



JEBSEN & JESSEN

SUSTAINABILITY REPORT 2021

Open-minded. Competent. Innovative. Family Spirit.

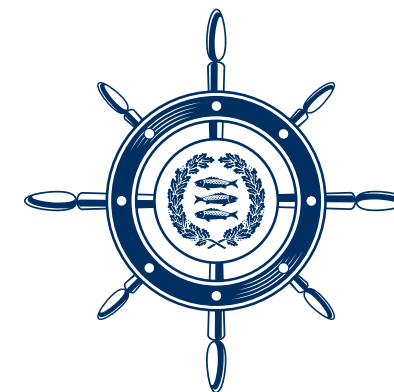


OPEN-MINDED

Everyone is welcome here!

INNOVATIVE

We promote entrepreneurial spirit!



COMPETENT

We are experts in our field!

FAMILY SPIRIT

We live family business!

Table of Contents

About this report06 – 11

About this report06

The Ten Principles of the UN Global Compact08

Foreword10

About us12 – 33

About us14

Our history18

Our business divisions22

Trading Solutions22

Textiles24

Garnet Sand26

Industrial Services28

Our international locations30

Our supply chains & product solutions34 – 55

Our supply chains & product solutions36

Product and service portfolio50

Sustainable product solutions52

Our stakeholders56 – 61

Our stakeholders58

List of associations and initiatives60

Our goals & strategy62 – 75

Our goals & strategy64

Materiality analysis68

Our pathway to sustainability70

Compliance72

Our economic responsibility76 – 83

Our economic responsibility78

Financial opportunities and risks82

Our environmental responsibility84 – 95

Our environmental responsibility86

Greenhouse gas emissions88

Our social responsibility96 – 127

Our social responsibility98

Training and education106

Our benefits for our employees114

Our commitment120

A look ahead at our future128 – 131

GRI content index132 – 135

List of sources136 – 137

Site notice138 – 139

About this report

What awaits you in this report

This is the third time in as many years that we at Jebsen & Jessen (GmbH & Co.) KG have summarised our values, norms, vision, short-term goals and long-term aims in a sustainability report. This report examines and documents our responsible implementation of material economic, environmental and social practices together with the impact they had on the company and our stakeholders during the fiscal and calendar year 2021. We have been verifying the efficacy of these practices every year since 18 December 2020 in order to give our stakeholders, interested members of the public and potential applicants still more transparent insights into our corporate responsibility. After all, we attach the utmost importance to the trust placed in us by our internal and external stakeholders!

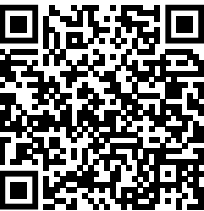
By committing to this report, we are also setting ourselves the goal of constantly optimising our sustainability practices and providing evidence of progress every year. We hope that it will also inspire and motivate our stakeholders to examine their own impact on economic, environmental and social factors and to work consistently on making improvements.

Along with our efforts during 2021, this report also includes information on our year-on-year development and the current practices and future endeavours of our business divisions with regard to economic, environmental and social matters.

Scope of the report

This report encompasses all the subsidiaries of Jebsen & Jessen (GmbH & Co.) KG. All the subsidiaries included in the report are listed on page 32-33. The headquarters of Jebsen & Jessen (GmbH & Co.) KG are located in Hamburg's HafenCity (Kehrwieder 11, 20457 Hamburg). In recent years, we have set ourselves the goal of incorporating more and more of our subsidiaries into each annual report. This year's report is the first to include all our international companies and locations, which means that we are now publishing a comprehensive sustainability report encompassing all our operations.

Our subsidiary in Buchholz, Brands Fashion GmbH, issues a separate report. You can access this through the QR code on their website.



SCAN ME

Report index

In October 2020, we joined the world's biggest voluntary sustainability initiative, the **United Nations Global Compact** (UN Global Compact), to signalise our awareness of our responsibility as a global company. We therefore pledge to report annually on the progress of our activities with regard to sustainability and to realise the vision inherent in the UN Global Compact's **Ten Principles** governing the topics of human rights, work standards, environmental issues and the prevention of corruption. We will use this channel to raise awareness of issues such as the handling of the COVID-19 pandemic, CO₂ emissions and human rights at work, and we will also use it to chart our efforts in this direction.



The internationally recognised **Global Reporting Initiative (GRI)** has developed a framework for compiling sustainability reports which Jebsen & Jessen (GmbH & Co.) KG will be using as the basis for its own reporting. Applying the GRI Standards will enable us to provide a comprehensive overview of material topics and to address issues which are of interest not only to our stakeholders but also to us as a company. The application of a set of rules will also facilitate transparency and data comparisons over the years to come.

This report has been prepared in compliance with the GRI Standards: **'core' option**. "This [core] option guarantees that a report contains the minimum information needed to understand the nature of the organisation, its material topics and related impacts, and how these are managed."¹ The report accordingly sheds light on material economic, environmental and social activities carried out by the company that are of particular interest to our stakeholders. It covers the fiscal year 2021. It also draws comparisons with the previous year, addresses topics of relevance in 2022 and provides a glimpse of the future.

Publication of the report

This report has been published in English and German and is available both electronically and in print. To download it, please scan the QR code that takes you to the report.



SCAN ME

Notes on the report

Jebsen & Jessen (GmbH & Co.) KG is referred to in this report as "we", "Jebsen & Jessen Hamburg Group", "Jebsen & Jessen", "holding" or "Group". For the most part, generic masculine forms have been used for purposes of readability; however, the information refers to persons of all genders.

The report is not subject to an external audit. The content of the report has been approved by the managing partner of the Jebsen & Jessen Hamburg Group. All the data and content in this report is taken from Jebsen & Jessen (GmbH & Co.) KG's official documents or has been collected especially for this report and validated internally.

Some parts of this sustainability report also contain projections of future developments in the Jebsen & Jessen Hamburg Group. These assumptions were made carefully on the basis of various analyses, yet some factors remain uncertain. Prognoses are always associated with a certain risk; however, we try to keep this to a minimum. We make statements about planned targets, and although we do not bind ourselves to these, we give them high priority.

Feedback

Your feedback is important to us since it enables us to continue improving our sustainability management. You are welcome to contact our marketing department if you have any questions about the reporting method or the content of this report:
sustainability@jebsen-jessen.de

All correspondence will be treated in strict confidence. We look forward to receiving your comments and queries regarding our Sustainability Report for 2021.

THE TEN PRINCIPLES OF THE UN GLOBAL COMPACT

HUMAN RIGHTS



- 1. Businesses should support and respect the protection of internationally proclaimed human rights.
- 2. Business should make sure that they are not complicit in human rights abuses.

LABOUR



- 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- 4. Businesses should uphold the elimination of all forms of forced and compulsory labour.
- 5. Businesses should uphold the effective abolition of child labour.
- 6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.

WE SUPPORT



ANTI-CORRUPTION



- 10. Businesses should work against corruption in all its forms, including extortion and bribery.

ENVIRONMENT



- 7. Businesses should support a precautionary approach to environmental challenges.
- 8. Businesses should undertake initiatives to promote greater environmental responsibility.
- 9. Businesses should encourage the development and diffusion of environmentally friendly technologies.



DEAR BUSINESS PARTNERS AND FRIENDS OF THE JEBSEN & JESSEN HAMBURG GROUP,

We are pleased to present this edition of the Jebsen & Jessen Hamburg Group's Sustainability Report for 2021, which is the third annual report of its kind. It has become our regular practice and an established standard at our company to document the ethical and responsible actions that are a central principle of our corporate culture.

Foreword

In 2021, the COVID-19 pandemic continued to engage both our attention and that of our society and economy as a whole, yet we have since learnt how to deal with it even better. We have moved away from the crisis mode of the previous year towards a responsible approach to the pandemic that is practised decentrally in each of our business units. Moreover, we have not allowed the circumstances accompanying this worrying global phenomenon to harm our company in any way. It is good to see how a well-balanced community of colleagues can accept such restrictions and incorporate them into actions that are responsible yet no less successful.

The new areas of business pursued by Jebsen & Jessen Industrial Services, which we introduced to you last year, have now become a fully integrated part of our corporate group. These three lines of business, i.e. export financing for capital goods, Transportation/e-Mobility and the international steel trade, not only share equally in the environmental and social responsibility of our established business divisions but also make a unique contribution to our overall economic success. We can speak of a remarkably successful strategic acquisition and the further development of our Hamburg group.

This year, I would particularly like to draw your attention to the now very international line-up of the Jebsen & Jessen Hamburg Group. This is the first report to include all the Group's foreign companies, which share all our social and environmental values and are rooted in the culture and philosophy of an international, family-run company to which responsible action is of paramount importance. Jebsen & Jessen Life Science Inc. in Charlotte, North Carolina, for example, has set itself the goal of establishing the successful business model used by the eponymous German company on the U.S. market, and is developing in a very encouraging manner.

Our partners on the international markets are also indefatigable in their efforts to make sustainable thinking and action still more deeply ingrained.

The Jebsen & Jessen Hamburg Group is a healthy, strategically well-positioned enterprise which is seeing growth in all its areas of business. We are continuing to live up to our environmental responsibility by creating environmentally friendly conditions along our process service chain, besides investing in climate protection projects to compensate for CO2 emissions. In terms of social commitment, we donate funds for educational, developmental and charitable purposes in the countries where our sales and procurement markets are located.

Like every other company, we are facing constantly shifting framework conditions. In our next issue, you will find out how we are adapting our values and guiding principles to allow for modernisation, digitisation and sustainability in our supply chains and processes.

However, this report will first let you gain a holistic impression of the business activities and the environmental and social responsibility of the Jebsen & Jessen Hamburg Group. You might also like to take a look at the separate sustainability report published by our subsidiary Brands Fashion. We would like to thank all our colleagues, who invariably play an inimitable part – both individually and collectively – in helping us shoulder the extensive responsibility we bear as a company.

I hope you will enjoy reading what is now our third consecutive sustainability report.

Fritz Graf von der Schulenburg
Managing Partner
of the Jebsen & Jessen Hamburg Group



JEBSEN & JESSEN

ABOUT US

Transparency, entrepreneurial spirit & trust

About us


Facing change with confidence and entrepreneurial spirit

We – the Jebsen & Jessen Hamburg Group – are a family-run company which started business as a traditional trading house; over the last 110 years, we have continued creating value and developed into an extensive distribution and service enterprise.


Jebsen & Jessen (GmbH & Co.) KG is a traditional Hanseatic trading house with roots in Denmark and has steadily expanded into large sectors of the global trading markets. Transparency, trust and a strong entrepreneurial spirit have defined our business activities for more than a century. Our company embodies the values “open-minded – competent – innovative – family spirit” and is driven by entrepreneurial thinking, changing business models and the dynamic of the global markets.

Transparency,
trust and a strong
entrepreneurial
spirit have defined
our business
activities for more
than a century.

We are a part of the globally active, family-run **Jebsen & Jessen Family Enterprise Group**. The Group consists of four sister organisations which focus on various products and regions:




Jebsen & Co. Ltd.
with headquarters in Hong Kong, China



JEBSEN & JESSEN
Jebsen & Jessen Pte Ltd.
with headquarters in Singapore



JEBSEN & JESSEN
The **Jebsen & Jessen Hamburg Gruppe**
with headquarters in Hamburg, Germany



GMA GARNET GROUP
The **GMA Garnet Group**
with headquarters in Perth, Australia

Shareholders in the family-run enterprise

The Jebsen & Jessen Family Enterprise Group, which is now in the third generation, is run by **Hans Michael Jebsen**, Chairman of Jebsen & Co. Ltd. in Hong Kong and China, and **Heinrich Jessen**, Chairman of Jebsen & Jessen Pte Ltd. in Singapore and South East Asia. They are also the main shareholders in the Jebsen & Jessen Hamburg Group.



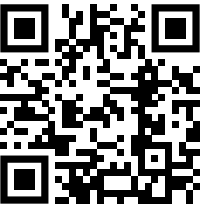
SCAN ME



The management board of the
Jebsen & Jessen Hamburg Group

In 2021, various complementary personalities served as managing directors of the Jebsen & Jessen Hamburg Group. Managing partner **Fritz Graf von der Schulenburg** (CEO) is responsible for the overall management of the Group and also holds operational responsibility for the Trading Solutions (formerly Chemicals)* and Garnet Sand divisions. **Michael B. Schwägerl**** manages the Textiles division and the sister company Triton Textile Ltd. Managing partner **Axel Tilz** (CFO) was responsible for all administrative matters within the Hamburg Group during the first two quarters of the year. **Ralf Schwarzhaupt** took over as CFO on 1 July 2021, and on 1 September we bid farewell to Axel Tilz as he embarked on his well-deserved retirement. We would like to thank Mr Tilz for his invaluable support over the years. On 1 July 2021, **Cars-ten Schulz-Schaffnit** became a member of the Hamburg Group's extended management board in his capacity as Chief Administrative Director (CAD). Together with our managing directors, divisional managers and all the rest of the Group's employees, we embody a global, family-led corporate culture and work together for the success of our company.

Nowadays, the Jebsen & Jessen Hamburg Group operates in four business sectors: Trading Solutions, Textiles, Garnet Sand and Industrial Services.



..... SCAN ME

THE JEBSEN & JESSEN
HAMBURG GROUP
IS A STRONG,
RELIABLE PARTNER
FOR ITS CUSTOMERS.

By maintaining a decentralized organisational structure, the Jebsen & Jessen Hamburg Group creates the conditions for the operating divisions in particular to manage their business competently and independently and to grow responsibly.

In order to ensure that we as the Jebsen & Jessen Hamburg Group jointly pursue a uniform corporate strategy, the control function for standards and processes and the Finance & Accounting, Controlling, Human Resources, IT, Legal & Compliance, Export Control, Corporate Development and Communication departments are all subsumed in the holding company.

The Jebsen & Jessen Hamburg Group is a strong, reliable partner for its customers. Our customer focus gives them the certainty that they can successfully guide the rapid transformation of business models by working alongside us. Value-added trading is in our DNA, production and service are an ever-increasing mainstay, and innovation is the driving force for growth in many markets. The Jebsen & Jessen Hamburg Group is constantly endeavouring

to develop new areas of business, optimise products and services, and create synergies with classic business models – we are also a strong partner for our clients when it comes to finding financing solutions.

As a Hanseatic trading house,
we are aware of our social responsibility

In all our business activities, we stay conscious of our social responsibility for our fellow human beings and their working and living conditions. We foster respect and mindfulness in all our companies. We trust our employees when they develop their entrepreneurial spirit and work with our business partners to find solutions. We support education and health projects in South America and Africa, and we pursue sustainable production and logistics goals, especially in the textiles and e-Mobility sectors.

We believe that a sustainable corporate structure is important at all levels. We have therefore committed ourselves to the United Nations Global Compact and aim to live out these principles and requirements internally as well. As a Group, we firmly believe that economic success can only be achieved in conjunction with sustainable corporate management.

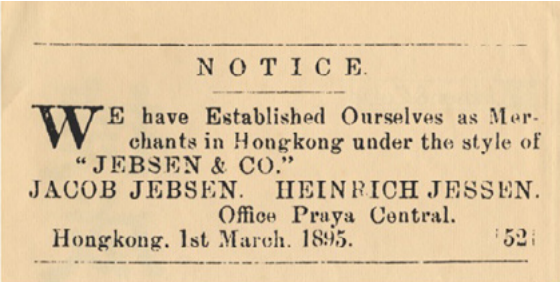


* In 2021, Jebsen & Jessen Chemie GmbH was renamed Jebsen & Jessen Trading Solutions GmbH.

** With effect from 31 December 2022, Michael B. Schwägerl will resign his office as Managing Director of the Textiles division and concentrate on managing our sister company Triton Textile Ltd. Fritz Graf von der Schulenburg will initially oversee the Textiles division's operations in close cooperation with Mr Klaus Löw and Mr Matthias Diestelmann, who as the Managing Partners of Juritex and Brands Fashion respectively have also been appointed to executive posts in the Textiles division. Both will continue managing their companies successfully with no changes in responsibility.

Our history

A success story with recognition value ^{*,2}



Jacob Jebesen and Heinrich Jessen set up the trading company **Jebsen & Co.** in Hong Kong.

1895

1909

Heinrich Jessen and a handful of employees set up a **purchasing office in Hamburg** to procure merchandise for export to China. This is the start of what will later become the Jebsen & Jessen Hamburg Group.



Oswald Putzier, a Hanseatic citizen and an expert on Asia, joins the company. In his capacity as a shareholder and managing director, he successfully forges new paths, builds direct relationships with customers and starts importing textiles.

Following the turmoil of World War II and a devastating fire, the company is facing existential challenges. Several members of the family's second generation consequently decide to start the trading house **Jebsen & Jessen Hamburg** afresh in 1951.



1951

1961

The first south-east Asian companies are founded in Singapore and Kuala Lumpur, marking the start of what later becomes the successful and rapidly expanding **Jebsen & Jessen South East Asia Group**.



1963



During its 75th anniversary year, the growing company becomes a **limited partnership**. **Wolfhart Putzier** joins the management.

1984



1991

A new area of business develops in Australia: entrepreneur **Torsten Ketelsen** persuades **Wolfhart Putzier** to adopt a distribution model for garnet sand, which is used for sandblasting and waterjet cutting. **GMA Garnet (Europe) GmbH** is founded in 1991.



2001



2003

The textile business is consolidated at **Triton Textile** in Hong Kong. **Michael B. Schwägerl** takes over the management of this company.



2009

The Jebsen & Jessen Group and **Torsten Ketelsen** found **Garnet International Resources Pty Ltd.** in Perth, Australia, buy the mine in Western Australia and integrate the garnet sand business into the corporation.



Jebsen & Jessen celebrate their centenary in Hamburg

"Don't be satisfied with your existing business – create new opportunities!"
Wolfhart Putzier

^{*} You will find a detailed interactive timeline of our history on our website (www.jebesen-jessen.de).



Jebsen & Jessen acquire the petrochemicals specialist **Ruhr-Petrol GmbH** in Essen and the textiles company **Jefferson GmbH**.

New managing partner **Fritz Graf von der Schulenburg** takes over responsibility for the overall management of the Hamburg group from Wolfhart Putzier and the management of the chemicals division from Michael Goldmann.

Shortly afterwards, the company gains a second strategic foothold in the textiles business by acquiring the Buchholz-based company **Brands Fashion**. The Jebsen & Jessen subsidiary **Jefferson GmbH** is fully integrated into Brands Fashion GmbH.



The textile business is strategically bundled. Juritex Import-Export GmbH, Brands Fashion GmbH and L.E.G. Lagerhaus Elbbrücken GmbH become part of the newly created company **Jebsen & Jessen Textil KG**.

juritex
Import-Export GmbH

BRANDS 
SOCIAL. GREEN. FASHION.



Management handover: Ralf Schwarzhaupt becomes the new CFO of the Jebsen & Jessen Hamburg Group with effect from 1 July 2021. Axel Tilz takes his well-deserved retirement with effect from 1 September 2021. Carsten Schulz-Schaffnit simultaneously takes office as the Group's CAD.

2010

2011

2012

2016

2017

2018

2020

2021

Jebsen & Jessen acquire **BODUM Aussenhandels GmbH**, thus expanding their trading activities.



BODUM Aussenhandels GmbH

Individual business units are hived off from Jebsen & Jessen (GmbH & Co.) KG into separate companies in order to promote the growth of the chemicals business:

- **Jebagro GmbH** for crop protection products, holding in the company **Jebagro Panama S.A.**, establishment of **Jebagro Argentina S.R.L.**
- **Jebsen & Jessen Life Science GmbH** for the distribution of food additives, animal feed, home & personal care and industrial chemicals
- **Jebsen & Jessen Chemicals GmbH** for activities in the field of industrial and special chemicals



With effect from 1 October 2020, the Hamburg Group acquires two established companies: Ferrostaal Equipment Solutions GmbH and Ferrostaal Metals GmbH. This **key strategic investment** enhances our expertise in Financial Solutions, Transportation and e-Mobility. The companies are renamed **Jebsen & Jessen Industrial Solutions GmbH** and **Jebsen & Jessen Metals GmbH**, and operate jointly as **Jebsen & Jessen Industrial Services GmbH**.



Our business divisions

Trading Solutions, Textiles, Garnet Sand, Industrial Services – our core competences

Founded in 1909, the trading house Jebsen & Jessen is part of an international, family-owned group encompassing more than 100 companies. Together with sister companies Jebsen & Co. Ltd. in Hong Kong, China, Jebsen & Jessen Pte Ltd. in Singapore and the GMA Garnet Group in Perth, Australia, the Group now employs around 7,000 staff worldwide. The Jebsen & Jessen Hamburg Group operates in four business divisions – Trading Solutions, Textiles, Garnet Sand and Industrial Services – and has business partners in more than 80 countries, in some of which it has its own premises or maintains exclusive business partnerships.

Trading Solutions



Our chemicals trading and distribution business is now transacted under the name **Jebsen & Jessen Trading Solutions GmbH**. This functions as a holding company. Moving on from classic trade in the Chemicals division, we now manage specialist companies in this subdivision that have become well established in their respective markets due to their own strategies and clear focus on added value. These are increasingly taking over distribution functions for principal companies.

The Jebsen & Jessen Hamburg Group's Trading Solutions division comprises a number of companies based in Germany, including Jebagro GmbH, Jebsen & Jessen Life Science GmbH, Jebsen & Jessen Chemicals GmbH and Ruhr-Petrol GmbH, and the subsidiary Jebsen & Jessen Life Science Inc. based in Charlotte, USA. This last company is being included in this report for the first time.



Jebagro GmbH is a global provider of customised crop protection solutions. Its services include the sourcing of technical and specially formulated pesticides, fertilisers and intermediate products. Jebagro also has brands and registered products of its own on various markets and distributes them via partners in the respective countries. It does so in pursuit of its goal of developing innovative, sustainable products and solutions specifically tailored to each market. Besides supplying its own products, Jebagro acts as an agent for reputable manufacturers and distributes their products on various markets.



The trade and distribution of food additives, animal feed and home & personal care products is the daily business of **Jebsen & Jessen Life Science GmbH**. The subsidiary offers its customers individual product, pricing and logistic solutions, paying particular attention to Europe and South America.

The American subsidiary **Jebsen & Jessen Life Science Inc.**, based in Charlotte, USA, uses the business model that has been so successful in Europe. Their main sales market is the USA; although they have adopted the European product catalogue and adjusted it to specific market requirements in that country, food additives are still their core products.



The core business of **Jebsen & Jessen Chemicals GmbH** is the distribution, export and transit trade of chemical raw materials such as industrial chemicals, oil and gas products, speciality products and polymers. The company also offers global B2B distribution solutions by linking manufacturers and users. Products are sourced worldwide from a large number of reliable chemical manufacturers who together make up a long-established supplier network. The company attaches the utmost importance to product quality and always maintains direct contact with its suppliers.



