



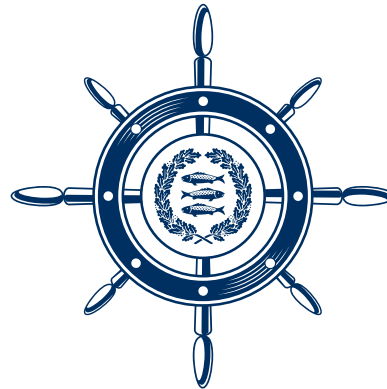
JEBSEN & JESSEN

SUSTAINABILITY REPORT 2022

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!



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About this Report

What you can expect in this report

For the fourth year running, Jebsen & Jessen (GmbH & Co.) KG would like to provide information about its values, standards, vision, and short and long-term goals in this current sustainability report. The report examines and documents our responsible approach to key economic, environmental and social practices and their impact on the company and our stakeholders in the 2022 calendar and financial year. We have been tracking this data annually since December 2020 in order to provide our stakeholders, the interested public, and potential applicants with a more transparent understanding of our commitment to corporate responsibility. We place immense value on the trust of both our internal and external stakeholders!

We have set ourselves the goal of constantly making our company more sustainable achieving more progress every year. In doing so, we also hope to inspire and motivate our stakeholders to question and constantly optimize their own impact on economic, environmental, and social matters.

In addition to discussing our efforts in the 2022 financial year, the report also covers our development compared to the previous year, current practices in 2023, and future efforts by our divisions in economic, environmental, and social matters.

**WE ATTACH GREAT IMPORTANCE
TO THE TRUST OF BOTH OUR
INTERNAL AND EXTERNAL
STAKEHOLDERS!**

Scope of the Report

This report concerns all subsidiaries of Jebsen & Jessen (GmbH & Co.) KG. All subsidiaries included in the report are listed on page 16 and 17.

Our subsidiary in Buchholz, Brands Fashion GmbH, publishes a separate report. It can be accessed on their website via the QR code.



..... SCAN ME
Sustainability Report Brands Fashion GmbH

Report Index

In 2023, we decided to withdraw from the United Nations Global Compact for the time being. We voluntarily joined the world's largest sustainability initiative in 2020. We continue to stand behind the vision of the ten principles of the UN Global Compact on human rights, labor standards, the environment and anti-corruption. In the future, however, we want to focus on expanding our sustainability strategy and have withdrawn from the UN Global Campaign reporting channel with regard to CSRD reporting and the EU taxonomy.

For the time being, we have also chosen a reduced reporting format with a focus on our supply chains and our environmental and social activities. The report therefore reduces or omits descriptive chapters on the individual companies and our company history. References to where this information can be found are provided at the relevant points. The short reporting format is intended to focus on the relevant, key topics

that we elaborated on in last year's report and thereby ensure a simpler structure and quicker overview for the reader.

Due to the shortened reporting form, we can no longer report one-to-one in accordance with the internationally recognized Global Reporting Initiative (GRI) – a guideline for the preparation of sustainability reports. Nevertheless, we continue to use the GRI standards as a framework to draw a common thread through the report and include all relevant topics. This allows comparison of the individual chapters with those in previous years.

Publication of the Report

This report is published in both electronic and printed form in English and German. To download, please scan the QR code, which will take you to the report.



..... SCAN ME
Sustainability Report Jebsen & Jessen Hamburg Group

Notes on the Report

Jebsen & Jessen (GmbH & Co.) KG is referred to in the report as “we,” “Jebsen & Jessen Hamburg Group,” “Jebsen & Jessen,” “Holding” or “Group.” This report uses gender-neutral language (pronouns: they, them, their) for inclusivity.

This report is not subject to an external audit. The contents of the report have been approved by the Managing Partner of the Jebsen & Jessen Hamburg Group. All data and content used in this report originate from official documents of Jebsen & Jessen (GmbH & Co.) KG or were collected specifically for the report and verified internally.

This Sustainability Report also contains assessments of the future development of the Jebsen & Jessen Hamburg Group. The related assumptions were made carefully and based on various analyses but are nevertheless subject to uncertainties. Any forecasts therefore always contain a risk, but we endeavor to keep this as low as possible. We make statements on planned targets that we are not obliged to meet, but whose pursuit is a high priority for us.

Feedback

Your feedback is important to us, so we can continuously improve our company and our sustainability management. If you have any questions about the reporting method or the content presented, please contact our “Corporate Communications & Marketing” department at:

sustainability@jebsen-jessen.de

All correspondence will be treated in strict confidence. We welcome your questions and comments on our Sustainability Report 2022.



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

In the midst of the currently tense geopolitical situation, our fourth Sustainability Report also draws attention to Jebsen & Jessen Hamburg Group's business in 2022 and reports on our economic, environmental, and social commitment as part of our corporate responsibility.

Allow me to start by examining the difficult global conditions that are affecting us all in politics, business and society, and which also remind us that we need to take care and responsibility in our actions. While we have largely overcome the most severe effects of the COVID-19 pandemic, the risk of infection and the newfound awareness of our vulnerability to health issues persist.

Since February 24, 2022, the day on which Russia attacked Ukraine, we have experienced a turning point in European geopolitics as a result of the Russia-Ukraine conflict. The world has been divided ever since, the suffering of many people is unimaginably high, and the short, medium, and long-term effects on the economy are manifold.

While we are still reporting on the past year 2022, there was a further dramatic escalation in geopolitical conflict with Hamas' horrible attack on Israel on October 7, 2023. The current war in the Middle East harbors the risk of spreading into a religiously motivated conflagration. We can only hope that moderate and responsible minds will prevail and that the countries and markets will calm down.

But back to our 2022 reporting year. The Jebsen & Jessen Hamburg Group can look back on its most successful financial year ever in 2022. All of our divisions were successful beyond expectations in terms of their products and markets, each contributing equally to a record year for our Group. In these difficult times, it is important for retailers to develop solutions for their customers, build bridges between markets, anticipate supply chain problems, and find new ways forward when established processes start to falter.

Success is a team effort, so our thanks go to all of our employees in their respective areas for an exceptionally successful year in 2022, despite the difficult global conditions.

Our economic, environmental, and social goals and responsibility remain unchanged. Sustainability remains a primary concern in all our business activities. We embrace the social and environmental values that are anchored in the culture and philosophy of our globally active, family-run group of companies. We are continuing our mission to constantly develop a change in sustainable thinking and action. Ethical and responsible action also requires social commitment. So in this regard, I would like to draw your attention to the work of our charitable foundation of the same name and to the direct and sometimes personal commitment of our business partners and many employees.

For the 2024 financial year, we expect to be subject to statutory reporting requirement on the environmental and social responsibility of commercial enterprises, with newly structured presentations on sustainable commitment. We are already in the process of preparing to meet this requirement, which is why this year's report is presented in a somewhat more condensed form but with equally comprehensive content.

We would like to thank all of our colleagues who have once again made a special contribution to fulfilling our many responsibilities as a company this year.

I hope you enjoy reading our Sustainability Report 2022.



