employees	0	22	0	0	157	0
Data protection in human resources	0	1	0	0	7	0
IT security	0	65	0	0	76	0
Presentation training	0	0	0	0	0	0

DISCLOSURE 404-2

PROGRAMS TO IMPROVE EMPLOYEE SKILLS AND SUPPORT FOR TRANSITION

The sustainable training of all employees is an important concern for the Th. Geyer Group. In addition to the training courses required by law, individual development opportunities are identified and recorded once a year. These are to be implemented during the period discussed.

In 2023, the Th. Geyer Group decided to establish the "Th. Geyer Academy" in 2023 in order to create a basis for ensuring internal knowledge management and supporting employees in their development. The technical requirements were reviewed, the system was installed and key users were trained in 2024. The Th. Geyer Academy is scheduled to go live in February 2025.

The Th. Geyer Group also supports training requests that only marginally relate to the required core competencies. In such cases, individual arrangements are made to determine the extent to which financial support or additional time off can be granted, for example.

In 2023, learning paths with e-learning, online and face-to-face training courses were designed for the professional development of the internal sales and field sales teams as well as managers. The first learning paths for managers were started and completed in 2024. Another learning path for new managers will take place in 2025.

In addition, training courses on topics such as sustainability and presentation skills were offered in 2024 as classroom or online training. With the launch of the Th. Geyer Academy, these training courses will also be offered to employees as e-learning courses.

With the introduction of the Learning Management System (LMS), all training courses can be recorded and evaluated.

DISCLOSURE 404-3

PERCENTAGE OF EMPLOYEES WHO RECEIVE REGULAR ASSESSMENT OF THEIR PERFORMANCE AND PROFESSIONAL DEVELOPMENT

For new hires, a feedback meeting is held with the employee at the end of the probationary period. The purpose of this meeting is to discuss performance and social skills.

In the commercial sector, an annual review is held with the employee. This annual meeting forms the basis for further professional development. From 2025, every employee is to receive an annual review. A digital process has therefore been installed via the employee portal. This process includes a standardised assessment form, which is completed in a joint meeting between the manager and the employee.



GRI 405: DIVERSITY AND EQUAL OPPORTUNITY

DISCLOSURE 405-1

DIVERSITY IN CONTROL BODIES AND AMONG SALARIED EMPLOYEES

The only supervisory body within the Th. Geyer Group is the management team, consisting of the managing directors:

- Lutz-Alexander Geyer: male, over 50 years old
- Oliver-Alexander Geyer: male, aged 30–50 years
- André Meise: male, over 50 years old
- Ralf Streicher: male, over 50 years old

Based on all employees, the following values result:

Diversity category Age

In years	Number of employees	in %
16–29	87	19.04
30–50	236	51.64
over 50	134	29.32

Diversity category Gender

	Female	Male
Total number	226	231
Average age	42	43
Full-time employees	137	189
Part-time employees	83	19
Trainees	6	16
Management	0	7

Diversity category Gender in %

	Female	Male
Total	49.45%	50.55%
Full-time employees	60.62%	81.82%
Part-time employees	36.73%	8.23%
Trainees	2.65%	6.93%
Management	0%	3.02%

DISCLOSURE 405-2

RATIO OF THE BASE SALARY AND COMPENSATION OF WOMEN TO THE BASE SALARY AND THE COMPENSATION OF MEN

The basic salary is defined by the collective agreement. The Th. Geyer Group is bound by collective agreements in the respective federal states and pays the agreed collective agreement wage at its three operating sites (Baden-Württemberg, North Rhine-Westphalia, Hamburg). There is no difference between men and women in this regard.

Diversity category Nationality

Nationality	Number of employees
Afghan	1
Argentinian	1
Belgian	2
Beninese	1
Bosnian-Herzegovinian	2
Brazilian	1
British	4
Chinese	2
German	403
French	1
Gambian	1
Greek	3
Indian	1
Iraqi	1
Iranian	2
Italian	3
Kosovar	1
Croatian	8
Luxembourgish	1
Macedonian	2
Mexican	1
Austrian	1
Pakistani	1
Portuguese	2
Russian	2
Swiss	1
Senegalese	1
Serbian	1
Turkish	2
Ukrainian	2
Hungarian	2

GRI 414: SUPPLIER SOCIAL ASSESSMENT

DISCLOSURE 414-1

NEW SUPPLIERS THAT WERE REVIEWED USING SOCIAL CRITERIA

Percentage of new suppliers assessed: Th. Geyer Laboratory 18.10%
Th. Geyer Ingredients 85.70%

DISCLOSURE 414-2

NEGATIVE SOCIAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN

Number of suppliers reviewed for social impacts:

Th. Geyer Laboratory 225
Th. Geyer Ingredients 121

Number of suppliers identified as having significant actual and potential negative social impacts:

Th. Geyer Laboratory 0
Th. Geyer Ingredients 0

Significant actual and potential negative social impacts identified in the supply chain:

Th. Geyer Laboratory 0
Th. Geyer Ingredients 0

Percentage of suppliers with significant actual and potential negative social impacts identified and improvements agreed upon as a result of the assessment:

Th. Geyer Laboratory 0%
Th. Geyer Ingredients 0%

Percentage of suppliers where significant actual and potential negative social impacts were identified and the business relationship was terminated as a result, and reasons for this decision:

Th. Geyer Laboratory 0%
Th. Geyer Ingredients 0%



GRI 1: GRI CONTENT INDEX

This sustainability report by the Th. Geyer Group for the year 2023 complies with the standards of the Global Reporting Initiative (GRI).