As a renowned German trading company, **Ruhr-Petrol GmbH** specialises in olefins, bioethanol, methanol and other chemical products. From the storage and transport of chemical substances to financing, the company offers a range of important services to guarantee the enduring success of its customers.

OPERATING IN OVER 80 COUNTRIES WORLDWIDE



Textiles

The Textiles division supplies its customers with customised solutions for the production of sustainable textiles. It is made up of the companies Brands Fashion GmbH, Juritex Import-Export GmbH and L.E.G. Lagerhaus Elbbrücken GmbH.

As Europe’s market leader in the field of sustainable work clothing, **Brands Fashion GmbH*** publishes its own sustainability report every two years. Besides manufacturing sustainable work clothing, Brand Fashions GmbH focuses on textile design concepts in the “private label” sector in cooperation with its partner Clothing Network. Moreover, marketplace enabler GoJungo enables Brands Fashion to launch brands in national and international marketplaces quickly and easily; this concept is implemented in cooperation with Brand Fashion’s joint venture partner, the Scan Thor Group based in Herning, Denmark.



Juritex Import-Export GmbH is a leading specialist in textile merchandise, a classic key account for functional sportswear and all-weather wear. The textile specialist is a competent partner when it comes to new grades of fabric, new designs and more efficient, eco-friendly techniques for the manufacture of weatherproof clothing or sportswear for sports such as skiing, trekking, cycling or running.



L.E.G. Lagerhaus Elbbrücken GmbH provides optimum conditions for meeting its customers’ specific business requirements in 10,000 square metres of warehousing. Thanks to its long-established strategic partnerships and the associated network, L.E.G. and its skilled workforce can guarantee a direct, continuous flow of goods throughout Europe and offer an extensive portfolio of supply chain solutions. Due to a change in the value chain, L.E.G. Lagerhaus Elbbrücken GmbH ceased its operations with effect from the fourth quarter of 2021.



* Brands Fashion GmbH publishes its own sustainability report, which is why this report only contains limited information about this company.



Garnet Sand

GMA Garnet (Europe) GmbH sells natural mineral cutting and blasting sand through distribution partners in Western and Eastern Europe as well as in parts of Africa and the Middle East. Garnet sand is used as an abrasive for industrial applications and is mostly extracted from the company's own mines in Australia and the U.S. It is then processed into a high-grade working material used for sandblasting and waterjet cutting. The material can be recycled using special recycling plants, thus reflecting the sustainable orientation of this business division. After more than 30 years in distribution, the company leads the European market in waterjet cutting technology and is steadily increasing its market share in the sandblasting segment.

GMA Garnet (Europe) also has sales locations in **Aabenraa, Denmark** and **Manchester, England**. While **GMA Garnet Aabenraa** serves as a sales office in the Scandinavian countries, **GMA Garnet Manchester** leads the way in catering to English customers.



Industrial Services



JEBSEN & JESSEN
Industrial Services

Jebsen & Jessen Industrial Services GmbH consists of a number of independent service and distribution companies in Germany and abroad. They offer their customers technical and commercial services in the transport/e-Mobility sector and the steel trade. They also help our customers structure and implement export financing concepts in cooperation with numerous international banks. Jebsen & Jessen Industrial Services GmbH serves as a holding company for Jebsen & Jessen Industrial Solutions and Jebsen & Jessen Metals GmbH.



JEBSEN & JESSEN
Industrial Solutions

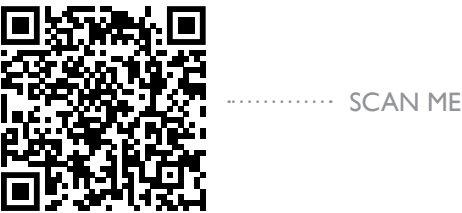
Jebsen & Jessen Industrial Solutions GmbH supplies customised technical solutions and commercial services for the transport/e-Mobility sector and helps its customers structure and implement export financing concepts in co-operation with numerous international banks.

Our **Financial Solutions** service employs customised one-stop solutions to increase the probability of success. The company thus assists clients worldwide with consulting services and the execution of structured export financing transactions.


JJ Industrial Solutions France SAS, which is partly domiciled in La Rochelle, France, is active in the field of **export financing**. On the sales side, the company does business in the francophone countries and communicates first and foremost with the French credit insurance organisations and banks.

For our customers in the **Transportation** segment, we are a competent, independent partner that provides customised concepts in the areas of railway technology and transport.

The **e-Mobility** segment focuses on modern electric utility vehicles (e-buses and e-trucks) and offers full-service packages for bus operators and service providers. Here we would also like to refer to the report published by Spanish utility vehicle manufacturer Irizar, our most important business partner in the e-Mobility sector.



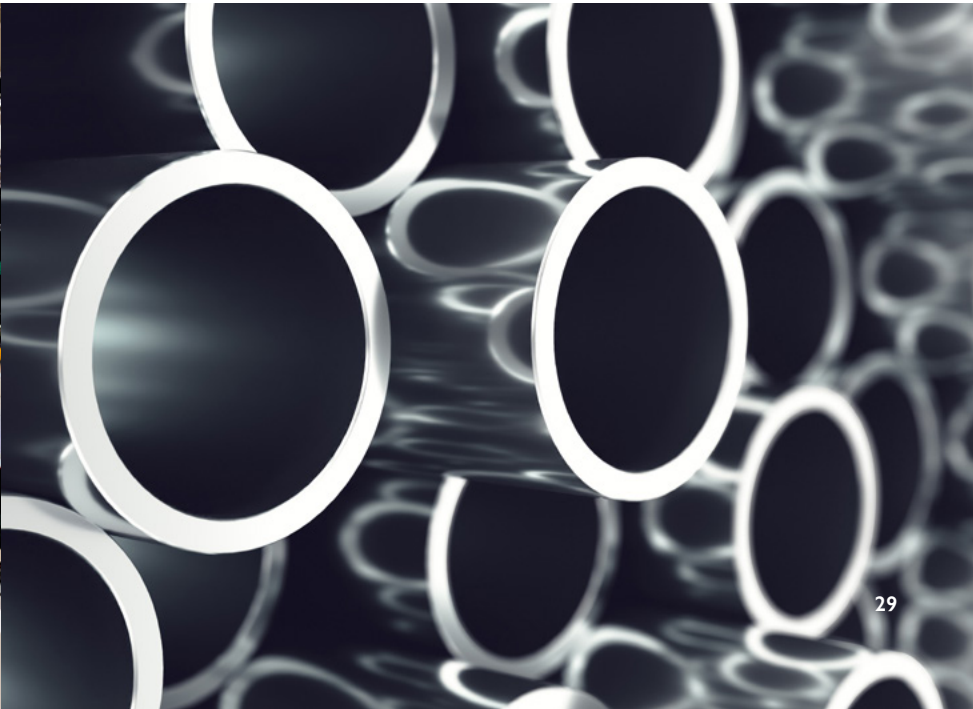
JJ Industrial Solutions Schweiz AG provides support for the **e-Mobility** and **Financial Solutions** segments. The company is domiciled in the Swiss city of Schaffhausen. Its activities encompass sales, project management and customer services for e-vehicles and charging infrastructures, and it also assists the team in Hamburg when dealing with Swiss credit insurance organisations and banks.



JEBSEN & JESSEN
Metals

Jebsen & Jessen Metals GmbH is an international trader of steel products, mostly intended for use in the construction industry, and also deals in raw materials for the steel industry. As a manufacturer-independent trading company, Jebsen & Jessen Metals can offer its customers competitive products of various qualities from a number of different countries. Its service spectrum ranges from CFR deliveries to integrated, customised service packages including Financial Solutions , logistics and just-in-time delivery.

Jebsen & Jessen Metals Canada Inc. functions as a local **sales office** for Canada, which is the company's strongest sales market. This office handles logistics and processing as well as sales.



Our international locations

Our widely diversified presence offers optimum opportunities for action

In all, the Jebsen & Jessen Hamburg Group consists of some 30 companies which are domiciled in Hamburg and also have locations in Bucholz (Germany), Europe and North America. All of these companies are included in the consolidated financial statement. Ever since the beginning, we have set ourselves the goal of gradually incorporating the activities and key themes (cf. page 68-69) of companies in other countries into our sustainability report. This year's sustainability report is the first to provide a fully comprehensive overview of the Group, since it also includes the foreign companies that are incorporated into the Jebsen & Jessen Hamburg Group. Unlike the previous year, the 2021 report also covers the companies Jebsen & Jessen Industrial Solutions Schweiz AG, Jebsen & Jessen Industrial Solutions France SAS, GMA Garnet Aulla, GMA Garnet Aabenraa, GMA Garnet Manchester, Jebsen & Jessen Metals Canada Inc. and Jebsen & Jessen Life Science Inc.





* Brands Fashion GmbH publishes its own sustainability report, which is why this report only contains limited information about this company.



JEBSEN & JESSEN

OUR SUPPLY CHAINS & PRODUCT SOLUTIONS

Moving ahead together

Our supply chains & product solutions

Joint use of transparent, efficient methods to achieve great things

Our business model

We, the **Jebsen & Jessen Hamburg Group** and our **international subsidiaries**, are active on the key geographical markets of Europe, North America and South America as well as parts of Africa, south-east Asia, Australia and the Middle East. We optimise our value chain – for ourselves and all our stakeholders.

We are constantly expanding our portfolio and actively sourcing new resources.

Moreover, we invest in innovative services, take on current challenges to the benefit of all our customers, suppliers, partners and employees, and play a proactive role in shaping change.

A diversified catalogue of products and services enables us to offer solutions that are perfectly tailored to our customers' requirements. We always try to keep one step ahead, anticipate opportunities, optimise processes and use our years of experience as a traditional, family-run, international distribution and service company to find answers to our customers' questions. Here we pay particular attention to supply chains, and we believe it is our duty to make them more sustainable and sparing of resources.

Our supply chains

The supply chains in our diversified trading business are shaped by the varying characteristics of the respective industry. The complexity of our business is increasing, as are the supply chain considerations that have to be taken into account. Our **Textiles division** still has the most extensive, labour-intensive supply chains. However, the **e-Mobility** sector with its complex bus manufacturing processes is rapidly catching up.

While **Juritex** employs up to 5,000 workers for the various process steps required to manufacture just one garment, the refineries with which **Ruhr-Petrol** cooperates focus on large-scale plant and machinery rather than human resources, thus making their supply chains less labour-intensive. The **GMA** supply chain is also becoming

increasingly complex, since more emphasis is being placed on the recycling of garnet sand as well as its use. We take account of the complexity of our supply chains by focusing our sustainability management activities on those that are most labour-intensive.

It is becoming increasingly common – and not just in the Textiles division and e-Mobility sector – for our stakeholders to enquire into work conditions along the supply chain and their social and environmental impact. The rising volume of enquiries largely relates to the carbon footprint that each product generates during the manufacturing process. Our stakeholders are also increasingly expressing a wish for a transparent supply chain and a “Corporate Social Responsibility” report. In addition, more of our customers are expecting us to comply with ILO work regulations, which are derived from international labour-related and social standards. The new German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz – LkSG), which was passed by the German federal government in 2021 and will come into force in 2023, is serving as a major driving force in this respect. This law requires companies to uphold human rights and meet environmental due diligence obligations in their supply chains (raw material to end-customer) as appropriate; these are graded depending on the company's own industry and its direct and indirect suppliers. Since we are a mid-sized, family-run company, the LkSG currently only affects us indirectly. Nevertheless, we take the obligations it specifies very seriously and are attempting to make the route from the supplier via transportation to the customer environmentally conscious and transparent while giving proper attention to human rights. We have bound ourselves to compliance with the Ten Principles of the UN Global Compact and cooperate closely with our business partners to ensure that these principles are reflected in our supply chains. Supplier assessments based on social criteria are already standard practice at our company Juritex Import-Export GmbH. The goal is to achieve uniformity within the Group; our Legal & Compliance department will also have a part to play in this respect.





We implement various measures in an attempt to ensure that these principles are adhered to along the supply chains: along with official audits, warehouse audits at GMA, Life Science and Industrial Solutions, and personal visits to the premises of our suppliers and customers, we also audit our suppliers according to compliance criteria. In addition, we procure production licences and quality (standard) certifications. **Jebagro** is working still harder to ensure that the products supplied are organic in origin, while **Financial Solutions** performs compliance and export control tests before cooperating with new suppliers. With regard to the **e-Mobility** sector, the amended German Battery Act (Batteriegesetz – BattG) that came into force at the beginning of 2021 is shifting the focus to the actions of the stakeholders involved.

Jebesen & Jessen Life Science GmbH identifies, evaluates and manages the significant health hazards associated with food by adhering to product-specific hygiene regulations and the **German Food Hygiene Regulation (Lebensmittelhygieneverordnung – LMHV)**.

Compliance with all statutory requirements and customer demands with regard to product quality, legality and safety are of paramount importance, as are the following aims:

- The preservation of food quality wherever this lies within the company's sphere of influence
- The health of customers and employees
- The general minimisation of health hazards

Moreover, staff at Jebesen & Jessen Life Science Inc., based in Charlotte (North Carolina, USA), act in strict compliance with the regulations enforced by the U.S. Food & Drug Administration (FDA). Companies in the USA are subject to a duty of care.

ISO-9001 certification and the associated internal and external audits underline the concept of care practised at Jebesen & Jessen Life Science GmbH. They prove that the company is responding to customer demand for ISO-certified suppliers and striving to improve its business processes to benefit its customers and the quality of its products. The company has committed itself to fulfilling the respective requirements and continuously improving its quality management system. Life Science GmbH also holds **GMP+ Feed Certification**, which testifies to its good manufacturing practice in the animal feed industry. This guarantees the safety and quality of animal-derived foods along the supply chain and is thus a more comprehensive assessment of Life Science GmbH's quality management system.³ Certification to **International Featured Standards (IFS)** Broker serves the implementation of a quality management system that facilitates optimum food safety and food quality inspections.⁴ The associated internal and external audits ensure that we act responsibly and comply with current standards in every respect. On rare occasions where this is not the case, we guarantee to react immediately and optimise our process.

Life Science GmbH also holds **organic certification** as specified in **Council Regulation (EC) No. 834/2007** (EC Regulation on Organic Production and Labelling). As a distributor of organic products, the company's processes are scrutinised during an annual audit. The company purchases its organic products from certified organic producers in keeping with the requirements set out in the EC Regulation on Organic Production and Labelling. Its integrated processes allow it to issue certificates of inspection (COI), advise the authorities of imports in good time, and store the products accordingly.

Jebesen & Jessen Life Science GmbH appointed a **Quality Manager** to coordinate audit and certification processes back in 2020.

Ruhr-Petrol GmbH holds **International Sustainability & Carbon Certification (ISCC)** in the biomass and bioenergy sectors; these are recertified every year. **ISCC** is a certification system for sustainable supply chains that do not contribute to deforestation. As a leading global provider, ISCC covers the entire supply chain for all kinds of organic raw materials in various markets.⁵

Jebsen & Jessen Metals GmbH also holds the **Leed certificate**, which states the percentage of recycled material used by the respective steelworks. This certificate is sent to each of our customers on request.



Jebagro GmbH joined the PAMIRA (Packaging Recovery Agriculture) system back in 2017 as part of its contribution to environmental and climate protection. **PAMIRA** is a system for the safe, environmentally friendly disposal of empty pesticide packaging. This waste disposal system was developed by the German pesticide industry in cooperation with agricultural wholesalers. The logistic costs and the costs of collecting and recycling the packaging are borne by the pesticide manufacturers. The farmers collect the completely empty, rinsed packaging and take it to one of the 400 PAMIRA collection points in Germany. The collected packaging is then pressed and recycled for energy or materials, e.g. at a recycling plant which re-processes them into plastic end-products such as plastic sleeves for underground pipes.⁶ By constantly recycling packaging products, Jebagro helped reduce greenhouse gas emissions by 3,315 kg in 2021. The Leed certificate is based on the ISO-14040 and ISO-14044 standards.



**3,315 KG OF
GREENHOUSE
GASES AVOIDED**



Klimaschutz Zertifikat 2021



Firma Jebagro GmbH

hat im Jahr 2021 Verpackungen über die RIGK GmbH der Verwertung zugeführt.

Ihr Beitrag zum Klimaschutz

Durch die Zuführung dieses Materials zum Recycling wurden rechnerisch **3.315 kg Treibhausgas eingespart**.

Dies entspricht den CO₂-Emissionen, die **239 Bäume** jedes Jahr in Europa binden.

Im Namen von Klima und Umwelt sagen wir „Danke“.

Dieter Koeve, Rechtsanwalt
Treuhänder für das
PAMIRA-Rücknahmesystem

* Quelle: Berechnungsmethodik gemäß Studie des Fraunhofer-Instituts UMSICHT im Jahr 2022



Production activities in the GMA Garnet Group’s mines in Australia and the USA are also fully **ISO-certified**. In June 2020, GMA Garnet (Europe) GmbH was recertified to ISO-9001:2015 (Quality), ISO-45001:2018 (Environment) and ISO-14001:2015 (Safety). Along with these certifications, GMA Garnet (Europe) GmbH is also endeavouring to implement sustainable business models. These include the natural replanting of the mines once the garnet sand has been extracted, since the sand contains no toxic substances and is therefore safer both for users and for the environment than comparable alternative products.

GMA Garnet (Europe) GmbH is also reducing its packaging waste by introducing **silos systems** for its sandblasting business. On large building sites, 26 tons of garnet sand are supplied for each silo. Quite apart from the fact that filling silos is much more convenient, each silo eliminates the waste left by 1,040 plastic-lined paper sacks. The plastic liner inside the paper sacks protects the garnet sand from moisture during transportation and storage.

In 2021, GMA Garnet (Europe) GmbH was able to reduce its greenhouse gas emissions by 291 tons through recycling various materials with the support of the company **interseroh**. This means we reduced 40 tons more in greenhouse gas emissions than the previous year.

Interseroh develops customised environmental and system services and supports businesses by offering full-service solutions for product, material and logistic cycles.



291 TONS OF GREENHOUSE GASES AVOIDED



Certificate resources **SAVED** 2021

GMA Garnet (Europe) GmbH
hat im Jahr 2021 die folgenden Materialarten in Deutschland angemeldet:

| Materialarten | | |
|-------------------------------------|---|--------------------|
| PE/PP/gemischte Kunststoffe Holz | Papier/Pappe/Karton Kraftpapiersäcke | Leichtverpackungen |

Durch das Recycling dieser Materialien wurden rechnerisch
2.134 Tonnen Ressourcen und
zusätzlich **291 Tonnen Treibhausgase** eingespart.*

Wir danken im Namen von Umwelt- und Klimaschutz!
INTERSEROH Dienstleistungs GmbH


Markus Müller-Drexel
Geschäftsführer


ppa. Frank Kurrat
Geschäftsbereichsleiter



* Quelle: Berechnungsmethodik Fraunhofer UMSICHT basierend auf Daten für 2020



GRI Standards used: 102-9

45

Juritex Import-Export GmbH is part of the Textiles division and thus operates in a labour-intensive industry which is more dominant in developing countries. For this reason, the company places particular emphasis on sustainability in the supply chain.

In order to meet customer standards, Juritex regularly performs an **EcoVadis Sustainability Assessment** which records social and environmental risks in the supply chain and recommends a set of measures to minimise risk should this be necessary.

The company maintains constant contact with its stakeholders and the **Verband der Fertigwarenimporteure e.V.** (now known as “German Importers”) to guarantee that its actions are environmentally friendly and uphold human rights. Suppliers are rated in strict compliance with social and technical environmental criteria. Local teams in the sourcing countries provide **Juritex** with insights into the problems and challenges faced along the supply chain. Potential new suppliers are subjected to checks, e.g. for compliance with regulations prohibiting child labour, and undergo various training measures on “Transparency in the Supply Chain”. All T1 manufacturers must have been audited or hold valid certification all the way along the supply chain. Textile manufacturers who use wet processes are required to hold **STeP by Oeko-Tex** certification, while manufacturers who do not use wet processes must be certified to **STeP by Oeko-Tex; ISO 14001, BEPI or Higg** (valid from 2022).

Juritex is a member of the **Amfori Business Social Compliance Initiative (BSCI)**, a business initiative that focuses specifically on sustainability and the step-by-step improvement of working conditions worldwide. Each manufacturer along the supply chain is regularly audited in compliance with the BSCI's strict code of conduct. The purpose of this is to create uniform social standards.⁷

Juritex also holds relevant product certification, including the **Global Recycle Standard (GRS)** and **Made in Green (MiG) by OEKO-TEX**.



The **GRS** is a voluntary international full-product standard that sets requirements for social and environmental practices and the certification of recycled materials. GRS product certification indicates how much of the product is made of recycled material and how far it is produced sustainably.⁸

Juritex GmbH is also certified to **Oeko-Tex Standard 100**. During this certification process, all the company's products are tested for harmful substances in accordance with Oeko-Tex Standard 100 and rated accordingly. This certificate is a product label for non-hazardous textiles and is awarded by the International Association for Research and Testing in the Field of Textile and Leather Ecology.⁹

The **Organic Content Standard (OCS)** additionally records the content and volume of organic material in each end-product. This standard covers the entire value chain of the organic material from production to distribution.



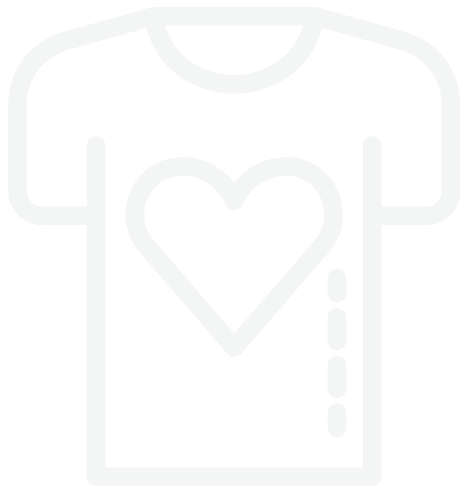
Juritex GmbH also holds a **Made in Green (MiG) licence** and is thus authorised to market and distribute “MiG” products. MiG certification proves that products are manufactured sustainably and have been tested to determine whether they contain harmful substances. MiG products are also manufactured in safe, socially acceptable working conditions. In 2021, 27 out of 155 orders were MiG-

certified. The end-customer can use the product ID printed on the label to check whether the MiG label is valid. The MiG label marks the achievement of our goal to make our supply chain fully transparent.