Fritz Graf von der Schulenburg

Managing Partner of the Jebsen & Jessen Hamburg Group

About Us

Shaping change with an entrepreneurial spirit and trust

The Jebsen & Jessen Hamburg Group is a family-run company that started as a trading company and has developed into a comprehensive distribution and service company over the last 115 years*. Transparency, trust, and a strong entrepreneurial spirit have been at the center of our transformation as a business for more than a century. Our company embraces the values of “**open-minded – competent – innovative–family spirit**” – and is driven by entrepreneurial thinking, changing business models, and the dynamics of global markets.

We are part of the globally active **Jebsen & Jessen Family Enterprise Group**, which is run as a family business. The group of companies comprises four sister organizations with different regional and product focuses:

**OUR MOTIVES ARE
ENTREPRENEURIAL
THINKING, CHANGING
BUSINESS MODELS
AND THE DYNAMICS
OF GLOBAL MARKETS.**



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



JEBSEN & JESSEN

Jebsen & Jessen Pte Ltd. with headquarters in Singapore



JEBSEN & JESSEN

Jebsen & Jessen Hamburg Gruppe with headquarters in Hamburg, Germany



GMA GARNET GROUP

GMA Garnet Group with headquarters in Perth, Australia

The shareholders of the family-run group of companies

The Jebsen & Jessen Family Enterprise Group is now in its third generation of family management under **Hans Michael Jebsen**, Chair of Jebsen & Co. Ltd. in Hong Kong and China, and **Heinrich Jessen**, Chair of Jebsen & Jessen Pte Ltd. in Singapore and Southeast Asia. Both gentlemen are also primary shareholders of the Jebsen & Jessen Hamburg Group.



..... SCAN ME

Website Jebsen & Jessen Family Enterprise Group



The Management of the Jebsen & Jessen Hamburg Group

The managing directorship in 2022 was formed from complementary personalities from the Jebsen & Jessen Hamburg Group. The overall management and Group responsibility lies with the Managing Partner **Fritz Graf von der Schulenburg** (CEO), who is also operationally responsible for the Trading Solutions (formerly Chemicals), Garnet Sand and Textile* divisions. **Ralf Schwarzhaupt** holds the position of CFO and is responsible for the Industrial Services operating division as CEO. **Carsten Schulz-Schaffnit**, who as Chief Administrative Director (CAD) is a member of the extended management board of the Hamburger Group, is responsible for the administrative areas of the Hamburger Group. Together with the managing directors and division heads, as well as all of our colleagues, we promote an internationally active and family-run corporate culture and work together to ensure the success of our company.

* Michael B. Schwägerl left the Management Board at the end of 2022. His position as Chair of the Management Board of Jebsen & Jessen Textil (GmbH & Co.) KG will be taken over by Fritz Graf von der Schulenburg.

A Strong and Reliable Partner for Our Customers

Today, the Jebsen & Jessen Hamburg Group operates in four business areas: Trading Solutions, Textile, Garnet Sand, and Industrial Services.

Through its decentralized organizational structure, the Jebsen & Jessen Hamburg Group creates the conditions for the operating divisions to manage their business with independence and expertise and to grow responsibly.

In order to ensure the Jebsen & Jessen Hamburg Group pursues a common corporate strategy, we combine the management function for standards and processes, as well as the areas of finance and accounting, controlling, human resources, IT, legal and compliance, data protection, export control, corporate development, communication and marketing in the holding company.

As a Group, we understand that economic success can only be achieved in harmony with sustainable corporate management.





**WE PROMOTE AN
INTERNATIONALLY
ACTIVE AND FAMILY-RUN
CORPORATE CULTURE.**

Our Business Divisions and International Locations

Our core expertise in an international field

Founded in **1909** as a Hamburg-based trading company, the family-run Jebsen & Jessen Hamburg Group now operates more than **100 companies** with a total of more than **8,000 employees** in over **80 countries**. Today, the Group operates in four business divisions*:

The **Trading Solutions** division focuses on the trading and distribution of a broad product portfolio – from food and feed ingredients and home & personal care products to crop protection and fertilizers, petrochemicals, and specialty products.

The **Textile** division provides customized solutions in the production of sustainable textiles for its customers – from outdoor and activewear to workwear.

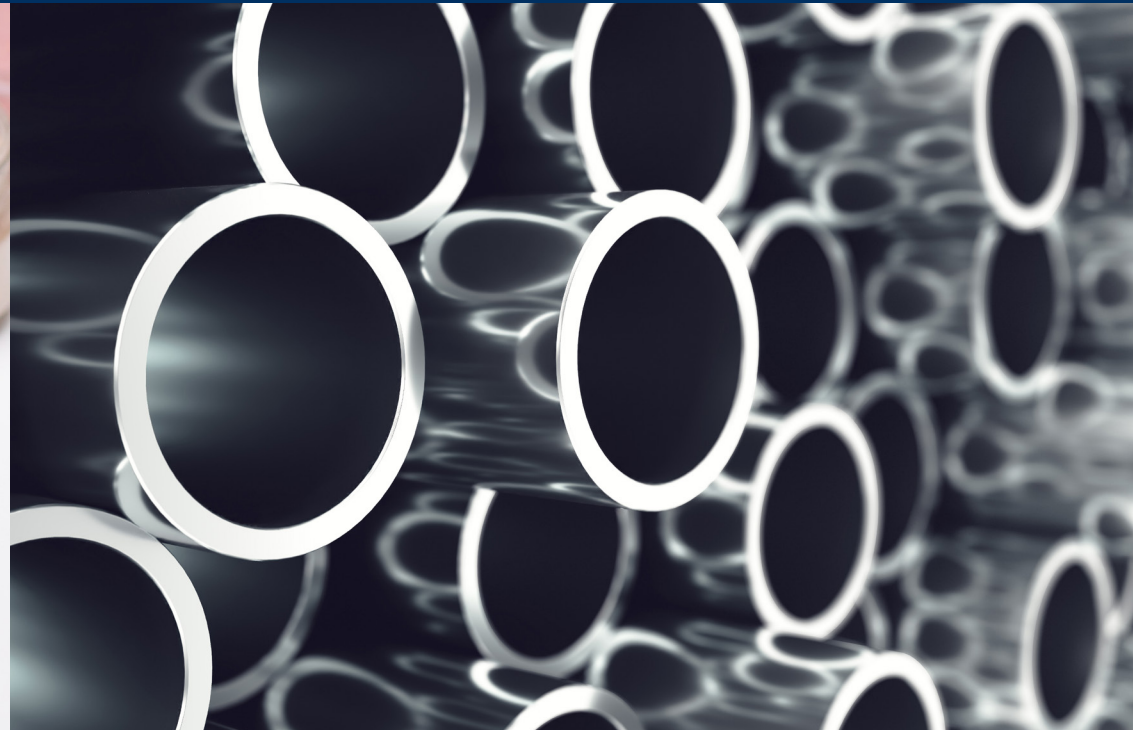
The **Garnet Sand** division distributes natural mineral cutting and blasting sand with distribution partners in Western and Eastern Europe as well as in parts of Africa and the Middle East. The garnet sand is sustainably extracted from Australian mines.