GRI		Page	Notes, omissions
2	GENERAL DISCLOSURES		
	The company and its reporting practices		
2-1	Organisational profile	5	
2-2	Entities included in the organisation's sustainability reporting	5	
2-3	Reporting period, reporting frequency and contact point	5	
2-4	Correction or restatement of information	5	
2-5	External review	5	
	Activities and employees		
2-6	Activities, value chain and other business relationships	6	
2-7	Salaried Employees	6	
2-8	Employees who are not salaried employees	7	
	Management		
2-9	Leadership structure and composition	8	
2-10	Nomination and selection of the highest control body		
2-11	Chairman of the highest control body		
2-12	Role of the highest control body in overseeing and managing the impacts		
2-13	Delegation of responsibility for management of impacts		
2-14	Role of the highest control body in sustainability reporting		
2-15	Conflicts of interest		
2-16	Communication of critical concerns		
2-17	Acquired knowledge of the highest control body		
2-18	Assessment of the performance of the highest control body		
2-19	Remuneration policy	9	
2-20	Procedure for defining remuneration	9	
2-21	Ratio of annual total compensation	9	
	Strategy, policies and practices		
2-22	Statement on sustainable development strategy	9	

As a family-owned company, the Th. Geyer Group does not have a traditional supervisory body in the strict sense, as this is not legally required. Therefore, the information in sections 2-10 to 2-18 is not applicable.

GRI		Page	Notes, omissions
2-23	Policy commitments in principles and practices	10	
2-24	Embedding policy commitments in principles and practices	10	
2-25	Procedure for eliminating negative effects	10	
2-26	Procedure for obtaining advice and reporting concerns	10	
2-27	Compliance with laws and regulations	11	
2-28	Membership of associations and interest groups	11	
Stakeholder engagement			
2-29	Approach to stakeholder engagement	11	
2-30	Collective agreements	11	
3	MATERIAL TOPICS		
Disclosures on material topics			
3-1	Procedure for identifying material topics	12	
3-2	List of material topics	13	
3-3	Management of material topics	14	
	Economy	14	1. Liquidity
		16	2. Expansion
		17	3. Increase in profitability
		18	4. Product safety
		19	5. Digitalisation/AI
	Ecology/environment	20	1. Raw materials/chemicals/waste
		20	2. Supplier Environmental Assessment
		21	3. Energy
		22	4. Greenhouse gases/CO ₂
	Social/society	24	1. Employer of Choice
		24	2. Diversity and equal opportunity
		25	3. Education and training/personnel development
		25	4. Occupational health and safety
		26	5. Supplier Social Assessment

GRI		Page	Notes, omissions
	ECONOMIC PERFORMANCE		
	Economy	27	
302	ENERGY		
	Ecology/environment		
302-1	Energy consumption within the organisation	28	
302-2	Energy consumption outside the organisation	32	
302-3	Energy intensity	33	
302-4	Reduction of energy consumption and greenhouse gas emissions	33	
302-5	Reducing energy requirements for products and services		Not applicable, as we are a trading company and do not manufacture products.
305	EMISSIONS		
305-1	Direct greenhouse gas emissions (Scope 1)	36	
305-2	Energy indirect GHG emissions (Scope 2)	38	
305-3	Other indirect GHG emissions (Scope 3)	39	
305-4	Greenhouse gas emissions intensity	39	
305-5	Reduction of greenhouse gas emissions	39	
305-6	Emissions of ozone-depleting substances		Not applicable, as only the energy aspect of GRI 305 emissions is relevant to us and we do not have any such emissions.
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions		Not applicable, as only the energy aspect of GRI 305 emissions is relevant to us and we do not have any such emissions.
306	WASTE		
306-1	Waste generated and significant waste-related impacts	40	
306-2	Management of significant waste-related impacts	41	
308	SUPPLIER ENVIRONMENTAL ASSESSMENT		
308-1	New suppliers that were reviewed using environmental criteria	42	
308-2	Negative environmental impacts in the supply chain and actions taken	42	
403	OCCUPATIONAL HEALTH AND SAFETY		
	Social/society		
403-1	Management system for occupational health and safety	43	
403-2	Hazard identification, risk assessment, and incident investigation	43	
403-3	Occupational health services	44	
403-4	Employee participation, consultation and communication on occupational health and safety	44	
403-5	Employee training on occupational health and safety	44	

GRI		Page	Notes, omissions
403-6	Promoting employee health	45	
403-7	Prevention and mitigation of occupational health and safety impacts directly related to business relationships	46	
403-8	Employees who are covered by an occupational health and safety management system	46	
403-9	Work-related injuries	46	
403-10	Work-related diseases	46	
404	EDUCATION AND TRAINING		
404-1	Average number of hours spent on training and education per year and salaried employees	47	
404-2	Programs to improve employee skills and support for transition	48	
404-3	Percentage of employees who receive a regular assessment of their performance and professional development	48	
405	DIVERSITY AND EQUAL OPPORTUNITY		
405-1	Diversity in control bodies and among employees	49	
405-2	Ratio of the base salary and compensation of women to the base salary and the compensation of men	49	
414	SUPPLIER SOCIAL ASSESSMENT		
414-1	New suppliers that were reviewed using social criteria	50	
414-2	Negative social impacts in the supply chain and actions taken	50	