In all, ten of the 30 manufacturers, nine dyeing plants and printers/laminators, and one absorbent cotton manufacturer hold “Sustainable Textile Production” (SteP) certification. All business partners and manufacturers bind themselves to the Schwarz Group's official Code of Conduct as well as the Amfori/BSCI Code of Conduct. Moreover, all 185 raw materials suppliers have signed a self-declaration based on a Code of Conduct (which is in turn based on the ILO's core work standards).

Along with Jebesen & Jessen Life Science GmbH, GMA Garnet (Europe) GmbH and Juritex GmbH, the e-Mobility sector is also subject to internal and external audits by the Deutsche Gesellschaft zur Zertifizierung von Qualitätssicherungssystemen (German Association for the Certification of Quality Assurance Systems, DQS for short) before obtaining ISO certification to ISO 9001: 2015, ISO 14001: 2015, ISO 45001: 2018).

No other serious social impacts and no general environmental impacts have been identified and demonstrated in the supply chain over the last few years.





Product and service portfolio

Our widely diversified product portfolio focuses on a sustainable future

We have made it our mission to promote and broaden the aspect of sustainability in cooperation with the industries we supply.

As a global corporation, the Jebsen & Jessen Hamburg Group has a widely diversified portfolio of products that are distributed on markets all over the world and can therefore make a significant, positive contribution to the global development of sustainability. Moreover, our comprehensive export controls ensure that our products are exported legally. They are for example checked against current sanctions lists and statutes such as the EC Dual-Use Regulation.

Customer sectors served by the Jebsen & Jessen Hamburg Group

Our customer network is rooted in many parts of the world. Our customer portfolio includes end-users, private companies and government-run enterprises as well our manufacturers, importers, distributors and wholesalers. The wide spectrum covered by our diversified areas of business enables us to operate in a variety of industries and serve many kinds of customers. The industries supplied by each subsidiary are listed below.



Trading Solutions

| Life Science | Jebagro | Chemicals | Ruhr Petrol |
|----------------------|-------------|---------------------|----------------|
| Food industry | Agriculture | Oil & gas | Oil & gas |
| Home & personal care | | Food | Petrochemicals |
| Animal feed | | Animal feed | |
| | | Cosmetics | |
| | | Coatings | |
| | | Plastics | |
| | | Sand mining | |
| | | Pharmaceuticals | |
| | | Automobile industry | |

Garnet Sand

| GMA |
|----------------------|
| Aviation |
| Renewable energies |
| Automobile industry |
| Rail & transport |
| Infrastructure |
| Navigation & defence |
| Metal industry |
| Glass & stone |
| Technology |
| Composites & tooling |
| Oil & gas |
| Water filtration |
| Shipbuilding |

Textiles

| Juritex | L.E.G. |
|--------------------------------|--|
| Food discounters (Food retail) | Logistic services for various industries |

Industrial Services

| Industrial Solutions | Metals |
|--|----------------------------|
| Railway companies | Steel industry |
| Local public transport | Construction industry |
| Charging Infrastructure | Service centres, wholesale |
| Utility vehicle services | |
| Municipal operations | |
| Pharmaceuticals, foods, energy, infrastructure | |
| Petrochemicals | |
| Textiles | |

Sustainable product solutions

Because of the diversity of our product and service portfolio, we believe it is important to find out about more sustainable alternatives and make ourselves aware of their significance.

This means we are constantly striving to make both our services and the products behind them more environmentally friendly and protective of resources – with success!

Textile processing with a forward-looking strategy

Juritex Import-Export GmbH, which is active in the textile industry, attaches great importance to sustainable products. The company therefore uses **polyester** that has been **dope dyed (spinning jet dye)**, i.e. the dye is added to the fibres before they are spun. This process makes the dye last longer and **dispenses with the use of toxic substances** that could constitute a health hazard and an environmental threat. Also known as dope-dyeing, this technique reduces water, energy and CO₂ consumption. 280 tons of dope-dyed polyester yarn were used in 2021. Only 113 tons were used the previous year.



Recyclability of our garnet sand

In 2021, almost 10,000 tons of garnet sand were recovered from the customers of our subsidiary **GMA Garnet (Europe) GmbH**, nearly 65% of which was recycled. Together with our partner **MedLink**, we have been operating a garnet sand treatment plant in Aulla, Italy, since 2010. MedLink is our exclusive partner for garnet sand recycling and storage. GMA's goal is to **maximise resources and avoid waste**. Approx. 65% of the product remains available after recycling, while the remaining 35% currently has to be disposed of. **MedLink** intends to apply for a licence to sell this product as filling material. The licensing process was initiated in 2021.

**ALMOST 65 % OF
10,000 TONS OF
GARNET SAND
WERE RECYCLED**



Promoting the agriculture of tomorrow

The pesticide industry is changing. Along with conventional chemical substances, the development of biological pesticides/biostimulants and organic fertilisers is proceeding apace. We have been observing strong international growth in this industrial sector for several years.

Jebagro also depends on these sustainable alternative products and has established purpose-oriented partnerships with various suppliers. These are located in Central and North America as well as Europe. Here Jebagro relies not only on **pesticides/stimulants** derived from plant extracts but also on **bacteria-based products**. Besides continuing with the development of the biological line in Central America, the company plans to expand this co-operation to the Andean states. Jebagro also supports a company in Brazil which has set itself the goal of importing and marketing organic products for local farmers. Everything indicates that biological products will continue to gain in significance in the years to come. Jebagro will therefore monitor developments closely in the future and enter into strategic partnerships wherever this seems expedient.

Pioneers in the area of corporate social responsibility

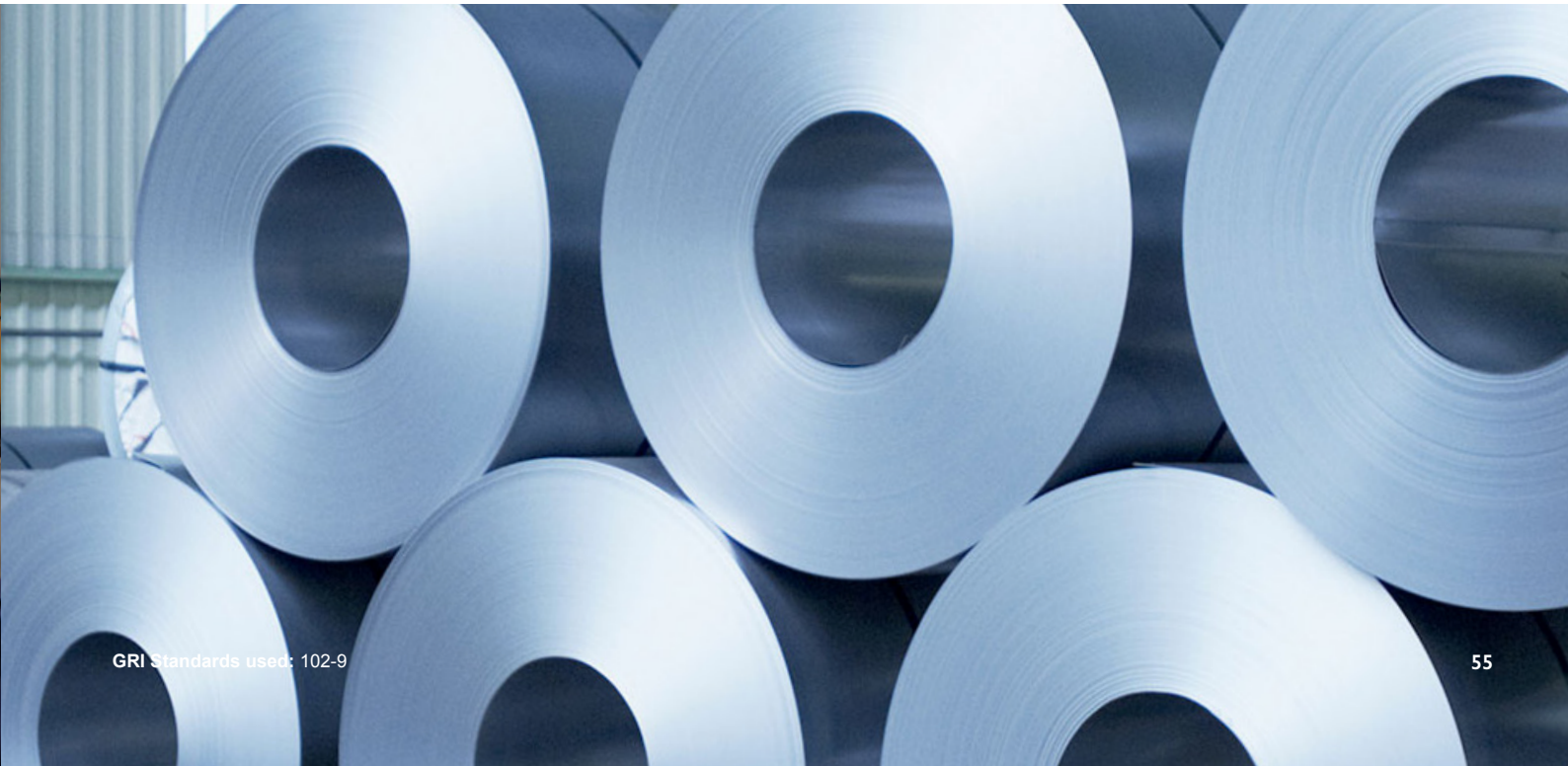
Jebsen & Jessen Financial Solutions, a division of Jebsen & Jessen Industrial Solutions, is also a pioneer in the field of corporate social responsibility and has set itself the goal of steadily increasing the number of sustainable projects in its portfolio. When selecting financing projects, this division complies with the **“IFC Exclusion List”** besides applying its own criteria. The **International Finance Corporation** is part of the World Bank Group, which specialises in financing for private companies. The Exclusion List consists of a variety of projects which the IFC does not fund because their practices harm the environment, are illegal or contravene human rights legislation. These same projects are also deliberately excluded from our export financing activities. Moreover, Financial Solutions applies the principles of the **World Trade Organization (WTO)** when selecting projects. The WTO’s mandate is to regulate commercial and trading relations. It helps trading companies achieve the most important of the “17 Sustainability Development Goals”. Financial Solutions focuses on projects in developing countries with the aim of creating jobs and substituting imports. Attention is also paid

to the **“5 Freedoms”** when selecting financing projects. These make up a concept for evaluating animal welfare. Before embarking on new financing projects, we ascertain whether the 5 Freedoms are complied with and, for example, exclude certain transactions from funding if they do not fulfil the minimum criteria applied to businesses that make use of animals.

Prolonging the steel lifecycle

Jebsen & Jessen Metals offsets measures that could harm the environment by putting used steel back into circulation. Waste steel is sold to Malaysia, melted in induction ovens, and refreshed if necessary by adding raw or sponge iron. This recycled steel is then sold on to put it back into circulation. The Leed certificate gives our customers transparent information on the percentage of recycled steel included in the product.

Jebsen & Jessen Financial Solutions is also a pioneer in the field of corporate social responsibility and has set itself the goal of steadily increasing the number of sustainable projects in its portfolio.





JEBSEN & JESSEN

OUR STAKEHOLDERS

Moving forward together with transparent communication

Our stakeholders

We attach the utmost importance to transparent communication with our stakeholders

We have in the past held a number of workshops to identify our key stakeholders and determine how far they interact with us internally or externally, directly or indirectly:

| Stakeholders | Internal | External | Direct | Indirect |
|-----------------------------|----------|----------|--------|----------|
| Banks | | X | X | |
| Shareholders | X | | X | |
| Employees | X | | X | |
| Suppliers | | X | X | |
| Customers | | X | X | |
| Authorities/official bodies | | X | | X |
| Competitors | | X | | X |
| Associations | | X | | X |
| Service providers | | X | X | |
| Representatives | X | | X | |

We see both our internal and external stakeholders as important partners of our Group. Our aim is therefore to provide them with information which is as transparent as possible and to keep them abreast of our environmental, economic and social measures. We already communicate with them through various information channels, and intend to use this annual sustainability report to provide them with information about internal workflows, measures, processes and their impact on economic, environmental and social matters. This information is intended to be still more transparent and detailed.

We divide our stakeholders into three groups: direct internal stakeholder groups, direct external shareholder groups and indirect external stakeholder groups. All these stakeholder groups receive information in the form of regular, up-to-date posts on our **social media channels** LinkedIn, Xing, Facebook and Instagram. We also publish contributions on the **websites** of our parent company and subsidiaries; these mainly serve as sources of external communication. We also have further communication channels, which are described below:

Shareholders, employees and representatives are all members of the **direct internal stakeholder group**. These stakeholder groups receive information via the following communication channels:



Intranet
The Intranet serves our employees as a central hub for the latest news, e.g. on socially relevant topics or new guidelines that have to be implemented.



Innovation Meet-Up
We also get together on a regular basis for an innovation meet-up. The meet-up is open to all employees at the Hamburg location, and besides being a communication channel for past, current and future projects, also serves as a mouthpiece for other matters relevant to the company.



Employee magazine “Focus”
In our employee magazine “Focus”, we report on day-to-day business in each division, the everyday working lives of individual employees, past or future events, and the highlights of previous months.



Employee interviews
We also hold 1-to-1 employee interviews at regular intervals. Besides facilitating the exchange of information, these interviews present an opportunity to agree on targets and resolve problems and conflicts.



Discussions with the management
Every month, employees have the opportunity to meet with managing partner Fritz von der Schulenburg and colleagues from other departments in small, constantly changing groups; these meetings facilitate open discussion on a wide range of topics.



Shareholders’ meeting
The main shareholders in our Group are kept informed of developments during the annual shareholders’ meeting and in regular talks, visits, video conferences, presentations and follow-up events. Mutual inclusion in the employee magazines published by our sister companies also ensures that communication is maintained between the companies in Hong Kong, Singapore, Perth and Hamburg.



Video conferences
We regularly exchange information with our global representatives, either directly or by video conferencing. The number of video conferences rose markedly during the COVID-19 pandemic.

Our **banks, suppliers, customers and service providers** all belong to the **direct external stakeholder group**. Along with the sustainability report, websites and social media, these receive information through the following channels:



Bank letters
As our external capital providers, we make sure that our banks are kept well informed. This information is provided on a formal basis. We send bank letters and hold personal meetings several times a year to provide information about our financial status and liquidity along with an overview of our business.

The **indirect stakeholder group** includes the **authorities and official bodies, competitors, associations and the interested general public**. This group receives additional information through the following communication channel:



Activities for associations
Current information is shared and market-relevant topics discussed at the members’ meetings held by the associations. These guarantee that we maintain regular dialogue with our indirect stakeholder groups.

WE WANT TO INFORM
OUR STAKEHOLDERS
MORE THOROUGHLY
AND TRANSPARENT
THROUGH OUR
SUSTAINABILITY
REPORT.

Our managing partner Fritz von der Schulenburg and other senior managers are voluntary members of the executive committees of the associations listed below. Membership of these associations facilitates constant dialogue and the expansion of an industry-specific network.

List of associations and initiatives

- BGA Bundesverband Großhandel, Außenhandel, Dienstleistungen e.V.
(Federal Wholesale, Foreign Trade, Services Association)
- BDEx Bundesverband des Deutschen Exporthandels e.V.
(Federation of the German Export Trade)
- VHE Verein Hamburger Exporteure e.V.
(Association of Hamburg Exporters)
- AGA Norddeutscher Unternehmensverband Großhandel, Außenhandel, Dienstleistung e.V.
(North German Employers' Association for the Wholesale, Foreign Trade and Service Sectors)
- Hamburg Chamber of Commerce
- WGA Wirtschaftsvereinigung Groß- und Außenhandel Hamburg e.V.
(Trade Association for Wholesale and Foreign Trade)
- OAV Ostasiatischer Verein / German Asia-Pacific Business Association
- LAV Lateinamerikaveroin e.V.
(Business Association for Latin America)
- FBN Family Business Network
- United Nations Global Compact
- Verband der Fertigwarenimporteure e.V.
(now known as German Importers)
- Verband Deutscher Treasurer e.V.
(Association of German Treasurers)
- The German Federal Government's Export Credit Guarantee expert group





JEBSEN & JESSEN

OUR GOALS & STRATEGY

We connect people & markets, products & industries

Our goals & strategy

We invest in human resources

We – the Jebesen & Jessen Hamburg Group – combine passion, strong performance, global presence and intelligence with entrepreneurial culture and a capacity for local action, thus creating a remarkable Hamburg-based distribution and service company which is deeply rooted in its businesses.

Whether through international trade, the distribution of goods, e-Mobility or export financing – our task is basically to connect people and markets, products and industries.

With this in mind, we also invest in new companies and business models that will remain viable in the future.

The Hamburg Group's business strategy is oriented on ethical standards. Our family-oriented culture and strong entrepreneurial spirit are found at the heart of every successful collaboration. Size must not be allowed to preclude lean structures and fast decision-making. Our decentralised corporate structure makes sure this does not happen.

We find that individual strategic focal points serve as pointers guiding us in a common direction that helps us pursue our goals.

Sustainable growth

As a family-run company, we strive to achieve sustainable growth, which is also driven by our diversified business areas with varying degrees of value creation. We still believe that regular reviews of our business models are a basic element of our ongoing strategic development. The business year 2021 was impacted by the COVID-19 pandemic and other special effects. We believe it is imperative to react regularly to these special circumstances so that we can continue steering our course successfully at all times. Annual budgets and forecasts enable us to keep our goals in sight and react in good time to signs of change.

Our extensive purchasing and sales network helps us improve our understanding of markets and customer requirements and enables us to develop and supply targeted solutions. We compare our structures and business models with those of the competition. We use a tool to review our portfolio and draw conclusions about initiatives such as partnerships or growth in individual segments.

Moreover, we wish to continue developing and would like to try applying the data available to us during our decision-making processes. We need to respond to constantly changing market conditions by applying hypotheses and realising strategic acquisitions in cooperation with the

operational departments so that we can continue integrating ourselves both horizontally and vertically. When making acquisitions, our goals are to strengthen our added value, acquire new expertise and thus further consolidate our position on our core markets. Even without specific search mandates, we can rely on our network to help us continue growing horizontally and vertically in the market dynamic.

Moreover, the establishment of our fifth pillar, Jebesen & Jessen Invest, allows us to follow developments on this growth market by cooperating with new and long-standing companies and funds while furthering the development of our business models and enhancing our ability to respond to disruption by facilitating the fast, iterative development of new products. We believe that cooperating with start-ups and accelerators gives us great opportunities to develop innovations and gain access to new technologies that can be vitally important in our current areas of business and beyond. In our view, the key to overcoming the challenges of a disruptive market is a mixture of fund shares and direct holdings. We focus in particular on sustainable alternatives in the chemicals industry, intelligent agriculture, and transparency along our supply chains.

We believe that working with start-ups and accelerators pays off in many ways, e.g. when it comes to developing new products, incorporating innovative technologies or

rethinking entrenched processes. We therefore see start-ups not only as generating ideas but also as driving them.

We have also set up a process to advance our own ideas within the Group. Employees are for example able to add their ideas or structured project proposals to a collection, which is then reviewed at regular intervals so that we can decide which ideas or proposals should be adopted. We work with Asana, a work and project management software programme that maps our working methods digitally and enables us to function with maximum transparency regardless of the location.

Digitisation and processes

For us, productivity means constantly improving the efficiency of processes. This applies both internally and externally. The topic of digitisation therefore has a broad reach for us too. The approach we pursue is that failures can lay the foundations for greater learning success. We apply it to improve our development and market position. During the course of continual internal and external dialogue, it is important to us never to lose sight of our customers' focus and to keep on repositioning ourselves. Productivity also means staying relevant in the future. We are constantly at pains to put ourselves in the customer's shoes so that we can deal with potential challenges and avoid them in the future.

Professional project management enables us to tackle the challenges currently facing our company. We use it to lay the foundations for essential, forward-looking transformation projects that follow classic or agile approaches. It is also strategically important to us to test technology during the course of small in-house pilot projects before transferring it to operational processes. Our strategic goal is to expedite the still highly analogue supply chain by pressing ahead with its digitisation. We intend to focus on automation and artificial intelligence to achieve maximum efficiency and productivity.



Investment in human capital

Generations of history and tradition have shaped our family-run company and cemented its corporate culture. Over the years, the openness and cohesion of the companies and management have anchored a strong sense of “we” and of being there for each other. Our flat hierarchical structures allow employees to assume responsibility early on and to participate in structural processes.

Next to the strategic focus of our operations, we therefore set great store by the further development of our staff, seeing this as an investment in human capital. As a family-run company, our employees play a key role in the enterprise’s development.

Ultimately, it is our highly motivated staff who pursue our goals, offer our customers reliable service and achieve or maintain a solid market position.

The decentralised structure of our corporation not only allows for entrepreneurial autonomy within the Group but also gives employees in all parts of our corporation the greatest possible freedom to develop individually. From the perspective of our economic, environmental and social responsibilities, we believe that management seminars, workshops on managing staff who are working from home, training sessions on cooperating more efficiently in hybrid work situations, and other further training measures are cornerstones of our long-term corporate success. Our family culture and strong entrepreneurial spirit are the core of every successful collaboration and also represent our newly defined fourth value very well: family spirit! This complements the other values we already uphold – “open-minded – competent – innovative” – which have been honed and supplemented by guiding principles. Our values, “open-minded – competent – innovative – family spirit” are central guidelines that orient us in our day-to-day work and help us reach our targets. We liken our values to a ship’s wheel which keeps our ship (symbolic of the corporation) on course and guides it to its destina-

tion, thus helping us move together in the same direction. Our corporate values determine how our employees co-operate and interact. They are both cornerstones of our culture and drivers of change. In the light of the changes taking place in modern corporate culture, we believe it is strategically important for us to consistently illuminate our values.

OVER THE YEARS, THE OPENNESS AND COHESION OF THE COMPANIES AND MANAGEMENT HAVE ANCHORED A STRONG SENSE OF “WE” AND OF BEING THERE FOR EACH OTHER.



Materiality analysis

The purpose of the materiality analysis is to define the topics that are most important for a company’s external and internal stakeholders and to map them using the GRI Standards. This ensures that each of the standards evaluated is clearly mapped.

The topics of material importance to stakeholders in terms of economic, environmental and social impact were identified firstly by means of regular dialogue through the various communication channels and secondly internally by various entities within the Jebsen & Jessen Hamburg Group. We also distributed a survey to determine the topics of key importance to each stakeholder group.