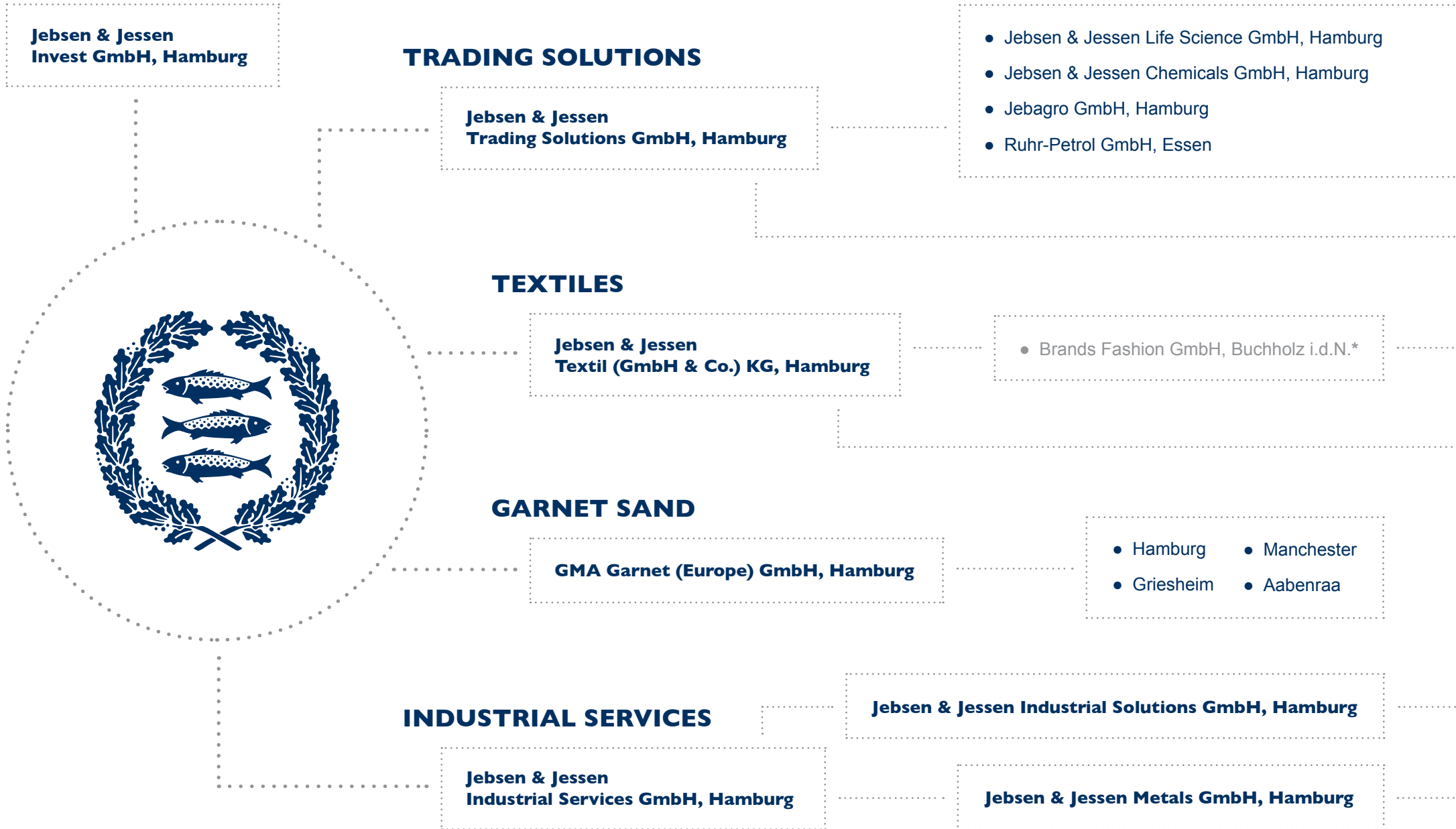
The **Industrial Services** division offers its customers technical and commercial services in the areas of transportation/e-mobility and steel trading. In addition, it supports our clients in cooperation with a large number of international banks in the structuring and implementation of export financing concepts for capital goods.

The Jebsen & Jessen Hamburg Group comprises a total of around **30 companies** with headquarters in Hamburg and locations in Buchholz, Europe and North and South America.



**OPERATING
IN OVER 80
COUNTRIES
WORLDWIDE**





- Bodum Aussenhandels GmbH, Hamburg
- Bewerma Chemiehandels GmbH, Hamburg
- HHTS Hanseatic Trade Service GmbH, Hamburg

- **Jebsen & Jessen Life Science Inc., Charlotte, North Carolina**
- Jebagro Argentina S.R.L., Buenos Aires
- Jebagro Guatemala S.A., Colonia Guatel
- Jebagro Panama S.A., Panama City

- **Jebsen & Jessen International GmbH, Hamburg**

- **Jebagro USA GmbH, Hamburg**

- **Jebsen & Jessen Ecuador S.A., Guayaquil**
- **Jebsen & Jessen Colombia S.A.S., Bogota D.C.**

- **Juritex Import-Export GmbH, Hamburg**
- **L.E.G. Lagerhaus Elbrücken GmbH, Hamburg**
- **Jebsen & Jessen Textil Immobilien GmbH, Hamburg**

- Brands Fashion US Inc., Charlotte, North Carolina
- Brands Logistics GmbH, Hamburg
- GoJungo GmbH, Buchholz
- Clothing Network GmbH, Grabenstätt

- **JJ Industrial Solutions Schweiz AG, Schaffhausen**
- **Jebsen & Jessen Industrial Solutions France SAS, La Rochelle**
- **Jebsen & Jessen Industrial Solutions Netherlands B.V., Amsterdam**
- **Jebsen & Jessen Industrial Solutions India Private Limited, Mumbai**

- **Jebsen & Jessen Metals Canada Inc., Toronto**

THE ENTITIES CONTAINED IN THE REPORT

Our Supply Chains

Anticipating and managing change

The Jebsen & Jessen Hamburg Group operates in the relevant geographical markets of Europe, North and South America as well as parts of Africa, Southeast Asia, Australia, and the Middle East. A multifaceted catalog of products and services offers our customers solutions tailored to their needs. We always try to be one step ahead, anticipate opportunities, optimize processes, and use our many years of experience to find answers to our customers' questions. That is why our focus here is on supply chains. We see it as our duty to make them more resource-efficient, durable, and transparent.

The desire for transparent supply chains and the demand for a corporate social responsibility report has also become increasingly important for our stakeholders. Our customers increasingly expect compliance with **ILO labor laws**, which specify international labor and social standards. The German **Supply Chain Due Diligence Act** (LkSG), which was passed in 2021 and came into force in 2023, is also an important driving force here. It requires companies to comply with human rights and environmental due diligence obligations in their supply chains in an appropriate and graduated manner – in their own business operations, with direct suppliers, and with indirect suppliers. Due to our number of employees and our medium-sized, family-run company structure, we are only indirectly affected by the Due Diligence Act. Nevertheless, we take the obligations listed there seriously. We now have a round table coordinated by Legal & Compliance, where colleagues from all divisions and key central functions regularly discuss the Due Diligence Act and other national and international laws/guidelines of this kind and coordinate their implementation in our Group.

Since 2022, the Russia-Ukraine conflict resulting from the Russian war of aggression against Ukraine has also had an impact on our supply chains. Several companies in our Group have experienced disruptions in their supply chains, with the result that some business relationships have been discontinued and alternative sources of supply have been selected.

The **Carbon Border Adjustment Mechanism** (CBAM) will also influence the selection of suppliers in the future. The CBAM is a planned border adjustment mechanism within the framework of the European Union's climate policy. It ensures a balance in the CO₂ price between domestic products and those from third countries. It also ensures that the EU's climate targets are not undermined by outsourcing production to countries with less ambitious climate policies.

In our diverse trading business, the supply chains are shaped by the different characteristics of the respective industry. In order to do justice to the complexity of our supply chains and to ensure detailed consideration of the work steps, we place a special focus on labor-intensive supply chains in our sustainability management.

Our Certifications and our Quality Management

Meeting the highest standards

Due to our extensive distribution business and increasing complexity, the aspects that need to be considered in supply chains are becoming more complex. We therefore provide both required and voluntary certifications and attach great importance to reliable quality management.

Supplier evaluations based on social criteria are already standard practice at our subsidiary, **Juritex Import-Export GmbH**. The aim is Group-wide standardization, which our “Legal & Compliance” department is also working on.

In addition to the manufacturing operations of **Juritex GmbH** (ISO-14001:2015), **Jebsen & Jessen Life Science GmbH** and **Jebsen & Jessen Chemicals GmbH** (ISO-9001:2015) as well as **Jebsen & Jessen Industrial Solutions GmbH** with its **e-Mobility division** (ISO-9001:2015; ISO-14001:2015; ISO-45001:2018) are also subject to internal and external audits by the **German Association for the Certification of Quality Assurance Systems** (DQS) with subsequent ISO certification:

- **ISO-9001:2015 (Quality)**
- **ISO-14001:2015 (Environment)**
- **ISO-45001:2018 (Safety)**

ISO certifications result from an audit process according to which a company obtains proof of conformity, because it complies with standards in its work processes.

In addition to **official audits**, **warehouse audits** and **personal visits** to our suppliers and customers on site, we also check our suppliers according to compliance criteria. And we obtain **production licenses** and **quality (standard) certifications**, some of which are required by our customers.

Jebsen & Jessen Life Science GmbH identifies, evaluates, and manages significant health risks from food by taking into account the product-specific hygiene regulations and the **Food Hygiene Ordinance** (LMHV).

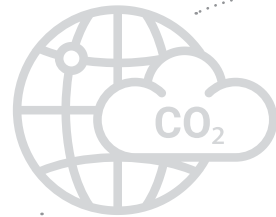
The company also holds the following certificates relating to food safety and quality:

- **GMP+ Feed Certification**
- **International Featured Standards (IFS) Broker**
- **Organic certification according to Reg. (EG) Nr. 2018/848**

Jebsen & Jessen Life Science GmbH has employed its own quality manager to coordinate certifications and audits since 2020.



Our subsidiary, **Jebagro GmbH**, has joined **PAMIRA** (Packmittel Rücknahme Agrar), a system for the safe and environmentally friendly disposal of empty pesticide packaging. In this system, the farmers collect the empty packaging and hand it in at a collection point, where it is then recycled.¹ This saved a total of 552 kg of greenhouse gases in 2022.



**SAVING
552 KG OF
GREENHOUSE GASES**



In the area of biomass and bioenergy, **Ruhr-Petrol GmbH** has an **International Sustainability & Carbon Certification (ISCC)**, which is recertified annually. ISCC is a certification system for sustainable and deforestation-free supply chains.



Juritex Import-Export GmbH is in constant communication with its stakeholders and the **German Association of Importers of Finished Goods** (Verband der Fertigwarenimporteure e.V.) to ensure that it acts in an environmentally friendly and humane manner. Suppliers are evaluated strictly according to social and environmental criteria. Local teams in the sourcing countries provide Juritex with insights into the problems and challenges of the supply chain. When selecting a new supplier, compliance with the guidelines against child labor is verified and various training courses on “Transparency in the supply chain” are held. All T1 producers must have valid audits or certificates throughout the entire supply chain. For textile producers with wet processes, **STeP by OEKO-TEX** certification is required; for textile producers without wet processes, **STeP by OEKO-TEX, ISO-14001, BEPI** or **Higg** certification is required.

Juritex regularly carries out the **EcoVadis Sustainability Assessment** to record environmental and social risks in the supply chain. In order to emphasize our diligence with regard to these issues and to guarantee a sustainability standard, the company has also been certified several times in the area of recycling and the avoidance of harmful substances:

- **Global Recycle Standard (GRS)**
- **Made in Green (MIG) by OEKO-TEX**
- **Organic Content Standard (OCS)**



GMA Garnet (Europe) GmbH was able to save 288 tons of greenhouse gases in 2022 by reprocessing garnet sand in Germany. This was achieved through a partnership with the company **interzero**. **Interzero** develops customized environmental and system services and supports full-service solutions for product, material, and logistics cycles. GMA Garnet (Europe) GmbH already operates such partnerships in eight countries in order to create better solutions for recycling packaging waste and conserving resources.



Suppliers of **Jebsen & Jessen Metals GmbH** can use the **Leed Certificate** to transparently show the percentage of recycled material used by the respective steelworks.



Our Service Portfolio and our Sustainable Product Solutions

We are focused on a sustainable future

The Jebsen & Jessen Hamburg Group has a diverse product portfolio that can be found in markets around the world, and can therefore have a positive impact on global sustainability development. Our global customer network consists of manufacturers, importers, distributors, and wholesalers, as well as end consumers, private and state-owned companies. Thanks to our varied and broadly diversified business areas, we are active in various sectors and serve a wide range of customers from different industries. The continuous expansion of our product and service portfolio with resource-conserving and environmentally friendly products is very important to us.

Organic-based Origin as a Pioneer in the Crop Protection Industry

Biological plant protection products/biostimulants and organic fertilizers are a fundamental part of the plant protection industry. For years, we have seen that this branch of industry has been experiencing strong growth worldwide.

Jebagro also focuses on these sustainable product alternatives and has entered into targeted partnerships with various suppliers. Of particular note here is Jebagro's support for a Brazilian company that has set itself the goal of introducing and marketing organic products for local agriculture. The product portfolio is based on organic pesticides, biostimulants, and organic fertilizers produced by manufacturers in Brazil and Spain. Jebagro is a key pillar here, as it plays a leading role in supporting the expansion of the company with investment as well as its expertise and international supplier network.



Green Technologies in the Textile Industry

Juritex Import-Export GmbH focuses on the recyclability of its products. It therefore uses spun-dyed polyester in which the spun fibers are dyed during production.

This dyeing technique is called “**Dope Dye**” and leads to enormous savings in water, energy, and CO₂. In 2022, 102 tons of these polyester yarns were used. This resulted in water savings of 6,120,000 liters and CO₂ savings of 306,000 kg.