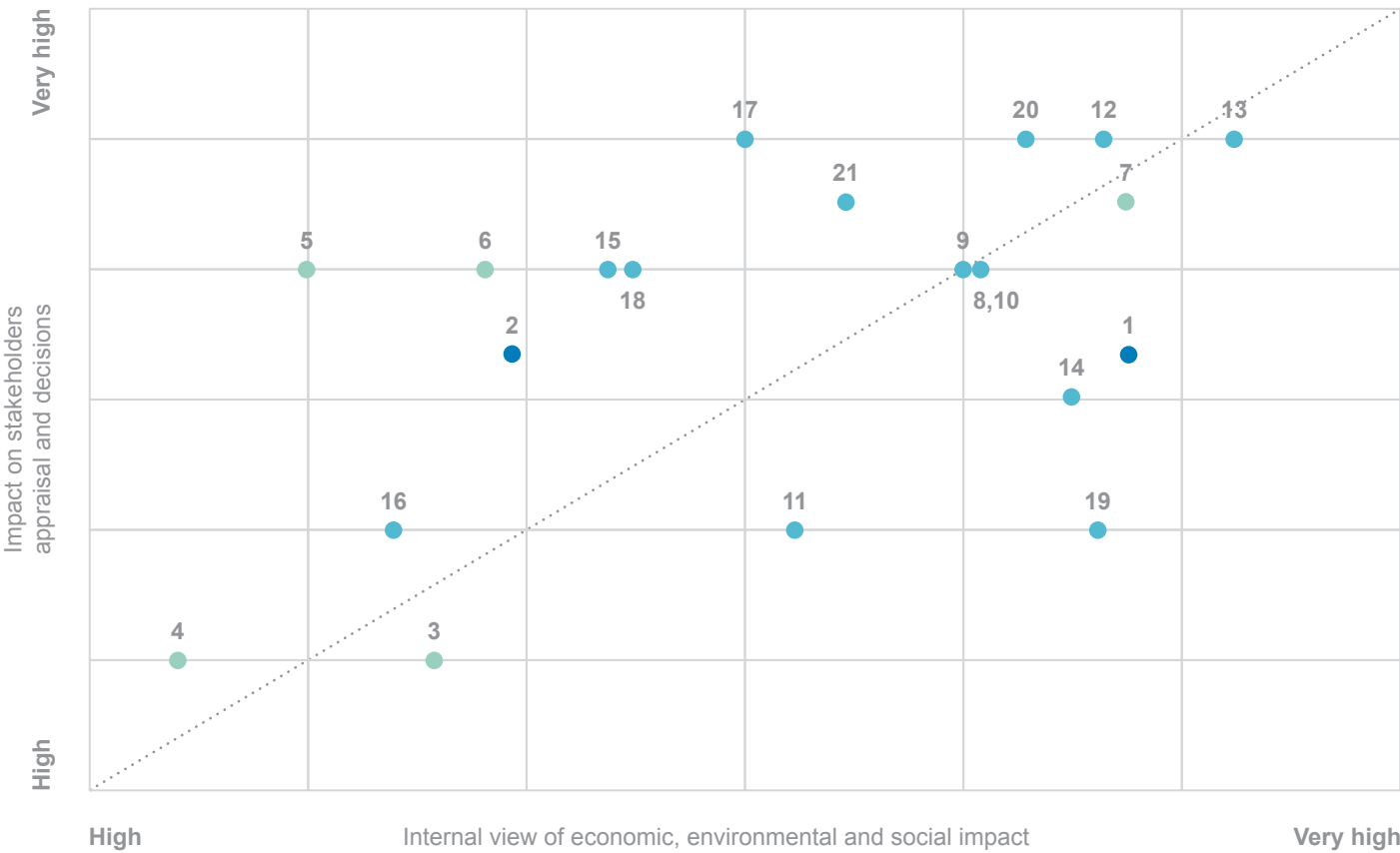
The most important topics were identified and placed in the context of the GRI Standard. The topics are colour-coded and assigned to the fields “Economy”, “Environment” and “Social”.

The vertical axis shows the importance of the indicators from the viewpoint of external stakeholders. The horizontal axis shows the internal view of their economic, environmental and social impact.

The positioning of the circles reflects our evaluation of the disclosures. The greenhouse gas emissions generated during our business trips, for example, are extremely important to both our company and our external stakeholders. Only the greenhouse gas emissions associated with our electricity consumption are still classified as a material topic, since we are constantly endeavouring to minimise them. However, since the majority of our corporation now uses green electricity, the importance of these emissions within the list of material topics has declined. In contrast, the topics of digitisation, workplace health and compliance have gained in importance due to the COVID-19 pandemic.

There have been minor changes to the list of material topics since the publication of the sustainability report for 2019. This year’s report now lists “Data privacy and IT security”, “Work-life balance”, “Customer satisfaction” and “Social commitment of the Hamburg Group” among the material topics.

Other changes to the weighting of material topics are based on the survey, which was used as a measurement tool for the first time and was followed by internal verification of the material topics.



Economic factors

- 1 Direct economic value generated and distributed (GRI 201-1)
- 2 Business strategy with consideration of sustainability opportunities and risks (GRI 201-2)

Environmental factors

- 3 Direct GHG emissions (Scope 1) (GRI 305-1)
- 4 Energy indirect (Scope 2) GHG emissions (GRI 305-2)
- 5 Other indirect (Scope 3) GHG emissions (GRI 305-3)
- 6 Reduction of GHG emissions (305-5)
- 7 Digitisation strategy

Social factors

- 8 New employee hires (GRI 401-1)
- 9 Employee turnover (GRI 401-1)
- 10 Benefits (GRI 401-2)
- 11 Parental leave (GRI 401-3)
- 12 Occupational health services (GRI 403-3)
- 13 Training and education (GRI 404-1)
- 14 Programs for upgrading employee skills and transition assistance programs (404-2)
- 15 New suppliers that were screened using social criteria (GRI 414-1)
- 16 Negative social impacts in the supply chain and actions taken (GRI 414-2)
- 17 Compliance measures
- 18 Data privacy and IT security
- 19 Work-life balance
- 20 Customer satisfaction
- 21 Social commitment

Our pathway to sustainability
Working together to protect tomorrow's world

We – the Jebesen & Jessen Hamburg Group – combine passion, strong performance, global presence and intelligence with entrepreneurial culture and a capacity for local action, thus creating a remarkable Hamburg-based distribution and service company which is deeply rooted in its business. The sustainability concept is deeply rooted in our service process. As a global company, we believe this is also a question of credibility. We bear responsibility in several respects: as employers, as purchasers, as manufacturers, as trading partners and as participants in a wide variety of cultures and societies. As part of the global community, we aim to set a good example.

Our goal is to continue optimising our sustainability practices, offset our emissions, and advance still further in terms of CSR every year. We foster our employees' awareness of their responsibility for environmental and social matters at all levels and instruct them to make efficient use of the resources available. Our internal efforts to improve our sustainability are designed to give our employees food for thought so that they can act responsibly and independently when dealing with environmental and social considerations. For this reason, 2021 was marked by the development of a new communication campaign in the Intranet, which has been named JJGreensteps. This campaign involves sending sustainability facts and tips to colleagues every week so that they are inspired to make their everyday working lives more sustainable both inside and outside the office.



WE BEAR RESPONSIBILITY
IN SEVERAL RESPECTS:
AS EMPLOYERS,
PURCHASERS,
MANUFACTURERS,
TRADING PARTNERS
AND AS PARTICIPANTS
IN A WIDE VARIETY
OF CULTURES AND
SOCIETIES.

Compliance

Our compliance guidelines ensure that our conduct is lawful and ethical

Any action undertaken by employees of the Jebsen & Jessen Hamburg Group is aligned with our basic values. We live these values in the way we deal with each other every day and in our cooperation with business partners. These business partners are customers, suppliers, representatives, consultants, lawyers and other service providers who have contractual relationships with the Jebsen & Jessen Hamburg Group or one of its subsidiaries.

We expect our business partners to adopt our values as their own when dealing with their employees and third parties – this is the only way in which we can maintain compliance and act sustainably.

The Jebsen & Jessen Hamburg Group’s business strategy is oriented on ethical standards. We are constantly at pains to comply with rules and regulations, whether ethical or legal. The personal integrity of all our staff is a key factor which influences our Group’s credibility and the high regard in which it is held. The management boards ensure that sufficient governance and information are provided to guarantee that regulations are complied with in all areas. They are assisted in this by the Legal & Compliance department, which was newly established in 2021. The department’s tasks include defining **codes of conduct** for employees and business partners of the Jebsen & Jessen Hamburg Group in order to ensure that all concerned act responsibly.



SCAN ME

For complex issues such as data privacy, we have engaged external service providers to help us make sure that the relevant statutory regulations are complied with. We also have a data privacy manager who coordinates data privacy matters internally in agreement with the data protection officer. Our data privacy management rests on three pillars:

- 1. Data processing records
- 2. Contracts
- 3. Internal guidelines

The data protection manager keeps internal **records of processing activities** as specified in Article 30 GDPR. We also conclude **contract processing agreements** with providers, e.g. of cloud-based tools, as set out in Article 28 GDPR. Moreover, we are working on various internal **guideline documents**:

- 1. Data privacy guideline
- 2. Guideline on using IT equipment and IT-based services
- 3. Standard operating procedure for the rights of data subjects pursuant to GDPR
- 4. Information sheet explaining the rights of data subjects pursuant to GDPR
- 5. Standard operating procedure for dealing with data breaches

The Legal & Compliance team is also working with the IT team to create a data erasure concept, which will involve the revision of existing internal documents.

We also use case studies internally to raise awareness of the right way to handle data.

THE PERSONAL INTEGRITY OF ALL OUR STAFF IS A KEY FACTOR WHICH INFLUENCES OUR GROUP’S CREDIBILITY AND THE HIGH REGARD IN WHICH IT IS HELD.



Our Export Control staff monitor trade in our products and pay particular attention to the **Dual Use Regulation** and **sanctions lists**. This means we do not deal in weapons or do business with embargoed countries such as Iran. In general, we only trade in non-critical goods. The Export Control department also obtains the necessary permits from BAFA when handling dual-use goods.

Internal **compliance training** is provided to ensure that our employees adhere to the Jebsen & Jessen Hamburg Group's compliance guidelines. During 2021, external consultants provided extensive training in the areas of export control and cyber awareness. These training sessions are ongoing. In 2022, we plan to train our staff on dealing with cybercrime. We also intend to create a contingency plan to be used in the event of a cybercrime incident.

2021 also saw the Jebsen & Jessen Hamburg Group launch a whistleblower system. This facilitates the confidential reporting of any misconduct on the part of internal or external stakeholders. Reports of this type are reviewed by the compliance team.

Moreover, our staff have Intranet access to a so-called **Policy Center**, which always contains all important compliance guidelines and documents on topics such as the following:

- Anti-corruption guideline
- Regulations governing invitations, hospitality and gifts
- Conditions of use for communication channels/media
- Processes for preventing attempted fraud during payment transactions
- Know your customer (KYC) guideline
- Invoice checking processes / payment authorisations
- Sanction monitor/LexisNexis Bridger Insight®
- Guideline on commercial representatives

As a global trading company with business partners in more than 80 countries that encompass a wide range of cultures, it goes without saying that we bring clarity and transparency to the subject of compliance. Under no circumstances do we ever accept or pay bribes or kickbacks. Commission agreements, other agreements for services and other payments that cannot be proven to relate to goods or services must be confirmed in a written document which clearly states the scope of the service, the recipient of the service and the recipient of the payment. Our aim with these rules is not only to comply with the law but also to discharge our responsibilities as honest business people.

Moreover, it is becoming increasingly important when initiating international business relations to have a thorough knowledge of our business partners, which in turn requires the implementation of an extensive KYC process. This process is based on records of relationships with business partners and the performance of extensive due diligences of customers and suppliers by the competent trade manager before any trade agreements are concluded. The aim is to provide and document a consistent level of knowledge about our business partners. Business partners are entered into the ERP systems no later than the time at which they submit their offers; they then undergo checks, e.g. to find out whether they have been sanctioned. Our master data is also checked against data held by our credit information agency. This process is controlled by the **Finance & Credit Risk department**, among others.

We regularly perform automated in-house checks on our business partners. Some of the companies in the Jebsen & Jessen Hamburg Group use the software programme “**Sanktionsmonitor**” for this purpose, while others use the **software programme “LexisNexis Bridger Insight®”**. Both software programmes have interfaces to our ERP systems and check our business partners’ master data against embargo and sanctions lists every day. As well as European lists, these include lists from the USA and other countries. If the result is not unequivocally positive, i.e. if the business partner’s conduct is in violation of the law, this information is sent to selected employees in the various divisions who are responsible for performing more extensive checks and blocking the business partner in the ERP system if necessary.

LexisNexis Bridger Insight® also checks for corruption, drugs, murder cases, environmental pollution, violations of monopolies legislation etc. but does not incorporate social criteria. It is expected that demand for social criteria checks will increase once the German Supply Chain Due Diligence Act comes into force in 2023. The BAFA is currently developing a questionnaire which can be given to the supplier for completion.

Our compliance structure helps us ensure that we implement internal guidelines and changes in the law without loss of time, monitor compliance with these, and always act responsibly as a company. It also underpins our efforts to integrate the **Ten Principles of the UN Global Compact** into our daily business and to base our entrepreneurial activities on these. Our aims are to protect human rights, comply with work standards, foster awareness of environmental issues and prevent corruption.

With the help of
our compliance structure,
we and our company can
operate responsibly at all times.





JEBSEN & JESSEN

OUR ECONOMIC RESPONSIBILITY

Success through sustainable growth

Our economic responsibility

Successful business year despite strain on the global market

As the holding company within our corporate structure, Jebsen & Jessen (GmbH & Co.) KG performs the key function of managing the finances of the concern and its subsidiaries. This enables the operational areas to concentrate on their core markets and on customer-oriented product sales.

The business year 2021 was affected by numerous special factors that influenced economic activity. Despite the still ongoing COVID-19 pandemic, raw materials shortages and supply chain challenges, the economy showed signs of recovery during the year.

This was also reflected in the company's sales, which increased by around 600 million € year-on-year to 1,363 million €.

Every one of our divisions was able to contribute to the success of the Jebsen & Jessen Hamburg Group:

The business year 2021 turned out to be highly profitable for the **Trading Solutions division**. Sales and earnings before taxes increased significantly compared to the previous year, which meant that the division closed the financial year above expectations. Operational developments were positive across all divisions.

Numerous long-term framework contracts have been concluded to safeguard the lasting success of our business distributing home & personal care products and additives for food/animal feed in Europe and South America. Moreover, our U.S. subsidiary managed to significantly increase its sales and generate a profit for the first time since it was founded three years ago.

Following the collapse caused by the pandemic in 2020, our petrochemicals business managed an impressive turnaround during the reporting year 2021. However, the gas crisis means that the petrochemicals industry will not be able to maintain this turnaround next year.

Our pesticides business was the only area in which sales declined slightly, due to the global rise in raw materials prices and freight charges and the pressure this exerted on our operating margins.

2021 was an outstanding year for our industrial chemical business, which also saw a significant rise in sales and profits. Plastics products in particular benefited from the increasing raw materials prices.

The **Textiles division** closed the business year 2021 above expectations, disclosing figures on a par with those of the previous year. Our textile merchandise segment was able to lock in the majority of its business early in the year, which turned out to be successful despite minor shifts.

The business year 2021 saw our **Garnet Sand division** restored to its former strength. The manufacturing industry is increasingly recovering from the consequences of the pandemic, which has led to a perceptible increase in demand. Despite the challenging market conditions, the company maintained its position as a reliable business partner and was thus able to increase its market share and acquire new strategic clients.

The largest acquisition in the history of the Jebsen & Jessen Hamburg Group on 1 October 2020 led to the creation of the new **Industrial Services division**. The Industrial Services division can look back on a very successful first full business year under the aegis of the Jebsen & Jessen Hamburg Group. Both sales volume and earnings before taxes exceeded expectations.

Our structured Export Finance project business and the Transportation and e-Mobility segments closed the previous business year on a positive note. Demand for structured export financing rose perceptibly worldwide, and our strategic focus on greater numbers of large-volume transactions showed signs of success. The Transportation/e-Mobility sector saw a continuation of the previous years' trend towards replacing diesel vehicle fleets with electric buses.

Our steel import business was remarkably successful and closed far above expectations. Here the company enjoyed the benefits of high demand and high profit margins in Canada, which is our main market.

As a family-run company, we strive to achieve sustainable growth, which is also driven by our diversified business areas with varying degrees of value creation. We keep our shareholders abreast of our economic development and also provide detailed information about the Group's development, current position and expectations for the coming business year during the annual shareholder's meetings. Annual budgets and forecasts enable us to keep our goals in sight and react in good time to signs of change.

Ultimately, it is our highly motivated staff who pursue our goals, offer our customers reliable service and achieve or maintain a solid market position. We provide our suppliers with a high degree of functionality and offer professional product development, flexibility and creativity along the value chain. We believe that one of the most important factors in our success is our global network of trustworthy

business partners, who ensure that we have direct access to all major purchasing and sales markets. Last year, we were able to expand this network and thus strengthen our market position.

As a global company, the Jebsen & Jessen Hamburg Group is exposed to market price, currency, interest and certain country risks. The continual improvement of our internal workflows and use of appropriate risk instruments ensure that we are always in a position to identify and react to potential risks. These risk management and control instruments also cover all the affiliated companies which are not included in the consolidated financial statement.

The figures presented in this chapter are taken from our consolidated annual financial statement, which has been audited by our accountant and therefore encompasses all German subsidiaries based in Hamburg and Buchholz as well as all the foreign companies domiciled in North/South America and the rest of Europe.

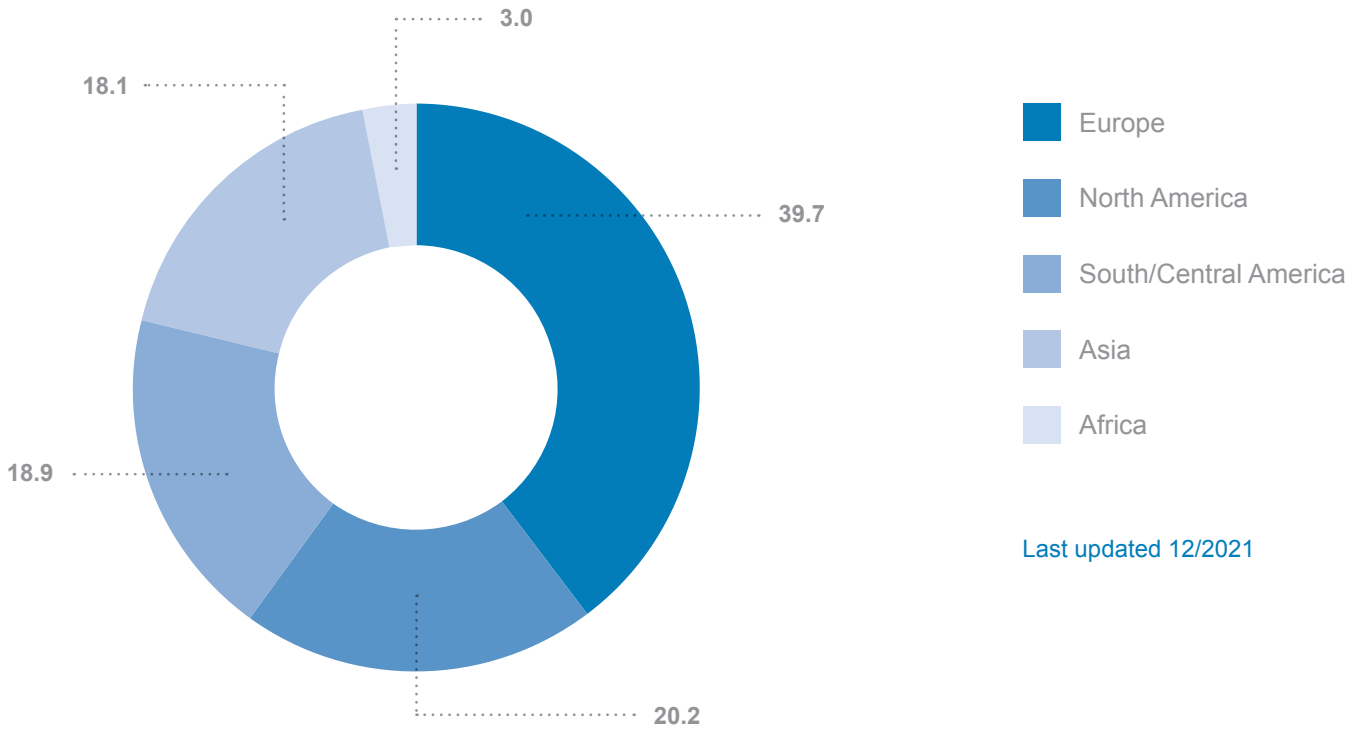


Key performance indicators of the Jebsen & Jessen Hamburg Group

The net revenues of the Jebsen & Jessen Hamburg Group during the fiscal year 2021 amounted to approx. 1,363.0 million €.