As an importer of sportswear, we have also set ourselves the goal of increasing our **proportion of recycled material** to 30% by 2025. In 2022, it was 14%.

**WE HAVE ALSO SET
OURSELVES THE GOAL
OF INCREASING OUR
PROPORTION OF RECYCLED
MATERIAL TO 30% BY 2025.**



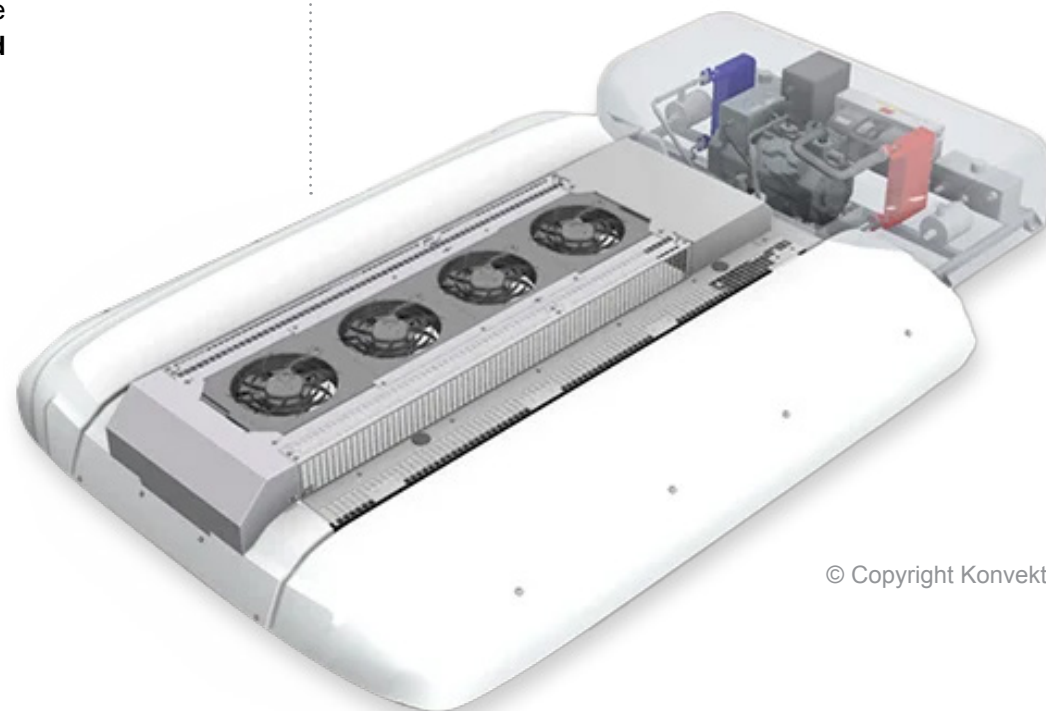
Pioneers in the Field of Corporate Social Responsibility

Jebsen & Jessen Financial Solutions acts in accordance with the “**IFC Exclusion List**” when selecting financing projects. The **International Finance Corporation** (IFC) is part of the World Bank Group, which specializes in financial support for private companies. The list includes various projects in the area of environmentally harmful, illegal, or inhumane practices that the IFC does not finance.

In 2022, **Financial Solutions** supported, among other things, **pharmaceutical projects** in developing countries that give local people access to local and therefore cheaper medicines. Thanks to these projects, people are not dependent on importing expensive medicines from abroad. Antibiotics and insulin, in particular, are therefore available locally. Projects in the areas of **energy source transformation** and **food security and supply** were also supported.

Air Conditioning Systems Using CO₂ Coolant

Jebsen & Jessen e-Mobility uses air conditioning systems from market leader **Konvekta** with CO₂ as an **alternative coolant** for its e-buses. CO₂ offers higher efficiency for the buses' climate system and only has a GWP value of 1. GWP stands for Global Warming Potential and is expressed in CO₂ equivalents. Since 2017, all fluorocarbons with a GWP of more than 160 have been banned in commercial vehicles in the EU.



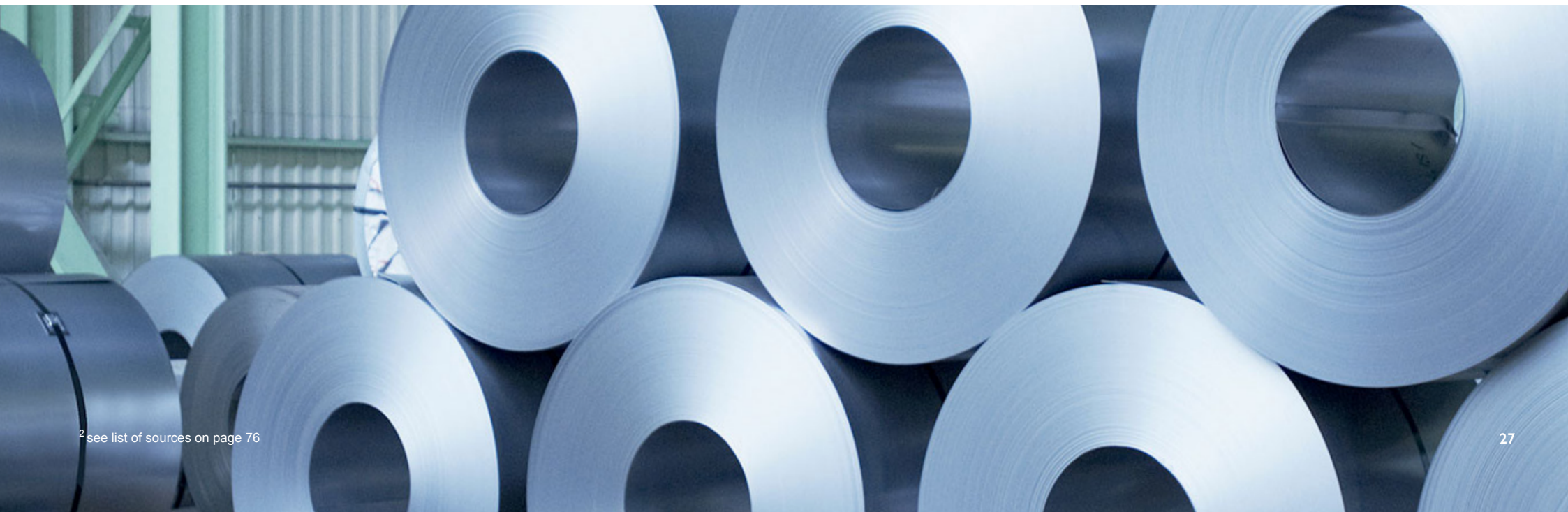
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Product Declaration According to EPD Standard

In 2022, **Jebsen & Jessen Metals** began working with a Spanish manufacturer and intensified its business relationship with a Turkish supplier, which makes product declarations in accordance with the EPD standard. The **Environmental Product Declaration** is a TYPE III environmental declaration that describes building materials, building products, and building components with regard to their environmental impact on the basis of life cycle assessments as well as their functional and technical properties.² The information relates to the entire life cycle of the building product. This provides a strong basis for the sustainability assessment. The EPD can be used to evaluate the service life of the steel. This is highly relevant for a significant number of customers.

The company also counteracts environmentally harmful measures by reintroducing already-used steel into the production cycle. It sells steel scrap to Malaysia, where it is melted down in induction furnaces and, if necessary, refreshed by adding iron sponge. In steel production, a distinction is made between induction furnaces, electric arc furnaces, and blast furnaces. Induction and electric arc furnaces have a significantly higher recycling rate of around 90%. This **recycled steel** is then put back into circulation through resale. The **Leed Certificate** provides our customers with a transparent indication of the proportion of recycled steel.

² see list of sources on page 76



List of Associations and Initiatives

We embrace social responsibility

We are involved in various associations and initiatives – in some cases by taking on voluntary roles. These memberships and commitments are evidence of our social responsibility and promote a constant exchange in industry-specific networks.

- Afrika-Verein der deutschen Wirtschaft e.V. *(The German-African Business Association)*
- AGA Norddeutscher Unternehmensverband Großhandel, Außenhandel, Dienstleistung e.V. *(North German Employers' Association for the Wholesale, Foreign Trade and Service Sectors)*
- Amfori Business Social Compliance Initiative
- Berufsverband der Compliance Manager e.V.
- Bundesverband des Deutschen Exporthandels e.V. *(Federation of the German Export Trade)*
- Bundesverband Großhandel, Außenhandel, Dienstleistungen e.V. *(The Federation of German Wholesale, Foreign Trade and Services)*
- Deutsch-Argentinische Industrie- und Handelskammer *(German-Argentinean Chamber of Industry and Commerce)*
- Deutsche Gesellschaft für Qualität e.V.
- Expertenkreis Exportkreditgarantien des Bundes *(Expert group on export credit guarantees of the Federal Government)*
- FBN Deutschland e.V. *(The Family Business Network)*
- Handelskammer Hamburg *(Hamburg Chamber of Commerce)*
- Independent Steel Alliance
- Informationsdienst für den öffentlichen Verkehr *(Ligue Suisse pour l'organisation rationnelle du trafic)*
- Lateinamerikaveroin e.V. *(The Business Association for Latin America)*
- Neuer Union-Club v. 1867
- Omnibus Verband Nord
- Ostasiatischer Verein e.V. *(German Asia-Pacific Business Association)*
- Ost-Ausschuss der Deutschen Wirtschaft e.V. *(The German Eastern Business Association)*
- Reinforcing Steel Institute of Canada
- The European Petrochemical Association
- Verband der Bahnindustrie e.V. *(The German Railway Industry Association)*
- Verband der Fertigwarenimporteure e.V. *(The Association of Finished Goods Importers)*
- Verband Deutscher Treasurer e.V. *(German Association of Corporate Treasurers)*
- Verband Deutsche Verkehrsunternehmen e.V.
- Verband öffentlicher Verkehr
- Verein Hamburger Exporteure e.V. *(Association of Hamburg Exporters)*
- Wirtschaftsvereinigung Groß- und Außenhandel Hamburg e.V. *(Wholesale and Foreign Trade Association)*





Our Goals and Strategy

Our family-orientated culture and entrepreneurial spirit are at the heart of our company

In the Jebsen & Jessen Hamburg Group, we combine passion and high performance, global presence, and intelligence with local action and an entrepreneurial culture to create an exceptional Hamburg-based distribution and service company that is deeply rooted in its business tradition. Whether in international trade, in the distribution of goods, or in e-mobility or export financing – we connect people and markets, products, and industries. To this end, we also invest in young businesses and young business models with promising viability for the future.

The business strategy of our Hamburg Group is based on ethical standards. Our family culture and strong entrepreneurial spirit are at the heart of all our successful collaborations. We believe size must not compromise lean structures and fast decision-making processes. This is primarily ensured by our decentralized corporate structure.

For us, individual strategic priorities form the guard rails of a common direction that helps us to pursue our goals.



Sustainable Growth

Special impacts such as the COVID-19 pandemic and the Russia-Ukraine conflict have presented us with global challenges. It has become more difficult to maintain supply chains worldwide and the rising interest rates have impacted margins in our traditional trading business. The last few years have therefore taught us to act with particular foresight in the market, to react to special impacts or, ideally, to anticipate them.

We use this as a driver to delve even deeper into value creation. We are focusing on expanding and intensifying sales structures in our core markets. And we want to further develop our business models by expanding sales channels and adding new product categories. In addition to organic growth, company acquisitions are very important to us in order to find common paths to growth in strong cooperation with our divisions.

We also understand that new and disruptive business models, some of which still need to be tested on the market, also bring great added value for us. We hope to grow through synergy effects and our professional structures and develop into an innovative group of companies. As a family-run group of companies, we want to maintain our business focus, which is why we place particular emphasis on sustainable business models, products, and services.

Digitization and Processes

Digitization plays an important role for us. There are many exciting fields in which we can not only assert ourselves on the market with better products through suitable solutions, but also counter today's complex regulatory environment through increased efficiency. We work intensively on recording, documenting, and developing our business processes in order to continuously improve as a learning organization. At the end of the process-related changes, we see the use of suitable programs that map improved processes in secure IT environments.

We identify weak points in our process chains and reflect these with companies operating on the market in order to find the right way to solve them on a "make-or-buy" basis. During this process and during the introduction, we work together with all employees to ensure that the changed processes and programs are integrated into the organization in a compatible way. This is ultimately very important even for reasons of data and cyber security so risks can be mitigated through more intensive use of IT.



**WE WORK INTENSIVELY ON RECORDING,
DOCUMENTING, AND DEVELOPING
OUR BUSINESS PROCESSES.**

Investment in Human Capital

A family-like corporate culture and strong entrepreneurial spirit are at the heart of all successful collaborations, which is why this is also represented in our fourth value: family spirit! This value complements our values of being “open-minded – competent – innovative.” Our values are our central guidelines that serve as orientation in our day-to-day work and for achieving our goals. We think of our values as a steering wheel that steers our corporate ship to its destination, always keeping it on course and helping us move in the same direction together. The company values determine how employees work together and interact. They are the foundation of our culture as well as an engine for change.

Thanks to our decentralized structures, the trust placed in them, and our flat hierarchies, employees can quickly take on responsibility and participate in creative processes.

We try to fully integrate the strengths and skills of each employee into our business activities through a distinctive skills management system. In the process, we form key user groups that complement each other and can advance new projects and processes together.

We also attach great importance to the ongoing training of each individual. We not only offer comprehensive training courses but are also gradually expanding our training program.

Ultimately, we have our highly motivated employees to thank for the pursuit of our goals and our corporate success, which is always characterized by a strong sense of togetherness and cooperation.





A FAMILY-LIKE CORPORATE CULTURE AND STRONG ENTREPRENEURIAL SPIRIT ARE AT THE HEART OF ALL SUCCESSFUL COLLABORATIONS, WHICH IS WHY THIS IS ALSO REPRESENTED IN OUR FOURTH VALUE: FAMILY SPIRIT!