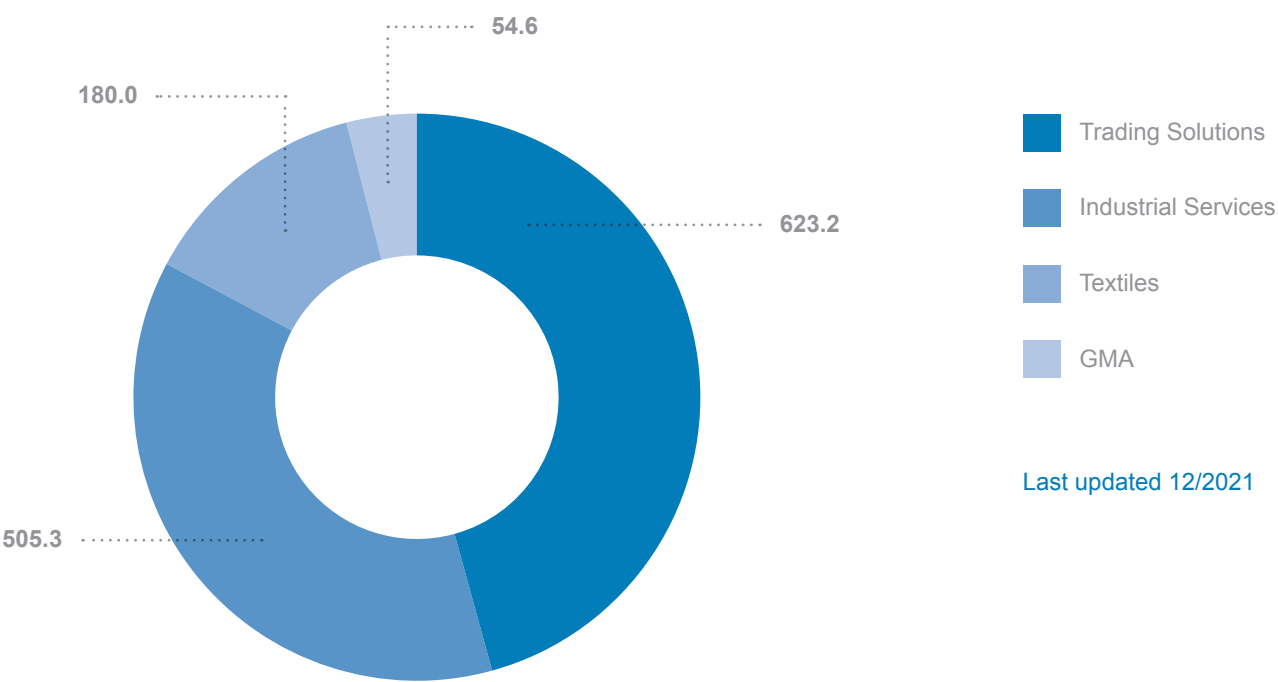
| In EUR million | 2021 | 2020 | 2019 | 2018 |
|----------------------------------|---------|-------|-------|-------|
| Net revenues | 1,363.0 | 741.0 | 740.0 | 884.7 |
| Operating costs | 1,293.1 | 698.7 | 698.0 | 837.3 |
| Employee wages and benefits | 41.4 | 30.8 | 28.5 | 29.7 |
| Payments to providers of capital | 13.3 | 3.9 | 2.4 | 3.6 |
| Payments to the government | 8.8 | 3.3 | 4.1 | 5.2 |

Revenues per region in %
(2021)



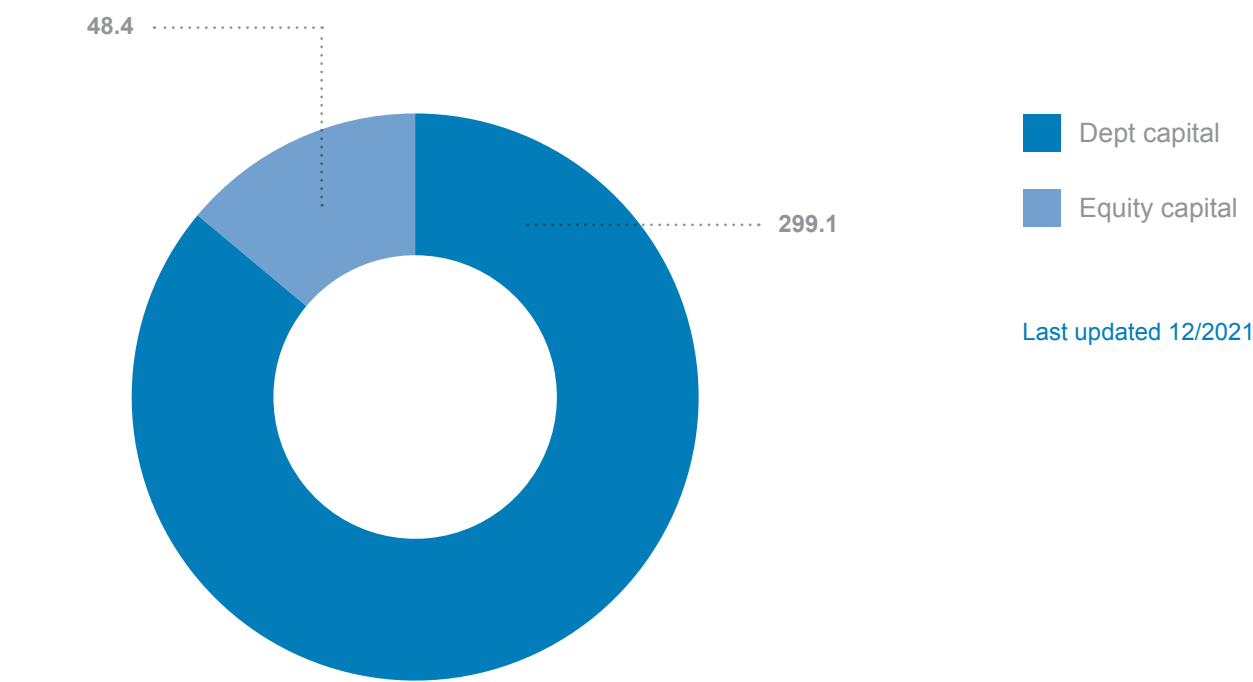
Last updated 12/2021

Net revenues in EUR million
(2021)



Last updated 12/2021

Total capital in EUR million
(2021)



Last updated 12/2021

Financial opportunities and risks

As the Jebsen & Jessen Hamburg Group, we can derive both financial opportunities and risks from the ongoing COVID-19 pandemic, the raw materials shortages, the challenges facing supply chains, increasing climate change, and other global economic and environmental events.

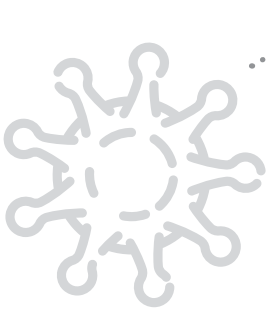
We face up to risks with a high level of expertise. The functional areas of Accounting, Controlling, Treasury, Legal & Compliance and Risk Management are centralised for the entire corporation and act as business partners when dealing with all matters relating to market price, currency, interest and country-specific risks.

The consequences of climate change have significant implications for us as the Jebsen & Jessen Hamburg Group. This is because the fight against climate change is inducing both national organisations and individual countries to impose stricter regulations governing CO₂ emissions, e.g. for container ships. This is causing a rise in transport costs and can erode margins depending on the market situation.

Another regulatory factor is the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz – LkSG), which was the subject of further discussion in 2020. The size of the companies in the Jebsen & Jessen Hamburg Group mean that they are not under any direct obligation to take the actions specified in this law. However, it is already apparent that the indirect influence exerted when implementing the LkSG would require considerable outlay for our companies in terms of economic expenditure and human resources. We will do our best to comply with the guidelines in the LkSG and pursue the goal of minimising or even eliminating social and environmental risks.

Our customers are also affected by natural disasters. Drought or heavy rainfall can have a significant impact on farm crops. This in turn affects our customers' financial solvency. We are then faced with the challenges of delayed payment, possible bad debts and smaller purchasing volumes during the following season.

Global warming may cause insect infestation and fungal diseases to become more widespread. This could lead to increased sales of pesticides. As already described, we endeavour to set an example on the market in this respect by using sustainable products.



**WE COUNTERACT
RISKS WITH OUR HIGH
LEVEL OF COMPETENCY.**



JEBSEN & JESSEN

OUR ENVIRONMENTAL RESPONSIBILITY

Saving our resources



Our environmental responsibility

Action that conserves resources for a smaller carbon footprint

We are fully aware of our responsibility for the environment. Resources are finite, which is why we have to treat them carefully and use them sparingly.

Our goal is therefore to reduce our ecological footprint and make a positive impact on climate change.

As a service company, our aim is to reduce the greenhouse gases emitted during the course of our everyday office work. At our **Hamburg location**, we are working hard on a digital strategy. Along with the implementation of more efficient work processes that are more sparing of resources, this also contains a clear concept for increasing the percentage of paper-free work. Human capital management software, for example, has been implemented for this purpose. A document management system was also introduced in 2021.

We use JJGreensteps to give our employees tips and increase their awareness of how to make their everyday working lives paper-free. JJGreensteps is our Intranet communication channel and offers hints and tips on making everyday office life more sustainable. Among other things, we have advised our staff to use the search machine Ecosia, which specialises in sustainable searches. Approx. 80% of Ecosia's surplus income is donated to sustainable nature conservation organisations.

The Jebesen & Jessen Hamburg Group relies solely on laptops and tablets to improve mobility and reduce the use of paper. With an eye to working paper-free in the future, 2020 saw us replace our printers with new ones that can scan documents in accordance with our future requirements and store the data directly in our network environment. The new multifunctional devices are not only fast and efficient but also save on energy and toner.

Mobile working has intensified the need for paper-free processes in the Jebesen & Jessen Hamburg Group, particularly as a result of the COVID-19 pandemic that broke out in 2020. As a result of the pandemic, we undertook

almost no business trips in 2020/2021 and held most of our meetings digitally instead.

The Environmental Action Day held jointly by the Jebesen & Jessen Hamburg Group and Brands Fashion as part of the International Coastal Cleanup Days resumed after an enforced break due to COVID-19. Our colleagues at Brands Fashion collected litter dropped in the vicinity of the local river, the Seeve. Our staff in Hamburg cleaned the riverside paths and water around the Outer Alster. The highlight of the day was the environmentally friendly trip to our destination on board the electric bus provided for demonstration purposes by our Spanish manufacturer **Iri- zar**.

We are making every effort to minimise our CO₂ emissions. The Jebesen & Jessen Family Enterprise Group has set itself the goal of compensating for CO₂ emissions by investing in environmental projects. We at the Jebesen & Jessen Hamburg Group first calculated our CO₂ emissions on the basis of the Greenhouse Gas Protocol and compensated for them proportionately in 2017. The Greenhouse Gas Protocol Corporate Standard (GHGPCS) provides standards and guidelines for companies and organisations preparing an inventory of their greenhouse gas emissions.¹⁰ This methodology encompasses accounting and reports on the six greenhouse gases covered by the Kyoto Protocol using standardised approaches and principles with the aim of developing effective strategies for managing and reducing the corporation's emissions.

After examining and evaluating the Jebesen & Jessen Hamburg Group's corporate activities in terms of their CO₂ emissions, we now compensate for these by making appropriate environmental investments every year. For us, this is another step in the right direction. We as the Jebesen & Jessen Hamburg Group intend to persevere with this and uphold our commitment to sustainability. We stay true to our ideal of taking care of our employees, communities and the environment as far as we are able.

The Jebesen & Jessen Hamburg Group does not compensate for carbon emissions caused by external supply chain services (e.g. forwarding companies and warehouses), since these are the responsibility of the respective service providers.

This chapter encompasses all the companies in the Jebesen & Jessen Hamburg Group since we calculate and compensate for the CO₂ emissions of each one.

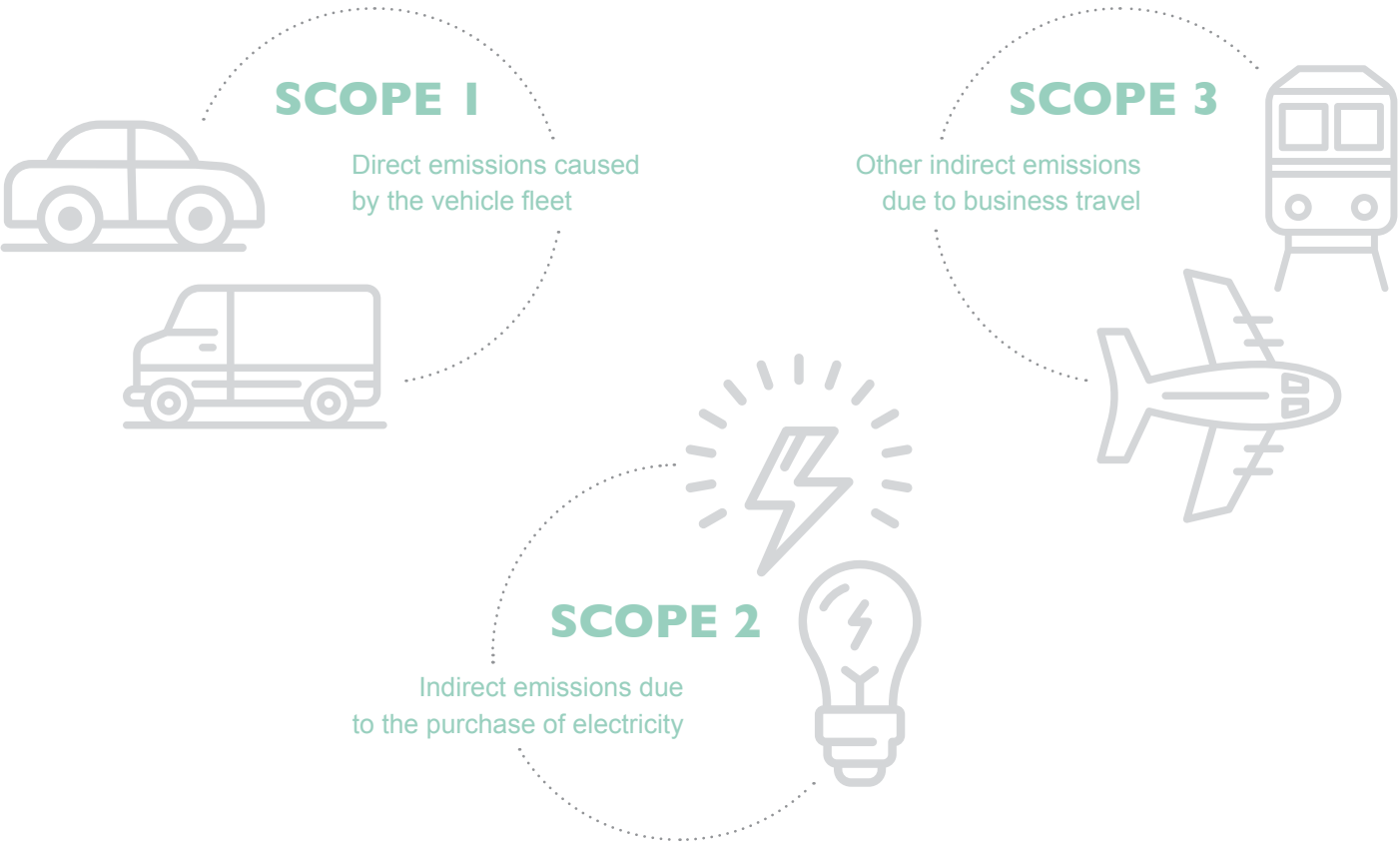


Greenhouse gas emissions

The GHGPCS distinguishes between three different areas in which emissions can arise, and we have used these as the basis of our calculations:

- **Scope 1:** All direct GHG emissions from sources owned or controlled by the company
- **Scope 2:** All indirect GHG emissions from the generation of electricity used by the company
- **Scope 3:** All other indirect GHG emissions that are a consequence of the company’s activities but occur from sources not owned or controlled by the company

On the basis of scopes 1, 2 and 3, the Jebesen & Jessen Hamburg Group calculates and compensates for the emissions caused by the following company-related activities. The frame of reference was chosen in accord with Jebesen & Jessen Pte Ltd. in Singapore:



We adopted the equity share approach when making the calculations. The emission factors used for the calculations are shown in the following tables:

Scope 1:¹¹

| Market segment | Diesel [kgCO ₂ e/km] | Petrol [kgCO ₂ e/km] | Hybrid [kgCO ₂ e/km] |
|-------------------|---------------------------------|---------------------------------|---------------------------------|
| Electric cars | - | - | - |
| Mid-size | 0.14307 | 0.17497 | 0.08876 |
| Mid-size luxury | 0.15955 | 0.20359 | 0.09271 |
| Off-road vehicles | 0.20376 | 0.21658 | 0.07503 |
| Minivans | 0.17503 | 0.19479 | - |

Scope 2:^{12, 13, 14, 15}

| Energy grid | Emission factor [kgCO ₂ e/kwh] | Source | Year |
|-------------|---|---------------------------|------|
| Germany | 0.375 | German Environment Agency | 2020 |
| USA | 0.45322 | EPA | 2018 |
| Panama | 0.7865 | National Energy Secretary | 2013 |

Scope 3: Airtravel¹¹

| Flight class | Emission factor [kgCO ₂ e/passenger-km] |
|-----------------------|--|
| Economy class | 0.14787 |
| Premium economy class | 0.23659 |
| Business class | 0.42882 |
| First class | 0.59147 |

Scope 3: Train Travel¹¹

| Train route | Emission factor [kgCO ₂ e/passenger-km] |
|---------------|--|
| National | 0.001 |
| International | 0.00497 |

Scope 3: Rental Car¹¹

| Market segment | Diesel [kgCO ₂ e/km] | Petrol [kgCO ₂ e/km] | Hybrid [kgCO ₂ e/km] |
|-------------------|---------------------------------|---------------------------------|---------------------------------|
| Electric cars | - | - | - |
| Mid-size | 0.14307 | 0.17497 | 0.08876 |
| Mid-size luxury | 0.15955 | 0.20359 | 0.09271 |
| Sports cars | 0.16664 | 0.22342 | 0.09487 |
| Off-road vehicles | 0.20376 | 0.21658 | 0.07503 |
| Minivans | 0.17503 | 0.19479 | - |

CO₂ emissions are calculated using the following formulas:¹⁰

| Scope | Formula |
|--|---|
| Scope 1: Direct emissions | [kgCO ₂ e] = distance [km] * emission factor [kgCO ₂ e /km] * equity approach [%] |
| Scope 2: Indirect emissions | [kgCO ₂ e] = consumption [kwh] * emission factor [kgCO ₂ e /kwh] * equity approach [%] |
| Scope 3: Further indirect emissions | [kgCO ₂ e] = distance [km] * emission factor [kgCO ₂ e /passenger-km] * equity approach [%] |

The following emission figures were calculated for scope 1, 2 and 3 in 2021

Scope 1

Vehicle fleet of the Jebsen & Jessen Hamburg Group (2021)

| Fuel type | km driven (purchased vehicles) | km driven (leased vehicles) | Total km |
|-----------------------------------|-----------------------------------|--------------------------------|-----------|
| Petrol | - | 323,445 | 323,445 |
| Diesel | - | 568,535 | 568,535 |
| Super E10 | - | - | - |
| Electricity | 7,600 | 64,702 | 72,302 |
| Hybrid: petrol/electricity | - | 606,967 | 606,967 |
| Gasoline (89) | 15,000 | - | 15,000 |
| Total | 22,600 | 1,563,649 | 1,586,249 |
| CO ₂ emissions in tons | 3.1 | 209.4 | 212.5 |

Scope 2

Energy consumed by the Jebsen & Jessen Hamburg Group (2021)

| Type of electricity | FY | kWh | CO ₂ emissions in t |
|--------------------------|-------|--------|--------------------------------|
| Conventional electricity | 289.3 | 80,362 | 42.8 |

Scope 3

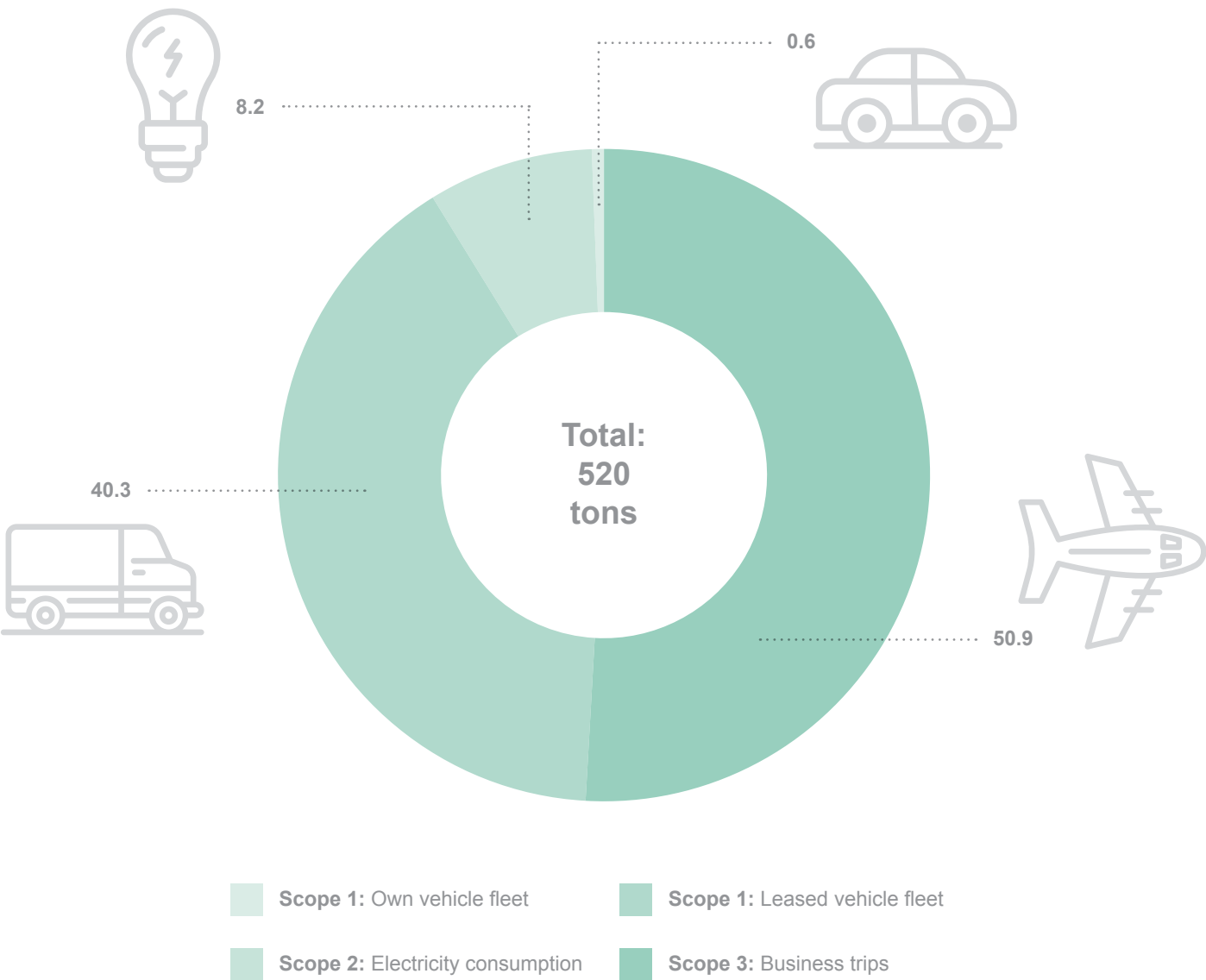
Business trips taken by the Jebsen & Jessen Hamburg Group (2021)

| Mode of transport | Distance in km | CO ₂ emissions in t |
|-------------------|----------------|--------------------------------|
| Plane | 749,090.4 | 262.5 |
| Train | 21,131.3 | 0.1 |
| Rental car | 5,336.2 | 1.9 |
| Total | 775,557.9 | 264.5 |

Emissions of the companies included in the report at a glance:

| Emission type | CO ₂ in t (2021) | CO ₂ in t (2020) | CO ₂ in t (2017 – first year) |
|---------------|-----------------------------|-----------------------------|--|
| Scope 1 | 212.5 | 223.8 | 153.4 |
| Scope 2 | 42.8 | 84.6 | 111.5 |
| Scope 3 | 264.5 | 30.7 | 716.9 |
| Total | 519.8 | 339.1 | 981.8 |

Emissions of Jebsen & Jessen Hamburg Group by scope in % (2021)



PREVENTED EMISSIONS
BY GREEN ENERGY:
205.08 TONNEN

Our calculated CO₂ emissions during the reporting year 2021 were approx. 180 tons up on the previous year. One reason for this is that travel restrictions are gradually being lifted. More staff were able to undertake business trips, especially during the summer months. The emissions calculated for Scope 2 have decreased because many employees are still making use of mobile working opportunities and fewer are working at the office. This means that energy consumption has declined. Since more staff have resumed travelling to the office on public transport and fewer are arriving by car, the CO₂ emissions disclosed under Scope 1 have decreased.


We offset 725 tons of greenhouse gas emissions by investing in a climate protection project. Since this is the first time that the emissions generated by the companies acquired in 2020 have been fully incorporated into our calculations, there is still a degree of differentiation in this data base. We therefore decided to offset approximately 200 tons more CO₂ in order to close any possible data gaps. Our financial support flowed into a **project for reforesting and fighting the degradation of vegetation in Caazapá and Guairá**, which has been certified by South Pole. Paraguay has been cultivating its grassland and


prairies for livestock for almost 500 years, with high-quality beef being the country's main export. In areas where the land has been historically cleared and converted into extensive grassland, years of trampling by cows' hooves have severely degraded the soil. In view of the ongoing deforestation of the Amazon rainforest, the reforestation of these regions has become vital to reduce the pressure on South America's natural resources and curb the impact of harmful emissions from the Earth's atmosphere. Fast-growing trees are therefore being planted on the degraded grassland.

The project has reduced greenhouse gas emissions by 72,000 tons. Moreover, 2,716 hectares of degraded land have been reforested. The project is also improving gender balance on the job market by encouraging women to participate.

In the long term, we as a Group aim to continue reducing and offsetting our emissions. In this context, we pay attention to the emissions generated by ourselves, i.e. those in the value chain for which we are directly responsible and which would not have occurred without our activities.

Our financial support flowed into a project for reforesting and fighting the degradation of vegetation in Caazapá and Guairá, which has been certified by South Pole.






This certificate verifies that

Jebsen & Jessen (GmbH & Co.) KG


has compensated

725 tonnes of greenhouse gas emissions

by investing in South Pole's climate protection project:
Afforestation of degraded grassland in Caazapa and Guairá



Renat Heuberger
CEO, South Pole



Thank you for committing to bold climate action. Your contribution is not only a meaningful step towards mitigating climate change globally, but also changes lives for the better by contributing to the Sustainable Development Goals set out by the UN.

Retirement ID

Certificate number

Date

13488-505972385-505973109-VCS-VCU-576-VER-PY-14-2498-01012020-19112020-0

C2526EN, 08.2022

01.08.2022

This certificate is issued by South Pole. For more information about our services and more than 700 climate protection projects, please visit: southpole.com/projects.
The CO₂ emissions indicated on the certificate are compensated through investments in the above mentioned carbon offset projects based on international standards.



JEBSEN & JESSEN

OUR SOCIAL RESPONSIBILITY

We encourage personnel development

Our social responsibility
Values guide our path

Our employees are our most valuable resource. For this reason, we make sure that staff at our corporation treat their colleagues respectfully and appreciatively. In 2021, this was emphasised by the publication of a code of conduct. We also place our business partners around the world under an obligation to comply with environmental and social standards, and therefore made a code of conduct available to them in 2021 for purposes of orientation. We support employees whose aim is to inspire customers with their team spirit, develop new markets and work together to shape change. In order to continue improving our work culture and ensure everyone's well-being at the workplace, we reviewed our corporate values in 2021 and adapted them to the changed framework in consultation with an employee representative and on the basis of a company-wide survey.

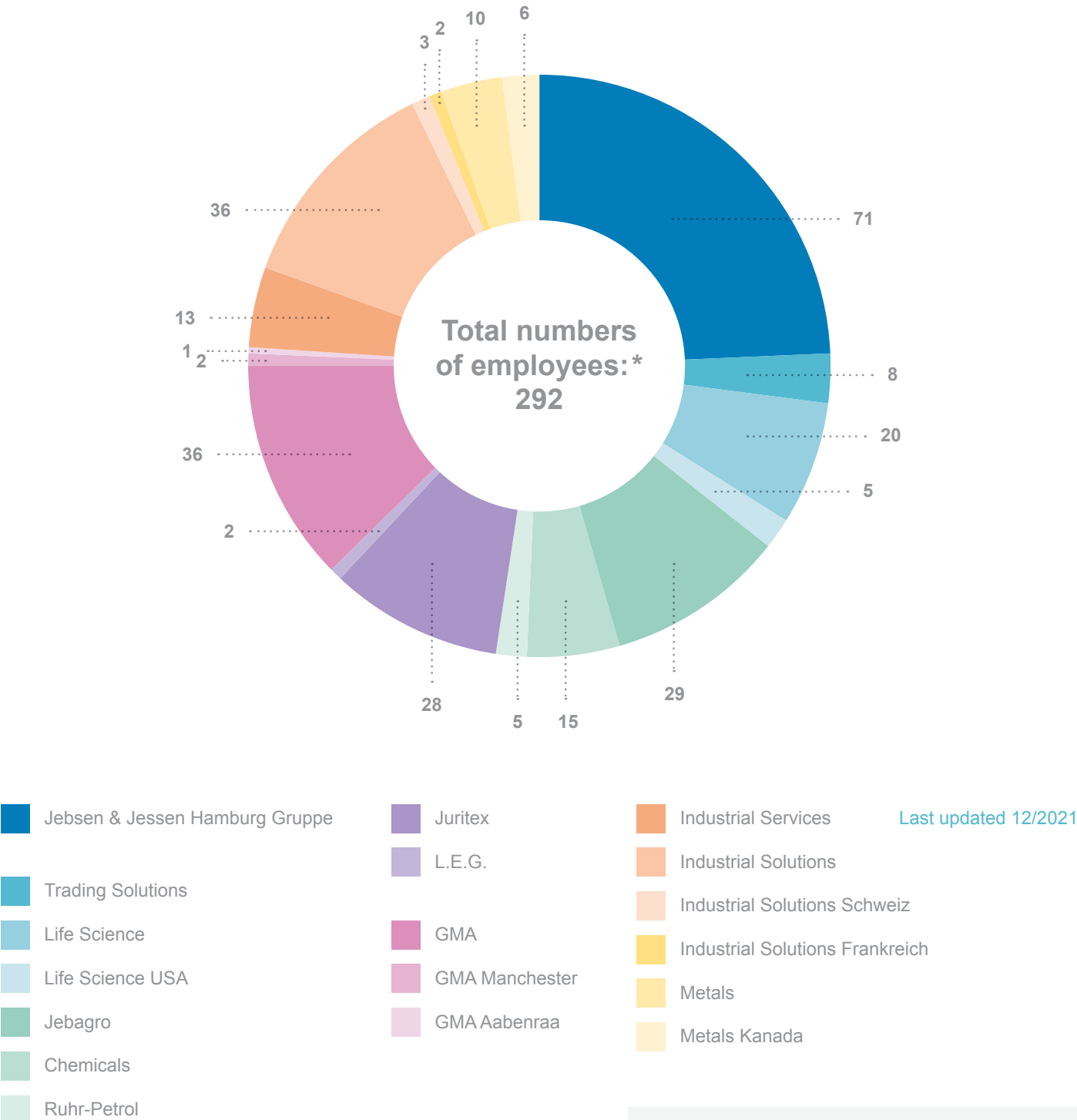
Our previous values, “open-minded – competent – innovative”, were supplemented by the fourth value “family spirit”. These values guide our path – they did so in the past, and will do so in the future.

They increase staff loyalty and boost productivity. If they are truly lived, these guidelines serve our employees as signposts that help them find their way within the company and bring them through challenging times that can for example arise due to special effects such as the CO-VID-19 pandemic.

All the data in this chapter was collected manually from staff lists. Here too, we set ourselves the goal of storing our key employee data in a sustainable, easily accessible digital format. The data provided below is differentiated by gender, age and/or length of service. Since the report now also includes our foreign subsidiaries, it is the first to draw international comparisons. Our core workforce is not subject to seasonal fluctuations.



Staff employed by the Jebsen & Jessen Hamburg Group
(2021)



*Total number of employees of the entities included in the report

In 2021, a total of 292 employees worked for those of the Jebsen & Jessen Hamburg Group’s business units included in this report; approx. 53% of these were women. Our workforce included 12 apprentices/management trainees, five casual workers/working students and one student taking part in a cooperative study programme. (figures as of December 2021)

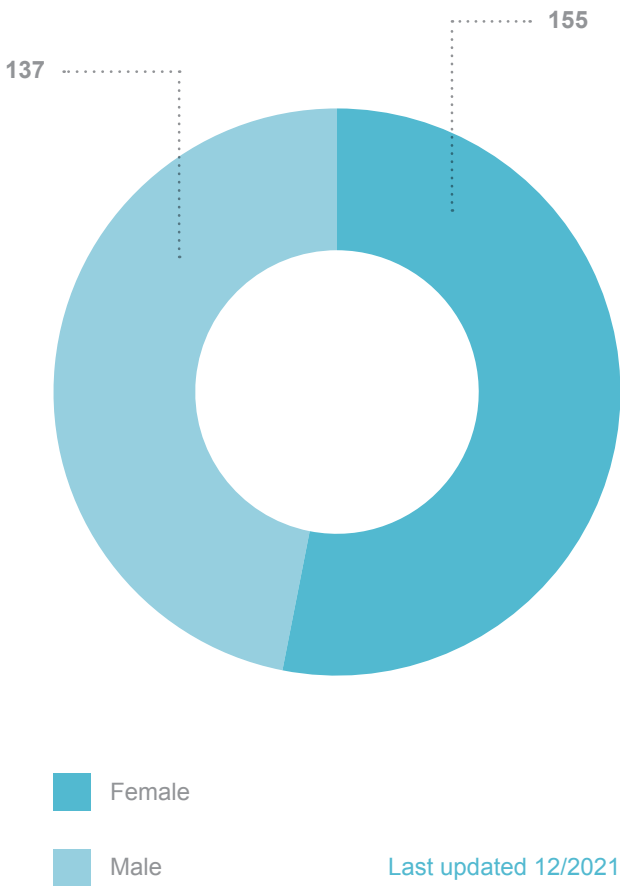
Like many other companies, the Jebsen & Jessen Hamburg Group has to deal with inequality in the number of men and women employed in management positions.

At present, 14 of the 64 management positions are occupied by women. This is approx. 2.5 % more than the previous year. The need to ensure equality between men and women is self-evident for us, which is why we are also endeavouring to increase the proportion of appropriately qualified women employed in management positions.

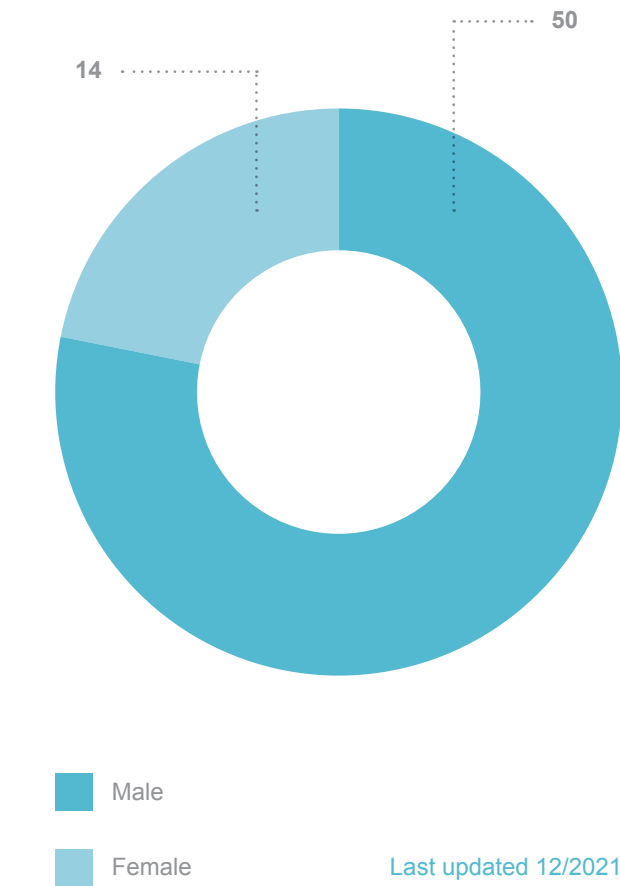
All but seven employees had permanent contracts in 2021. This is our way of giving them a sense of security and showing them our trust. We believe that mutual trust between employer and employees increases their efficiency, motivation and satisfaction with their day-to-day work. Two colleagues had a collective wage agreement which was dissolved in the first quarter of 2022.



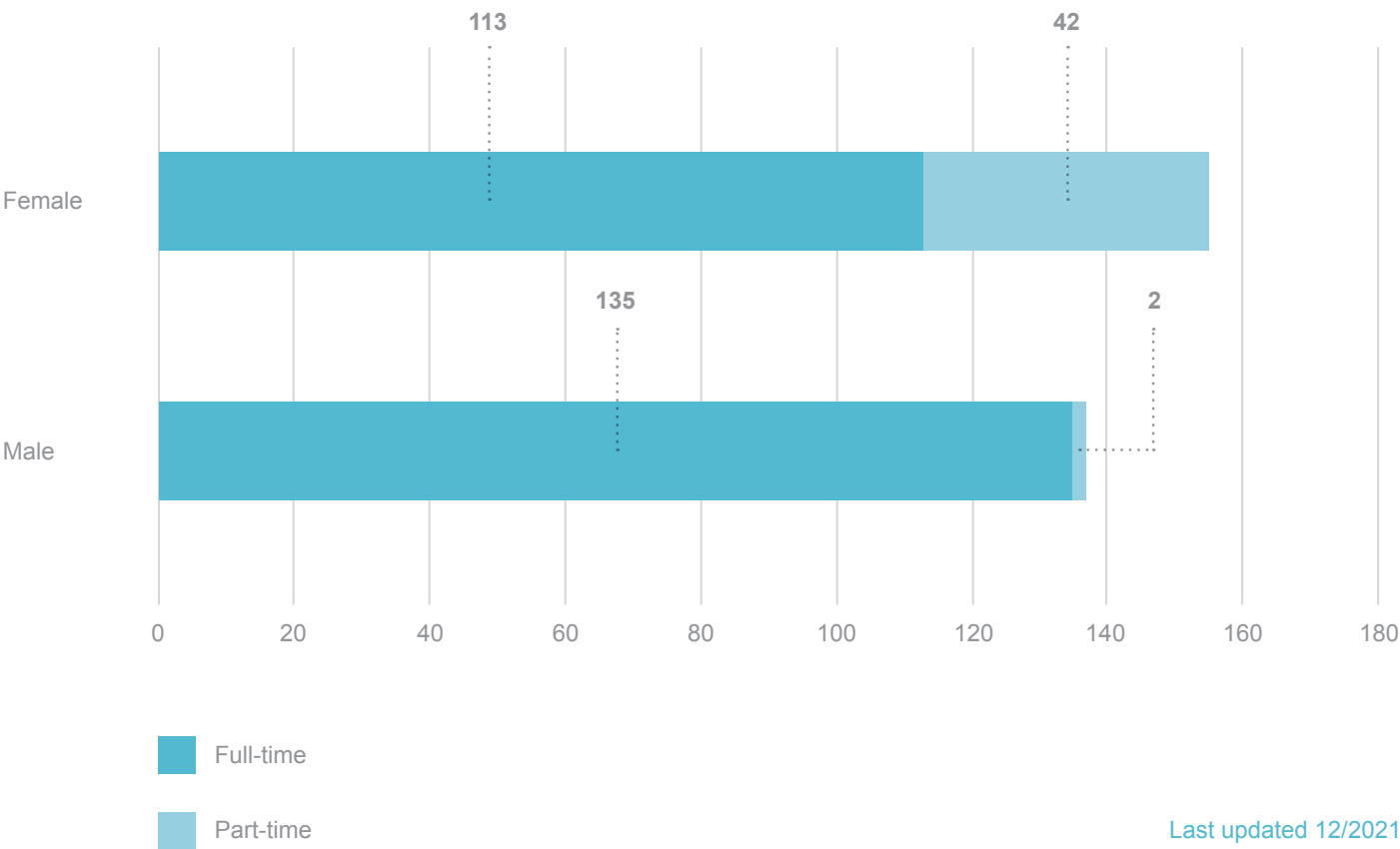
Employees by gender (2021)



Management positions by gender (2021)



Total number of employees by type of employment and gender (2021)



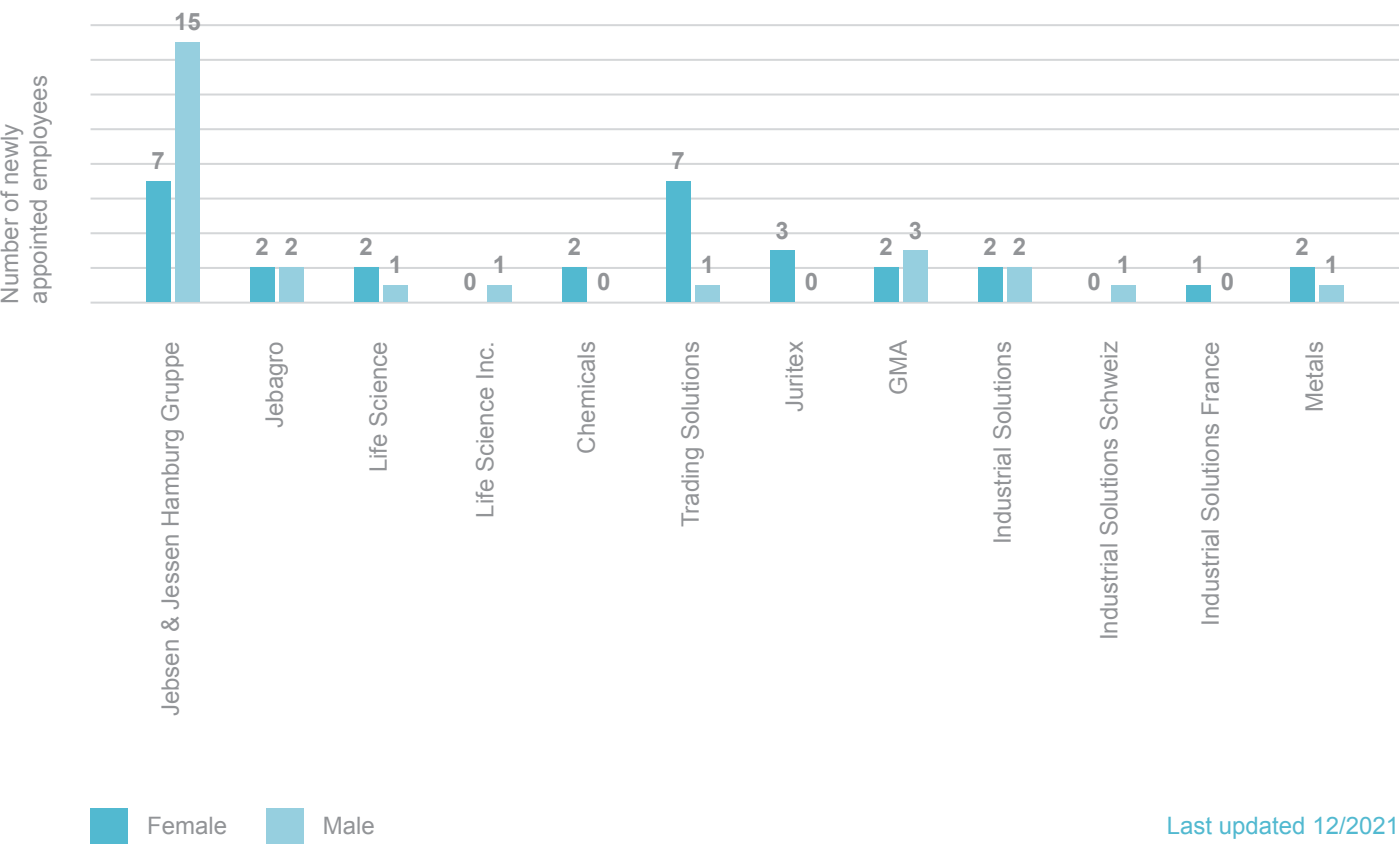
Along with our permanent employees, we employ a number of other people who perform various services for us. During 2021, we obtained advice and support from **agencies and freelancers** during labour-intensive peak phases and when specific competencies were required, **SAP consultants** to help with our ERP, BI and HCM systems, and an **interim manager** in our accounting department. We also made use of consulting services in various areas, e.g. export control and payroll accounting, and also had **auditors** conduct audits on the premises. Depending on the service rendered, their workload varied from a few hours a year to months spent working for us full-time.

We believe it is important to invest in new skilled staff and continue expanding the competencies within the Jebsen & Jessen Hamburg Group. We therefore pay no attention to gender or age when recruiting new staff, instead evaluating only their competence and added value for the Jebsen & Jessen Hamburg Group. It is particularly important to us that new employees can identify with our family-run company, make a positive contribution to our working atmosphere, share our curiosity about new solutions, and live up to our values “open-minded – competent – innovative – family spirit”.