Compliance

Our business strategy is based on ethical principles

The actions of the employees of the Jebsen & Jessen Hamburg Group are based on our core values. These values are an integral part of our daily interactions with each other and in our collaboration with stakeholders.

We expect our business partners to embrace our values as their own when dealing with their employees and third parties – this is the only way we can act in a manner that is both compliant and sustainable.

Our business strategy is based on ethical principles. As such, we always aim to act in accordance with principles, whether in terms of ethical or legal regulations. The management teams provide targeted guidance and information to ensure compliance with regulations in all business areas. They are supported in this by the “Legal & Compliance” department. Among other things, this department is responsible for ensuring responsible conduct through a **Code of Conduct** for employees and business partners of the Jebsen & Jessen Hamburg Group.



..... SCAN ME

Code of Conduct for Business Partners

For issues such as data protection, we have commissioned external service providers to support us in ensuring compliance with legal regulations. We also have a Data Protection Manager who coordinates data protection issues internally and liaises with the Data Protection Officer. Our **data protection management** is based on three pillars:

1. Processing list
2. Contracts
3. Internal guidelines

The Data Protection Manager keeps an internal **list of processing activities** in accordance with Article 30 GDPR. In addition, we conclude **data processing agreements** in accordance with Article 28 GDPR with the providers of cloud-based tools, among others. We have also adopted various **guideline documents** and published them internally:

1. Privacy policy
2. Policy on the use of IT equipment and IT-based services
3. Procedural instruction for GDPR data subject rights
4. Fact sheet on GDPR data subject rights
5. Data protection incident procedure

The “Legal & Compliance” team also works with the IT department to create a **deletion concept** and a list of all the **technical and organizational data security measures** (TOM) we have implemented. The existing internal documents are reviewed in the process.

Internally, we also use case studies to raise awareness of the proper handling of data.



Employees responsible for **export control** check our deliveries. **Sanctions lists** and **embargoes** are taken into account in business partner-related export controls. As a result of the Russia-Ukraine conflict, sanctions were imposed against Russia and Belarus, which we strictly adhere to. Circumventing transactions via third countries is not permitted and is therefore avoided as far as possible. Goods, services, and their planned use are examined. We do not trade in weapons, armaments, and/or prohibited goods. In the case of **dual-use goods** for civilian applications, we work closely with the **Federal Office for Economic Affairs and Export Control** (BAFA) and obtain the necessary export licenses. If required, we can be supported in export control by an external consultant.

To ensure that our employees adhere to the compliance guidelines of the Jebsen & Jessen Hamburg Group, we also carry out internal **compliance training**. In 2022, our **export control** and **cyber awareness** training courses from 2021 were continued. Planning for **cybercrime** training began in 2022 and will be implemented across the board in 2023/2024. As part of this, an **emergency plan** was also published on the intranet in 2023 to be used in the event of a cybercrime incident.

The Jebsen & Jessen Hamburg Group has a **whistleblower system**. It is used to confidentially report any misconduct by internal or external stakeholders. Information is checked by the Compliance Team. Introduction of a digital whistleblower system is also in planning. This will not only reduce the threshold for reporting information but can also be used in the future for the complaints procedure under the Due Diligence Act (LkSG).

We also offer a **Policy Center** for employees on our intranet. It contains all important compliance guidelines and documents on the following topics, among others:

- Anti-corruption guidelines
- Guidelines on invitations, hospitality, and gifts
- Terms of use for means/routes of communication
- Processes to prevent attempted fraud in payment transactions
- Know Your Customer (KYC) Policy
- Invoice control processes/payment authorizations
- Sanctions Monitor/LexisNexis Bridger Insight®
- Guideline on commercial representatives

We adhere to this policy without exception: Under no circumstances will bribes or kick-backs be agreed to or paid. Bonus, commission, or other service agreements as well as other payments that are not made for demonstrable goods or services must be in writing and clearly describe the scope of the service, the recipient of the service, and the payee. With these regulations, we not only want to comply with legal requirements, but also fulfill our responsibility as honorable businesspeople.

Furthermore, when initiating international business relationships, it is increasingly important to have comprehensive knowledge of the respective business partners, which requires a comprehensive **KYC process**. The basis for this is the documentation of relationships with our business partners as well as well-founded documentation on the consideration of customers, suppliers, and representatives by the responsible trading manager before the conclusion of any trading contracts. The aim here is to ensure and document a uniform basis of knowledge about the business partners. We use the **“Sanctions Monitor”** software or **“LexisNexis Bridger Insight”**® for the automated verification of our business partners. Both software programs have interfaces to our ERP systems and regularly check the master data of our business partners against embargo and sanctions lists. Not only European lists are checked, but also US lists,

among others. In the event of a critical hit, i.e. potentially illegal behavior, this information is forwarded to selected employees in the various divisions, who are responsible for an in-depth check and, if necessary, blocking the business partner in the respective ERP system. We also carry out master data comparisons with our credit report. This process is audited by the "Finance & Credit Risk" department, among others.

Within the framework of the **Due Diligence Act** (LkSG), the need to examine further criteria will increase where human rights and/or environmental risks are identified in the course of risk analyses.

With the help of our compliance structure, we can ensure that we implement changes to the law and internal guidelines promptly, monitor compliance, and always act responsibly as a company. We want to protect human rights, comply with labor standards, promote environmental awareness, and prevent corruption.



**WE WANT TO PROTECT
HUMAN RIGHTS,
COMPLY WITH
LABOR STANDARDS,
PROMOTE
ENVIRONMENTAL
AWARENESS AND
PREVENT CORRUPTION.**

Our Economic Responsibility

We have recorded the most successful year in our history

Due to its structure, Jebsen & Jessen (GmbH & Co.) KG, as the holding company, performs the central function of financial management for the Group and its subsidiaries. This allows the operating divisions to concentrate on their core markets and the customer-oriented and demand-oriented sale of products.

The global economy was impacted by geopolitical risks, sanctions, and the COVID-19 pandemic in 2022. As a result, the situation on the global markets was challenging overall and will remain so in the 2023 financial year. The economic impact of the Russia-Ukraine conflict, including the associated sanctions, is characterized by material shortages, supply bottlenecks, and higher costs in the agricultural and food industry. But the war is also creating new trade flows. Falling freight rates and high volatility have presented us with chances and opportunities, which we have consistently taken advantage of.

This was also reflected in **net sales**, which increased by around € 300 million to **€ 1,649 million** compared to the previous year.

All divisions contributed to the success of the Jebsen & Jessen Hamburg Group:

The division **Trading Solutions** had an extremely successful financial year. Both net sales and earnings before taxes increased significantly compared to the previous year. As a result, Trading Solutions closed the 2022 financial year well above expectations.

The **Textiles** division closed the 2022 financial year above expectations due to an increase in volumes and sales and even exceeded the previous year's result.

The **Garnet Sand** division, under which GMA Garnet (Europe) GmbH operates, recorded a record year in terms of both net sales and earnings. This clearly exceeded expectations. Sales of garnet sand increased once again, despite the loss of major Russian customers due to the Ukraine-Russia conflict.

The **Industrial Services** division significantly exceeded the very successful 2021 financial year in terms of net sales and earnings and is therefore ahead of expectations in 2022.