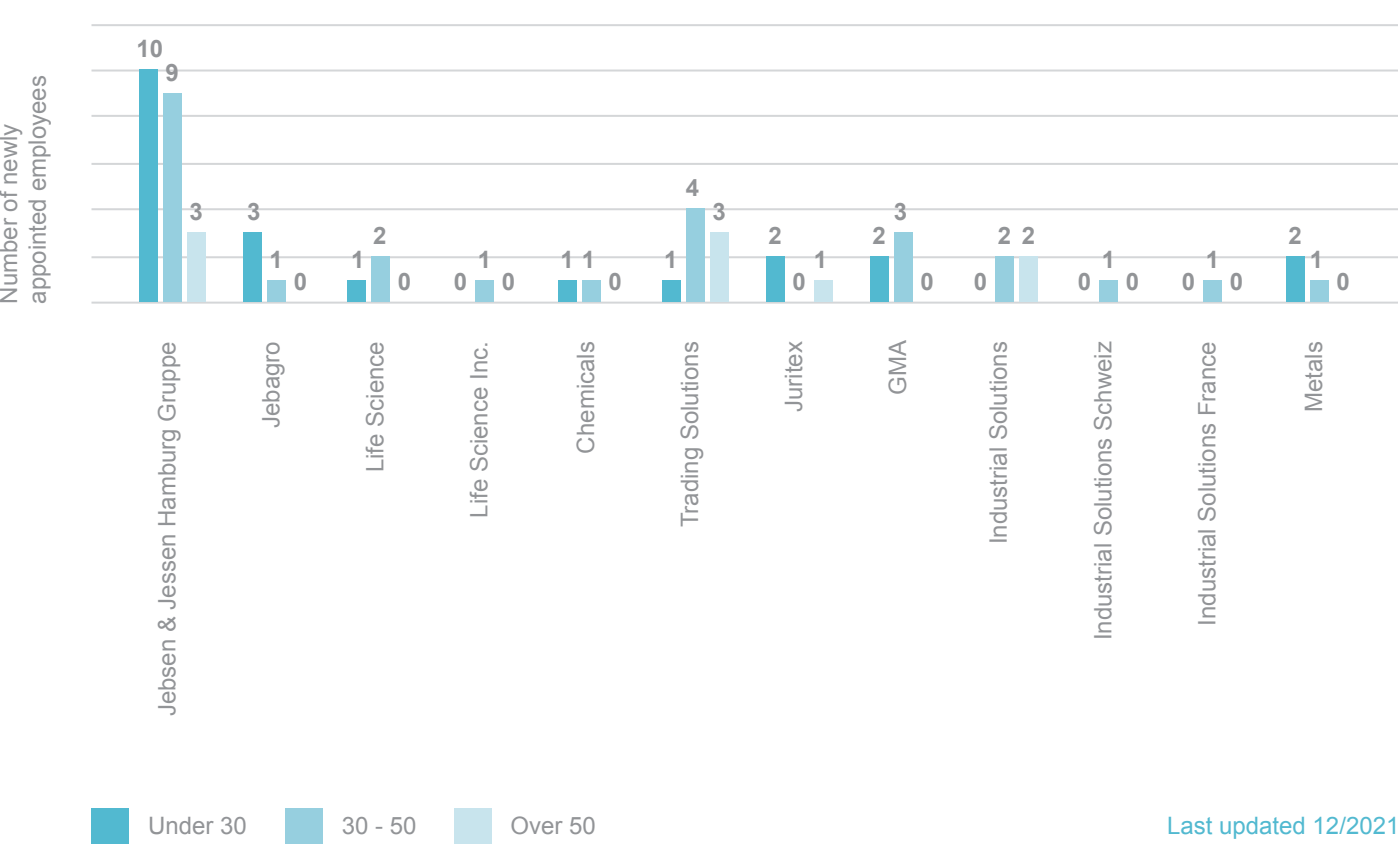
66 employees including four apprentices/trainee managers were newly appointed during the business year 2021. The number of new appointments has therefore tripled since the previous year. The following graphic shows how they are distributed by company, gender and age group.



Newly appointed employees by gender (2021)

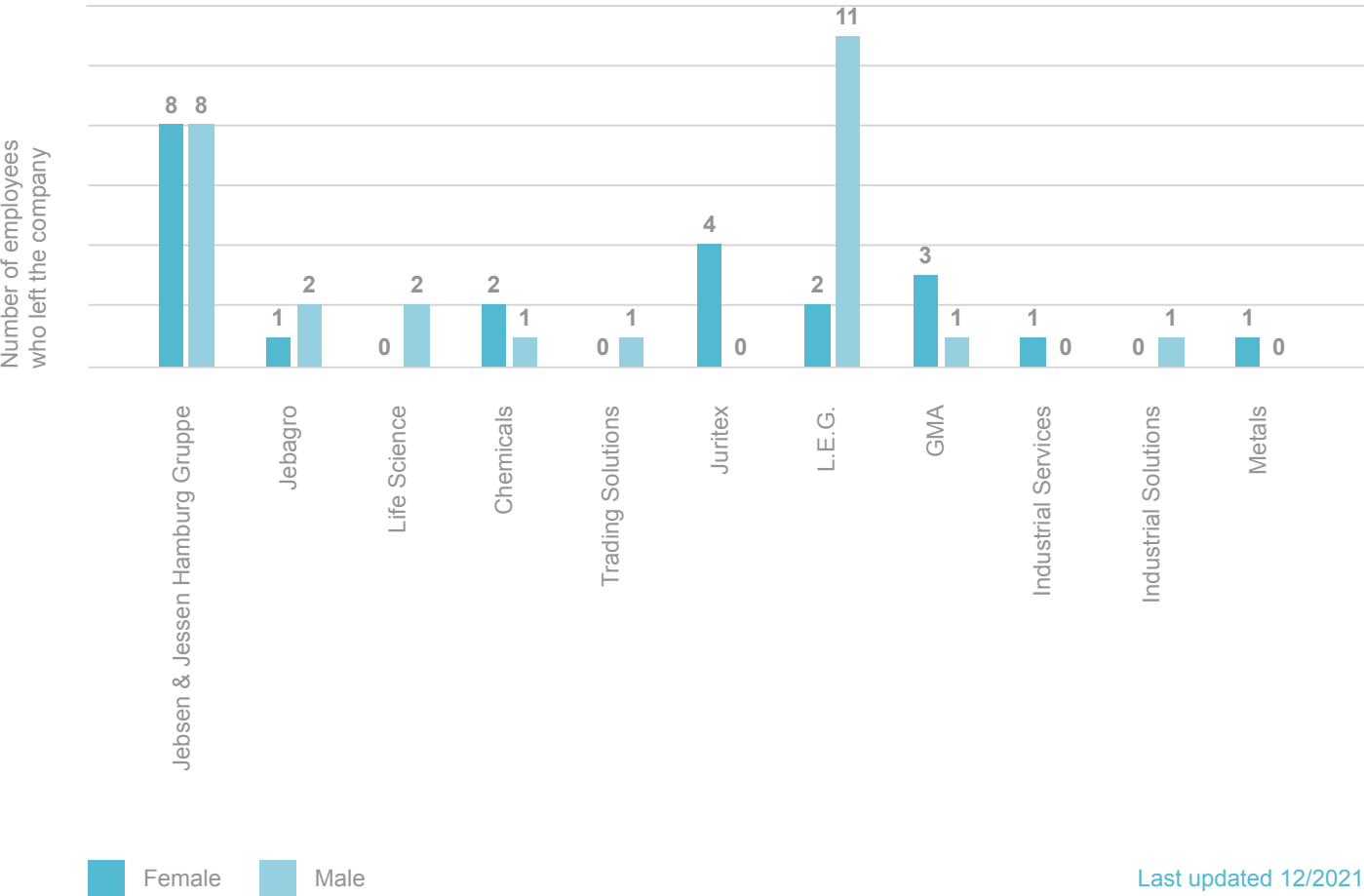


Newly appointed employees by age group (2021)

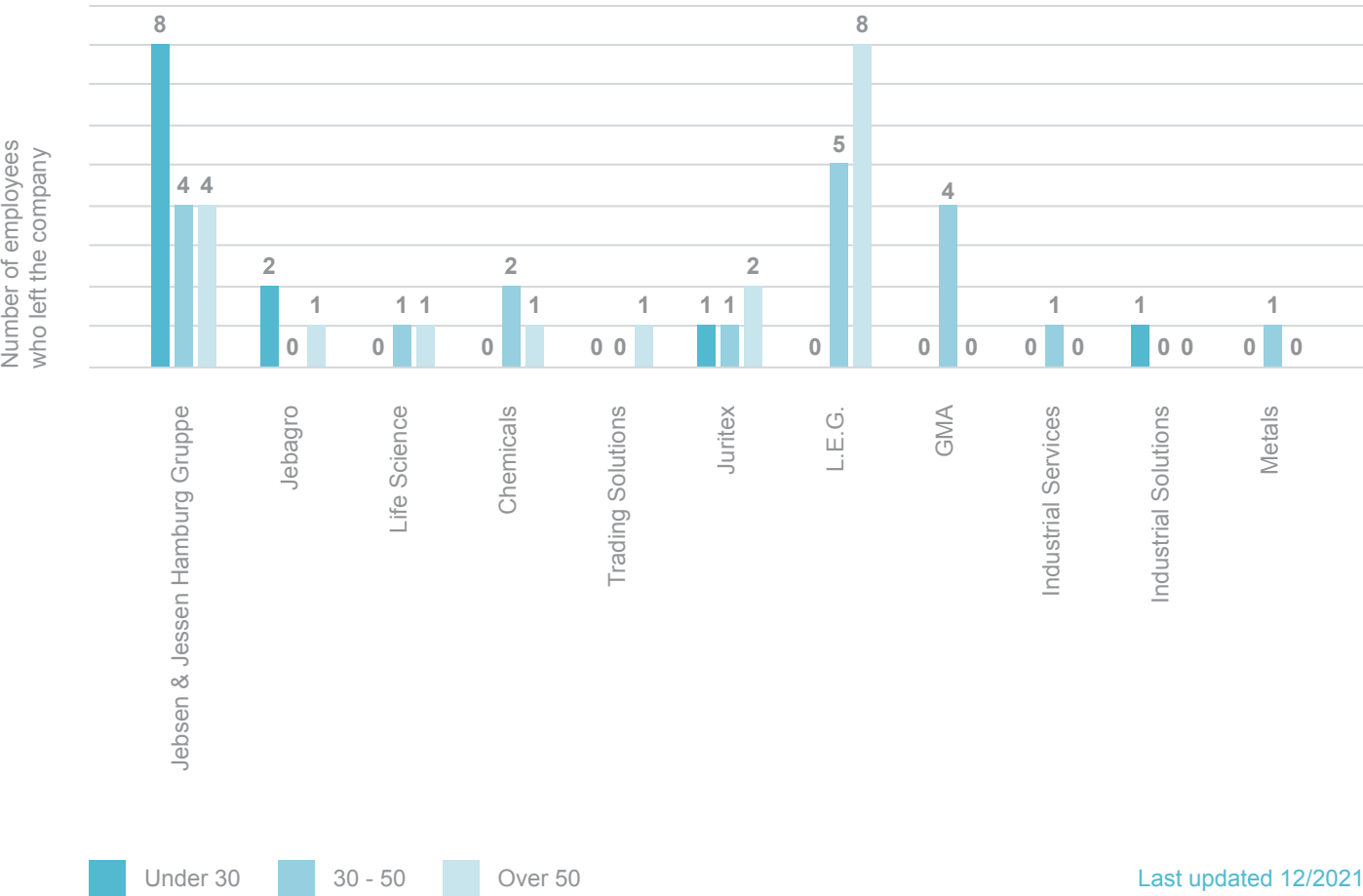


In all, 49 employees left the company for various reasons during 2021. The following graphic shows how they are distributed by company, gender and age group. It can be seen that we have invested in an additional 17 positions within the Jebsten & Jessen Hamburg Group. Last year there was less fluctuation, but neither was there any effective increase in staff numbers.

Employee turnover by gender (2021)



Employee turnover by age group (2021)



Training and education
Encouraging young talents is close to our hearts

We focus intensively on professional development and offer our employees various opportunities to pursue their interests, strengthen existing skills or acquire new ones during seminars and advanced training measures. We believe that continuous learning and personal development promote efficiency and satisfaction in every one of us.

This is why we also attach great importance to fostering the development of our junior staff. The Jebsen & Jessen Hamburg Group trains young people as management assistants for wholesale and foreign trade (specialising in foreign trade). In 2021, we had three trainees on this course (as of December 2021).



Jebsen & Jessen also offers a dual study programme in cooperation with Hamburg’s vocational college and Novi University in Utrecht or ECBM in London. At the end of the 3.5-year training period, graduates of the programme receive three qualifications:

- Management assistant in wholesale and foreign trade (specialising in foreign trade)
- Business manager specialising in foreign trade
- An internationally recognised Bachelor’s degree

In 2021 we had nine apprentices/trainee managers on this course (as of December 2021).

In order to ensure that each trainee has a direct contact at their side, there is a trainee advisor in each department who coordinates the trainees’ integration into everyday office life, holds feedback talks, gives them advice when facing new challenges and serves as their first point of contact. In addition, each trainee is assigned a personal mentor. These mentors are colleagues who have years of experience under their belt. They accompany our trainees throughout their training, are always on hand with help and advice, and foster their personal and professional development. This tandem also creates a learning effect for mentors, since the trainees share and process their impressions with them.

We focus intensively
on professional
development.

The value our company attaches to its trainees is underscored by our “Recognised Good Trainers 2022/2023” award. We are particularly proud of this distinction. It is a seal of quality which the AGA employers’ association again awarded us in January 2022, making our Hamburg-based concern the first training enterprise to be certified by the AGA for the high quality of its vocational training. During the seal award process, which in 2021 was based on questionnaires and surveys, our trainees emphasised the advantages of working for a family-run company together with our international orientation, economic stability, and the wide range of opportunities we offer as an attractive training company. We as a company are particularly proud of the “Recognised Good Trainer 2022/2023” seal. The seal confirms that we offer good professional training. We nurture our trainees and give them the opportunity to perform responsible tasks independently, which in turn helps them find their place within the company.



For us, providing constant support for our up-and-coming talent – our NextGeneration – is one of our highest priorities. In 2021, our graduates accordingly took part in examination preparation courses to foster their development still further. In order to properly prepare our junior executives for their future management tasks, they go through a multi-part management training program run by an experienced trainer. Some of our former trainees now hold senior management positions within our Group.

Besides providing training, we support members of our NextGeneration who would like to continue their professional development by offering them the opportunity to study for a degree part-time. Their studies should ideally be connected with their current profession. The nature and scope of the support provided varies from person to person and is adjusted to their respective needs and circumstances. A wide range of possibilities are available, including paying all the students' tuition fees, paying them a bonus once they have successfully passed their exams, and granting them special days off to prepare for exams. In 2021, we provided support for one employee pursuing part-time studies.



| Topic | Number | | | | | | | | Duration | | Total hours |
|----------------------------------|---------|--------|----------|--------|-----------------|--------|---------------|--------|----------|---------|-------------|
| | Trainee | | Employee | | Department head | | Division head | | In hours | In days | |
| | Male | Female | Male | Female | Male | Female | Male | Female | | | |
| Internal multi-day seminars | - | - | 11 | 10 | 3 | - | 2 | - | 88 | 11 | 456 |
| Accounting | 4 | - | 4 | 34 | 6 | 4 | 2 | - | 6 | 1 | 162 |
| Special courses for trainees | 5 | 2 | - | - | - | - | - | - | 16 | 2 | 56 |
| Character/development | - | - | - | 2 | - | 1 | - | - | 16 | 3 | 40 |
| Customs and foreign trade topics | 3 | - | 8 | 17 | 2 | 1 | - | - | 13.5 | 1.7 | 55.5 |
| IT topics/digitisation | - | - | 4 | 2 | 1 | - | - | - | 40 | 21 | 240 |
| Others | - | - | - | 1 | - | - | - | - | 8 | 10 | 80 |
| | | | | | | | | | | | 1,089.5 |



During the reporting year 2021, almost 1,090 hours of further training were delivered for our permanent employees and trainees. This corresponds to an average of 10.6 hours of training per trained employee. Compared to the previous year, the total amount of training hours have decreased by around 100 hours. This was again primarily due to the COVID-19 pandemic, which forced us to cancel or refrain from offering the majority of our training measures.

WE PLACE
VALUE ON
INDIVIDUAL
DEVELOPMENT
AND SUPPORT
OUR EMPLOYEES
AND YOUNG
TALENTS IN
THEIR FURTHER
TRAINING.

Almost one quarter of the advanced training measures consisted of **seminars lasting several days, delivered by an experienced trainer** who has been working with us on a regular basis for some years. The topics addressed during these seminars included preventing burnout. This seminar was particularly important to us since the new experiences and challenges arising from the COVID-19 pandemic meant that our staff are facing new issues. Moreover, further training on “Effective communication and negotiation” was offered exclusively for the women in the company.

The remaining training hours are taken up by seminars on the subjects of **accounting, training, character and development, customs and foreign trade, IT and digitalisation, and online marketing.**

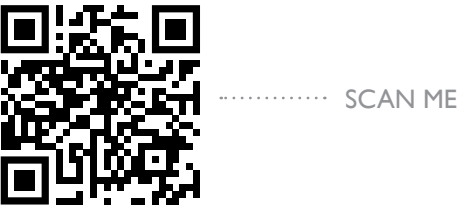
As a global company, we mostly communicate with our customers in English, Spanish or Portuguese, and therefore offer weekly language courses alongside our training measures. 2021 saw Chinese and French added to the range of language courses we offer. During the reporting year, 31 employees made use of this opportunity and took part in 15 courses.

Two employees received partial retirement agreements in 2021. These can provide transitional assistance designed to maintain staff employability and ease the process of leaving the company due to retirement or dismissal.



Our benefits for our employees
We appreciate our employees

We appreciate the performance and dedication of every single one of our employees. This is why we aim to give them as much in return as possible and nurture their work-life balance as well as we can. All our employees profit from both social and monetary benefits. Moreover, our offices are equipped with ergonomic office furniture to promote a healthy working environment.



2021 continued to be dominated by the global COVID-19 pandemic. Internal communication on COVID-19 measures remained in the hands of the HR department and management board. Updates on new measures were sent to all colleagues at regular intervals. Staff were provided with rapid tests and FFP2 masks, while mobile working was offered or continued on a mandatory basis whenever necessary. From the middle of 2021, we offered COVID-19 vaccinations in order to protect our colleagues' health. Booster vaccinations were offered from the end of 2021/beginning of 2022. The Hamburg Group also provides annual flu vaccinations for its employees. Staff who require vaccinations for business trips can have them performed on the premises by our company doctors in order to ensure that they receive the best possible protection. All our vaccination services make an important contribution to the occupational health of all our staff.

We also promote their health by offering them the opportunity to take part in sporting activities. Along with a subsidy for a gym membership, staff in Germany will also be offered the corporate health benefit **EGYM Wellpass** from 2022. The Wellpass entitles staff to attend or make digital use of various sports activities and nutrition or

mindfulness courses against payment of a small fee. Staff can also access discount codes for various shops and services on the **corporate benefits platform**.

In addition, we pay for staff to participate in a company run and have formed a cycling group which takes part in the Cyclassics Hamburg cycle race:

A large part of our workforce has been taking part in the **HafenCityRun** since 2005. This is northern Germany's biggest company and charity run. Besides fostering team spirit, the purpose of the run is to run 4 km for a good cause. In 2021, we decided against taking part in the company run because of the COVID-19 pandemic. However, we resumed our participation in 2022.

Our Jebesen & Jessen cycling team also took part in the **BEMER Cyclassics** race – Europe's biggest cycle sport festival – from 2014 to 2019. After suspending our participation in 2020 due to the COVID-19 pandemic, seven representatives of our company joined the race in June 2021 and together covered a distance of 100 km.

There is a **kitchenette on each floor** where staff can make food or get refreshing drinks at a modest price. We have also set up a comfortable staff room with enough space for staff to get a coffee, help themselves from a snack box or enjoy their lunch break together. Fresh fruit is also placed in the staff room once a week. Since our Hamburg office does not have its own canteen, those of our staff who do not wish to cater for themselves are generally **able to use the canteen facilities offered by a nearby publishing company**.

Besides providing these social benefits, we also aim to provide monetary rewards for good work, since we believe that success comes from employee motivation and we like to thank our staff with financial bonuses such as royalty payments and holiday pay. We also give bonuses on special occasions such as births, weddings and anniversaries.

We usually finish the year with a big Christmas party at which all of the companies in the Jebesen & Jessen Hamburg Group get together and to which our international dealers/representatives are also invited. This is an opportunity for all our staff to talk to each other and look back over the past year in a relaxed party atmosphere. Since we were unable to celebrate the end of the year together due to the COVID-19 pandemic, the management sent a circular and personal video to all staff thanking them and looking back over the last year's events – including both the successes and the challenges. Moreover, all our staff received a Christmas greeting in the form of a gift box containing culinary specialities. A summer party for the entire Hamburg Group was planned for 2022.

FOR WE BELIEVE
IN SUCCESS
THROUGH
MOTIVATED
PROFESSIONALS.



Social benefits at a glance

The following are not company benefits but rather social benefits which we uniformly offer our employees at our Hamburg site on a voluntary basis.



Ergonomic office furniture



HafenCityRun



Mobile working & flexible working hours



Kitchenettes on each floor with beverages*



Cycling team



EGYM Wellpass – corporate fitness subsidy amounting to 30 €



Christmas/summer party



Measures for further training



Easter & Christmas greetings



20 € or 50 % employer subsidy for the Proficard



JobRad – bicycle leasing




Fresh fruit


* Small monetary contribution required for hot and cold drinks

Monetary benefits at a glance


All the business divisions included in the report grant the monetary benefits described below. Only the holiday pay and profit-based bonuses are voluntary payments to which the Group's employees are not regularly entitled unless otherwise specified in their contract.




Bonus payment of 500 € gross on **getting married**




Anniversary bonuses of 500 € gross after 10 years and 1,000 € gross including a gift after 25 years




Holiday pay*




Support in the form of funding or examination leave for employees **studying part-time*****




Employer subsidy of 20 % for **occupational pension**




Bonus payment of 500 € gross including a gift when **a child is born**



Employer contributions to **employee savings schemes** amounting to 27 € a month (gross)



Profit-based bonus payments**



Employer subsidy of 85 € for **glasses required at computer workstations**

* Except for holiday pay, no distinction is made between full-time and part-time staff with regard to monetary benefits. Moreover, holiday pay is a voluntary benefit offered by the Jebsen & Jessen Hamburg Group and is therefore not regulated in the employees' contracts. The company reserves the right to suspend holiday pay during times of financial difficulty.

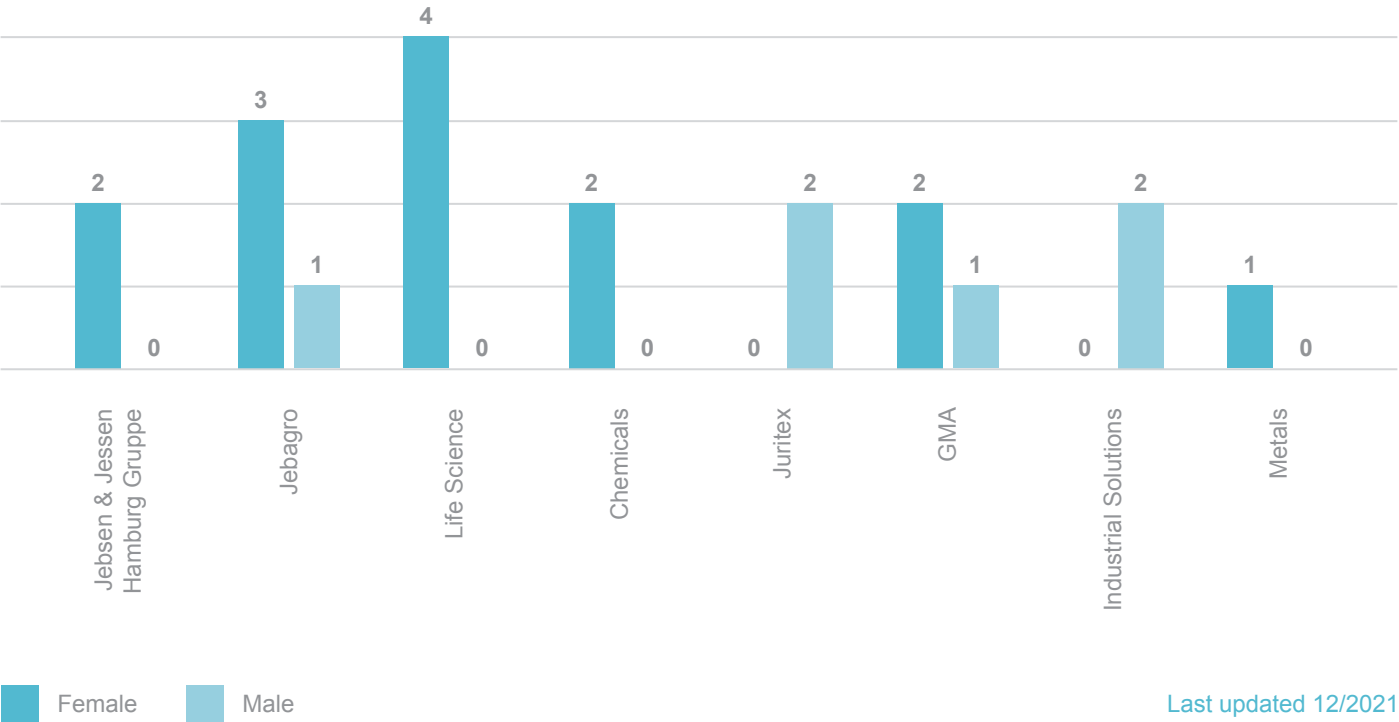
** Profit-based bonus payments can be regulated by contract.

*** Support for study programmes is negotiated individually and depends on the programme's benefit to the employee and employer. The Jebsen & Jessen Hamburg Group is under no obligation to provide support of this kind but does so in individual cases.

| Parental leave* | Female | Male | Total |
|---|--------|--------|--------|
| Entitled to parental leave | 14 | 6 | 20 |
| Absolute parental leave taken | 14 | 4 | 18 |
| Returned to workplace after parental leave taken | 6 | 3 | 9 |
| Returned to workplace after parental leave and remained for min. 12 months | 4 | 2 | 6 |
| Percentage of staff who returned and remained with the company after parental leave | 66.7 % | 66.7 % | 66.7 % |

Last updated 12/2021

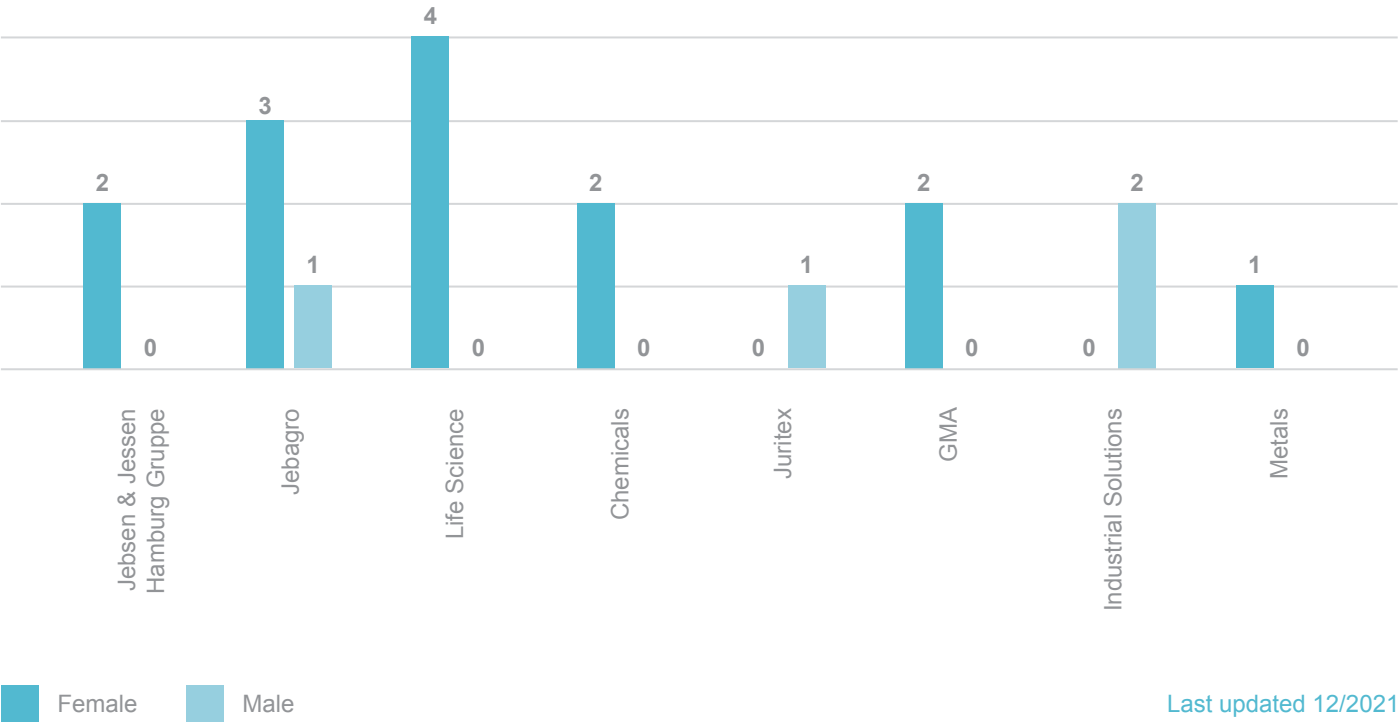
Employees entitled to parental leave (2021)



* At present, the majority of these employees are still taking parental leave, which is why they have not yet returned to the workplace.



Employees who took parental leave (2021)



Our commitment
Our local involvement

We gladly get involved in social projects and provide support wherever it is possible and help is needed.

Our management has decided that instead of giving bouquets on staff birthdays, the money will go towards **sponsorships organised by Plan International Deutschland e.V.** The management is donating this money to two children in developing regions in the Philippines and Ethiopia. When our former CFO Axel Tilz retired in 2021, the sponsorships were transferred internally to two dedicated management staff.



The **Jebsen & Jessen Hamburg Foundation** was established in 2018 with the aim of advancing our corporate social responsibility projects still further. The purpose of the Foundation is to promote

- a) childhood and adult education and vocational training, including support for students,
- b) aid for young people and the elderly,
- c) development cooperation,
- d) nature conservation and landscape management as defined in the German Federal Nature Conservation Act (Bundesnaturschutzgesetz) and the nature conservation legislation in each federal state, encompassing environmental protection, coastal protection and the prevention of flooding,
- e) charitable activities by providing selfless assistance for persons in need overseas.

The foundation aims to make a contribution to society and offer support and prospects for people living in the countries in which we occasionally do business. During the reporting year 2021, the Jebsen & Jessen Hamburg Group donated almost 80,000 € through the Jebsen & Jessen Hamburg Foundation. This is almost triple the sum donated the previous year.



One of Jebesen & Jessen Hamburg’s former business managers started a **fundraising campaign for the victims of the flooding** in western and central Europe in 2021. Together, the staff and management raised **12,500 € in donations** for the flood victims. The amount collected was transferred to Aktion **Deutschland Hilft e.V.** We see this generous donation and our staff’s strong involvement as a sign of solidarity, with which we as the Jebesen & Jessen Hamburg Group will help rebuild the regions affected.

Our sister company **Triton Textile Ltd.** is providing support for **3,000 underprivileged children in 100 schools** in Netrokona, a region in northern Bangladesh, in cooperation and partnership with **Sabalamby Unnayan Samity (SUS)**, a registered NGO, as part of the project “**Non-Formal Primary Education Program**”. This project provides assistance for children in grades 1 to 5 (children aged from 6 to 11 years). Triton Textile donates the entire budget required to run these schools, including textbooks, teaching materials, administrative costs, overheads etc.

The main goals are to arouse the interest of unaware and disinterested parents in their children’s education, reduce discrimination between boys and girls by increasing literacy rates, particularly among girls, give impoverished pupils the opportunity to acquire an education, and enable children to become respected members of society.

Triton Textile also donated additional funds to provide pupils and teachers with masks, disinfectants and soaps to protect them from the COVID-19 pandemic.

In order to promote health and hygiene, Triton Textile Limited also provided ventilators, water treatment systems, water bottles for each pupil, toothbrushes and toothpaste for each pupil, and hand washing systems for every school.

The **Seeds for Progress Foundation** is a not-for-profit organisation registered in both **Nicaragua** and the **United States**. It is dedicated to the transformation of coffee communities. The foundation has set itself the goal of improving education and healthcare in the rural communities of the coffee regions in Nicaragua and Guatemala. After all, **a high-quality education is a basic human right!** The organisation’s work is supported by donations from the Jebesen & Jessen Hamburg Group, represented by its subsidiary Jebagro GmbH.

In 2021, Jebagro and Seeds for Progress invested the donation budget in new technologies, teacher training programmes and classroom furniture.



A HIGH-QUALITY EDUCATION IS A BASIC HUMAN RIGHT!





**THE SOCIAL ENGAGEMENT OF OUR EMPLOYEES
DESERVES ALL OUR RESPECT AND RECOGNITION.**



Also in 2021, **Jebsen & Jessen Industrial Services GmbH** gave a generous 50,000 € donation to **ProManity e.V.**, which is responsible for the organisation and financing of the Pippi House. The **Pippi House Foundation** is a women's refuge in Tanzania which offers a safe haven for young women living with the consequences of slavery, child labour, child trafficking, homelessness or prostitution. The name "Pippi" is derived from the word for "sweet" in Swahili, which is the national language. The house was established by a Tanzanian pastor in 2011 and is located in the Tanzanian capital Arusha. The goal of this non-profit organisation is to offer girls and young women a future and enable them to return to normal life. Character development is encouraged by participation in various projects, and the women are given access to a wide range of educational opportunities.

With our support, the organisation was able to start constructing a residential building that will protect still more women and give them a secure future.

The German organisation ProManity e. V. was established in 2017; since then, it has assisted the Pippi House in Arusha, Tanzania, with donations from companies and

private individuals all over the world. In September 2021, ProManity e. V. was also registered as an international non-government organisation (NGO) in Tanzania. This was mainly to enable the organisation to own property in Tanzania in the future. The organisation ProManity e.V. was founded by a colleague who works for the Hamburg Group. We are proud and thankful to find this commitment within our own company and thus to make a positive contribution for these young women.¹⁶

Along with the donations made via our Jebsen & Jessen Hamburg Foundation, the Hamburg Group also supports other projects in various places. **Ruhr-Petrol GmbH**, for example, makes monthly donations to **World Vision**, which organises child sponsorships so that disadvantaged children can receive developmental aid and look forward to a secure future. This Christian non-profit organisation focuses on promoting justice and fighting poverty. Besides providing education on various topics such as health, child protection and gender equality, the organisation supplies educational documents and covers basic needs. **Ruhr-Petrol GmbH** sponsors a child from Bangladesh and another from Guatemala.

This social engagement, which is carried out quietly and without fuss but with great passion by our employees, deserves all our respect and recognition.



By committing ourselves to various projects, we are happy to be playing a part in protecting the environment and promoting measures in the field of training and education!



JEBSEN & JESSEN

A LOOK AHEAD AT OUR FUTURE

With euphoria & engagement

A look ahead at our future
Looking ahead with commitment and joy

For the coming year, we have set ourselves various economic, environmental, cultural and social targets to ensure that we continue to grow and operate sustainably and foster a sustainable corporate culture. In order to firm up our goals, we have defined projects that will help us make further progress.

For 2022 and beyond, our aims are...

- to operate more sustainably by continuing to expand our business divisions
- to trade sustainable products or offer more sustainable alternatives
- to make the supply chains more transparent and sustainable
- to commit ourselves sustainably to social causes
- to strengthen our sustainability management by employing another staff member with a 50% to 100% workload
- to make our everyday consumption of materials more sustainable
- to sustainably market our companies externally by means of intensive social media activities and internally with a strong Intranet presence
- to intensify our extensive communication on CSR topics via a separate page in the Group's new Intranet
- to sustainably strengthen our information and communication flows
- to realise digitalisation projects in order to make current processes more sustainably efficient
- to constantly rethink our corporate culture and keep employee satisfaction at a sustainably high level
- to live our corporate values – “open-minded – competent – innovative – family spirit” – more intensively within the Group
- to continue expanding our investments in funds, start-ups and medium-sized enterprises
- to source beverages locally and make them available to staff at headquarters for consumption
- to switch to sustainable hygiene products at our headquarters
- to foster both mobile working and “shared workplaces” as part of our work culture in the long term so that we can offer greater flexibility
- to digitise work processes that promote efficiency and transparency within the organisation



We want to continue using our spare funds to support social organisations. We are also working on reducing our CO2 footprint still further by attempting to decrease the greenhouse gas emissions caused by our activities.

We will report on all these projects, our intentions and our impact on economic, environmental and social matters in our next sustainability report. This is scheduled for publication at the end of 2023.

GRI content index

The GRI content index was created in accordance with the “core” option. The sustainability report and the index were controlled internally. This means that no external audit was performed.

| GRI Standard | Disclosure | Page/URL | Omission | Comment |
|--------------------------------------|------------|---|----------|---------|
| GRI 102: General Disclosures 2016 | 102-1 | p. 6 | | |
| | 102-2 | p. 22-24, 26-29, 50, 74-75 | | |
| | 102-3 | p. 6, 30, 138 | | |
| | 102-4 | p. 30, 32-33, 36 | | |
| | 102-5 | p. 6, 14, 16-21, 138 | | |
| | 102-6 | p. 50 | | |
| | 102-7 | p. 30, 50, 78, 80-81, 99 | | |
| | 102-8 | p. 98, 101-102 | | |
| | 102-9 | p. 36, 39-55 | | |
| | 102-10 | p. 6, 16-21, 50-51 | | |
| | 102-11 | p. 10-11, 64-67, 70-71, 86-94 | | |
| | 102-12 | p. 17, 60, 75, 88, 94-95, 120, 122, 127 | | |
| | 102-13 | p. 60 | | |
| | 102-14 | p. 10-11 | | |
| | 102-16 | p. 10-11, 14, 16-17, 36, 64-67, 72-75 | | |
| | 102-18 | p. 15-17 | | |

| GRI Standard | Disclosure | Page/URL | Omission | Comment |
|--------------------------------------|------------|------------------------|----------|---------|
| GRI 102: General Disclosures 2016 | 102-40 | p. 58 | | |
| | 102-41 | p. 36, 101 | | |
| | 102-42 | p. 58 | | |
| | 102-43 | p. 58, 78-79 | | |
| | 102-44 | p. 58-60, 68 | | |
| | 102-45 | p. 30, 32-33 | | |
| | 102-46 | p. 6, 8-9, 68 | | |
| | 102-47 | p. 69 | | |
| | 102-48 | p. 6, 68-69 | | |
| | 102-49 | p. 6, 30, 32-33, 68-69 | | |
| | 102-50 | p. 6-7 | | |
| | 102-51 | p. 6 | | |
| | 102-52 | p. 6 | | |
| | 102-53 | p. 7, 138 | | |
| | 102-54 | p. 7 | | |
| | 102-55 | p. 132-133 | | |
| | 102-56 | p. 7, 132-133 | | |

Material topics

Economic factors

| GRI Standard | Disclosure | Page/URL | Omission | Comment |
|--|------------|-------------------------------|----------|---------|
| GRI 103: Management Approach 2016 | 103-1 | p. 6-7, 78-79, 82-83, 130-131 | | |
| | 103-2 | p. 6-7, 78-79, 82-83, 130-131 | | |
| | 103-3 | p. 6-7, 78-79, 82-83, 130-131 | | |
| GRI 201: Economic Performance 2016 | 201-1 | p. 80-81 | | |
| | 201-2 | p. 82-83 | | |

Material topics

Environmental factors

| GRI Standard | Disclosure | Page/URL | Omission | Comment |
|---|------------|----------------------------|----------|---------|
| GRI 103: Management Approach 2016 | 103-1 | p. 6-7, 86-88, 94, 130-131 | | |
| | 103-2 | p. 6-7, 86-88, 94, 130-131 | | |
| | 103-3 | p. 6-7, 86-88, 94, 130-131 | | |
| GRI 305: Emissions 2016 | 305-1 | p. 89, 91-93 | | |
| | 305-2 | p. 89, 91-93 | | |
| | 305-3 | p. 89-93 | | |
| | 305-5 | p. 93-95 | | |

Material topics

Social factors

| GRI Standard | Disclosure | Page/URL | Omission | Comment |
|--|------------|---|----------|---------|
| GRI 103: Management Approach 2016 | 103-1 | p. 6-7, 98-104, 106-108, 110-117, 120-124, 127, 130-131 | | |
| | 103-2 | p. 6-7, 98-104, 106-108, 110-117, 120-124, 127, 130-131 | | |
| | 103-3 | p. 6-7, 98-104, 106-108, 110-117, 120-124, 127, 130-131 | | |
| GRI 401: Employment 2016 | 401-1 | p. 102-105, 108, 110-111 | | |
| | 401-2 | p. 108, 114, 116-117 | | |
| | 401-3 | p. 118-119 | | |
| GRI 403: Occupational Health and Safety 2016 | 403-3 | p. 114 | | |
| GRI 404: Training and Education 2016 | 404-2 | p. 113 | | |
| GRI 414: Supplier Social Assessment 2016 | 414-1 | p. 39, 46, 75 | | |
| | 414-2 | p. 47 | | |

List of sources

- 1 GRI Standards (2016):**
GRI 101: Foundation, p.21
- 2 Wasmuth, Arne Corneluis / Miller, Laura (2008):**
Die drei Makrelen – ein Portrait der Jebsen und Jessen Firmengruppe
[The Three Mackerel – A Portrait of the Jebsen and Jessen Group]
- 3 DEKRA e.V. (n.D.):**
GMP+ Zertifizierung für Futtermittel [GMP + Animal Feed Certification],
<https://www.dekra.de/de/gmp-plus-audit/>
[last retrieved: 14 November 2022]
- 4 DEKRA e.V. (n.D.):**
IFS Broker Zertifizierung [IFS Broker Certification],
<https://www.dekra.de/de/ifs-broker-zertifizierung/>
[last retrieved: 14 November 2022]
- 5 Impact Report 2018 (2019):**
ISCC International Sustainability & Carbon Certification,
<https://www.iscc-system.org/wp-content/uploads/2019/10/ISCC-Impact-Report-2018.pdf>
[last retrieved: 09 November 2020]
- 6 RIGK GmbH (n.D.):**
Pack's weg – aber richtig. [Pack it away – but do it right.],
<https://www.pamira.de/entsorgungssystem/was-ist-pamira/>
[last retrieved: 14 November 2022]
- 7 Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH (n.D.):**
Siegelklarheit,
<https://www.siegelklarheit.de/en/business-social-compliance-initiative-bsci-2>
[last retrieved: 14 November 2022]
- 8 Peterson & Control Union (n.D.):**
GRS – Global Recycle Standard,
<https://certifications.controlunion.com/en/certification-programs/certification-programs/grs-global-recycle-standard>
[last retrieved: 03 November 2020]
- 9 OEKO-TEX Service GmbH (n.D.):**
OEKO-TEX® STANDARD 100,
<https://www.oeko-tex.com/en/our-standards/oeko-tex-standard-100>
[last retrieved: 03 November 2020]
- 10 The Greenhouse Gas Protocol (n.D.):**
A Corporate Accounting and Reporting Standard, Revised Edition,
<https://ghgprotocol.org/sites/default/files/standards/ghg-protocol-revised.pdf>
[last retrieved: 03 November 2022]
- 11 Government Digital Service (2020):**
Greenhouse gas reporting: conversion factors 2019,
<https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2019>
[last retrieved: 20 November 2020]
- 12 Icha, Petra (2019):**
Entwicklung der spezifischen Kohlendioxid-Emissionen des deutschen Strommix in den Jahren 1990-2018,
Climate Change,
https://www.umweltbundesamt.de/sites/default/files/medien/1410/publikationen/2019-04-10_cc_10-2019_strom-mix_2019.pdf
[last retrieved: 03 November 2020]
- 13 EPA United States Environmental Protection Agency (n.D.):**
Energy and the Environment, Emissions & Generation Resource Integrated Database (eGrid),
https://19january2017snapshot.epa.gov/energy/emissions-generation-resource-integrated-database-egrid_.html
[last retrieved: 03 November 2020]
- 14 Carbon Footprint (2018):**
Country specific electricity factors,
https://www.carbonfootprint.com/docs/2018_8_electricity_factors_august_2018_-_online_sources.pdf
[last retrieved: 03 November 2020]
- 15 Geo Ingeniería, Ingenieros Consultores S.A. (2013):**
Proyecto „Cálculo del Factor de Emisiones del Sistema Interconectado de Panamá“, Informe Final,
<http://www.energia.gob.pa/energia/wp-content/uploads/sites/2/2017/06/Informe-FINAL-Factor-de-emisiones-Panama-2013-revisado.pdf>
[last retrieved: 03 November 2020]
- 16 ProManity e.V. (n.D.):**
Ein sicheres Zuhause für Frauen und Mädchen in Tansania [A safe haven for women and girls in Tanzania],
<https://www.promanity.de/ueber-uns-pippi-house-foundation>
[last retrieved: 14 November 2022]

Site notice

Publisher

Jebsen & Jessen (GmbH & Co.) KG
Kehrwieder 11, 20457 Hamburg, Deutschland
Tel.: +49 / 40 / 3014 001
Fax.: +49 / 40 / 32 70 91

Responsible

Jebsen & Jessen (GmbH & Co.) KG
Kehrwieder 11
20457 Hamburg
GERMANY

Managing partners:
Fritz Graf von der Schulenburg

Legal form:
Limited partnership

Registered office:
Hamburg/Commercial register, HRA 55283

Sole general partner:
Jebsen & Jessen Verwaltungsgesellschaft mbH

Geschäftsführer:
Fritz Graf von der Schulenburg, Ralf Schwarzhaupt

Registered office:
Hamburg/Commercial register, HRB 31881

Editorial responsibility

Hanna Priebe
Head of Communications & Marketing

E-Mail: sustainability@jebsen-jessen.de
Tel.: +49 40 3014 152



Editorial support

Valerie Winand
Student on cooperative study programme
in business administration



Design and realisation

Katharina Schmidt, Max Jens
www.outfluencer.de

Image material

Paulina Holbreich



SCAN ME



JEBSEN & JESSEN

Jebesen & Jessen (GmbH & Co.) KG

Kehrwieder 11
20457 Hamburg
Deutschland

www.jebesen-jessen.de