The Group can look back on an extremely successful 2022 financial year, in which both sales and earnings before taxes increased to a record level. Although the global crises, fragile supply chains and dramatically rising prices had a negative impact on business activities, the company was able to record an extremely successful performance in all divisions thanks to reliable responses in crisis situations and a highly diversified business environment. Particularly noteworthy is the historically strong result, which was achieved not least thanks to our long-term customer and supplier relationships. Our strong market position can also be attributed to our reliability as a supplier. We always had our core products in stock and used the supply chain efficiently.

Thanks to this ability to react quickly and act efficiently within lean structures, the Group is also well equipped for future challenges.

As a family-run company, we strive for sustainable growth, which is also driven by our diversified divisions with different added value. We regularly inform our shareholders about our economic development and also provide detailed information about the Group's development and current status at our shareholders' meeting. We also provide an outlook for the coming financial year. We use annual budgets and forecasts to keep a constant eye on our targets so that we can take countermeasures in good time in the event of changes. We see our trustworthy global network of business partners, which gives us direct access to all important purchasing and sales markets, as a key success factor. We were also able to expand this network last year in order to further strengthen our position on the market.



As an internationally active company, the Jebsen & Jessen Hamburg Group is also exposed to market price, currency, interest rate, and certain country risks. By continuously improving our internal processes and using appropriate **risk instruments**, we are able to identify and respond to potential risks at all times. The risk control and management instruments also extend to all affiliated companies that are not included in the consolidated financial statements.

The figures presented in this section are based on our consolidated financial statements, which have been audited by our auditors, and therefore include all domestic companies headquartered in Hamburg and Buchholz as well as all foreign companies based in North and South America and other European countries.

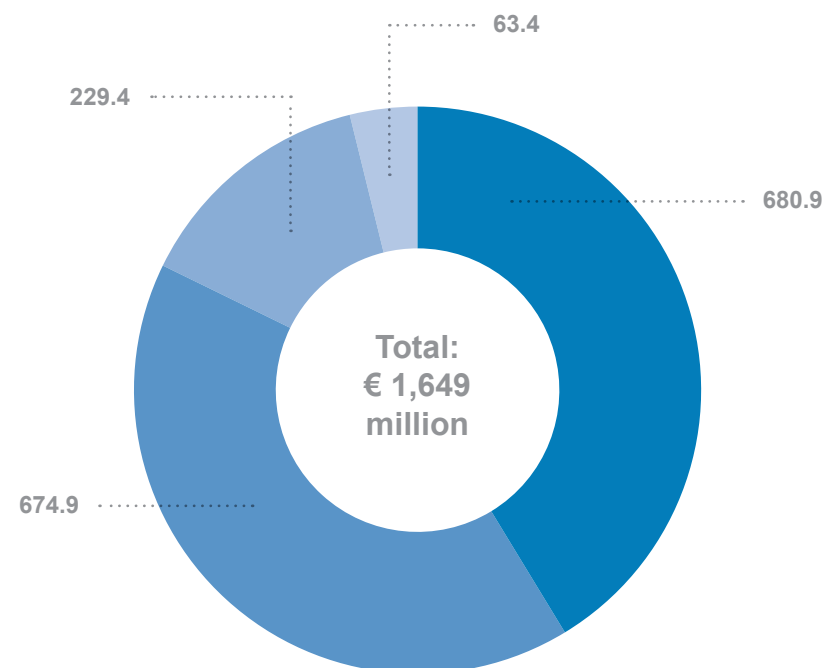


Key Economic Figures for the Jebsen & Jessen Hamburg Group

The Jebsen & Jessen Hamburg Group's **net sales** amounted to around € 1,649 million in the 2022 financial year.

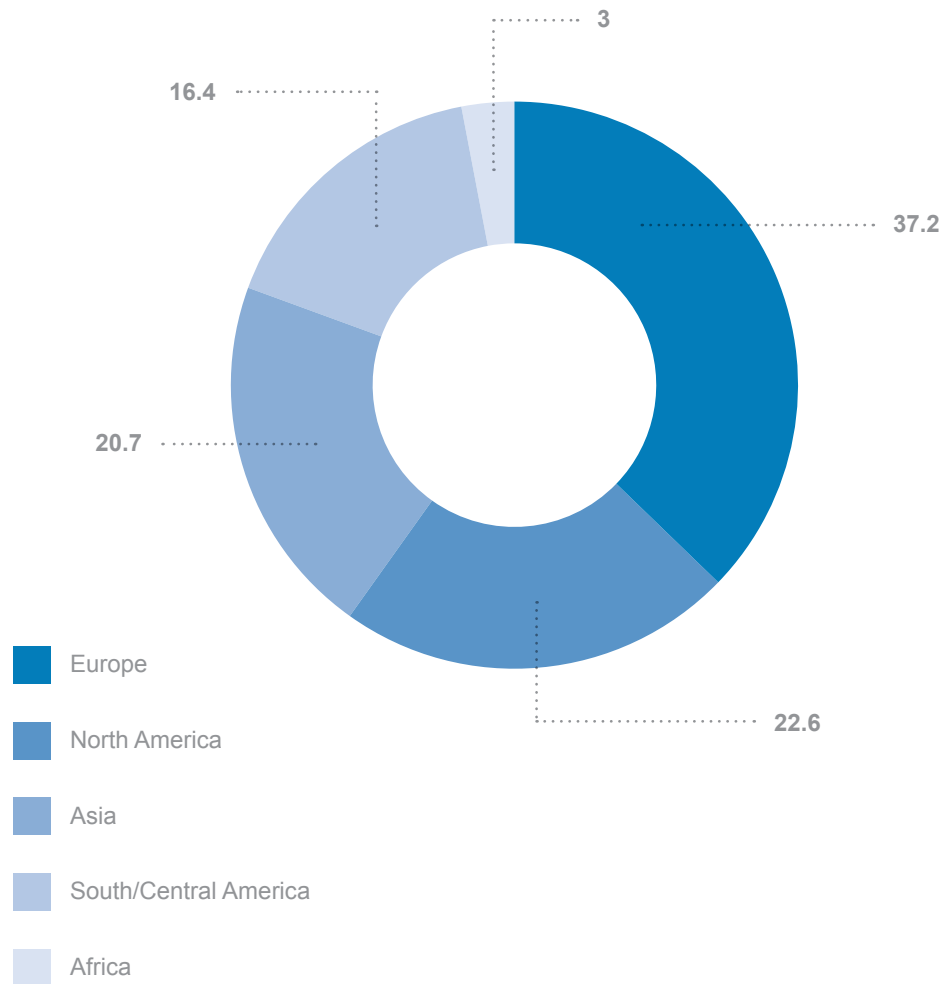
In EUR million	2022 (reporting year)	2021 (previous year)	2018 (base year)
Net sales	1,648.6	1,363.0	884.7
Operating costs	1,559.3	1,293.1	837.3
Wages and other operational services	48.0	41.4	29.7
Payments to investors	17.4	13.3	3.6
Payments to the government	12.9	8.8	5.2

Net sales in EUR million (2022)

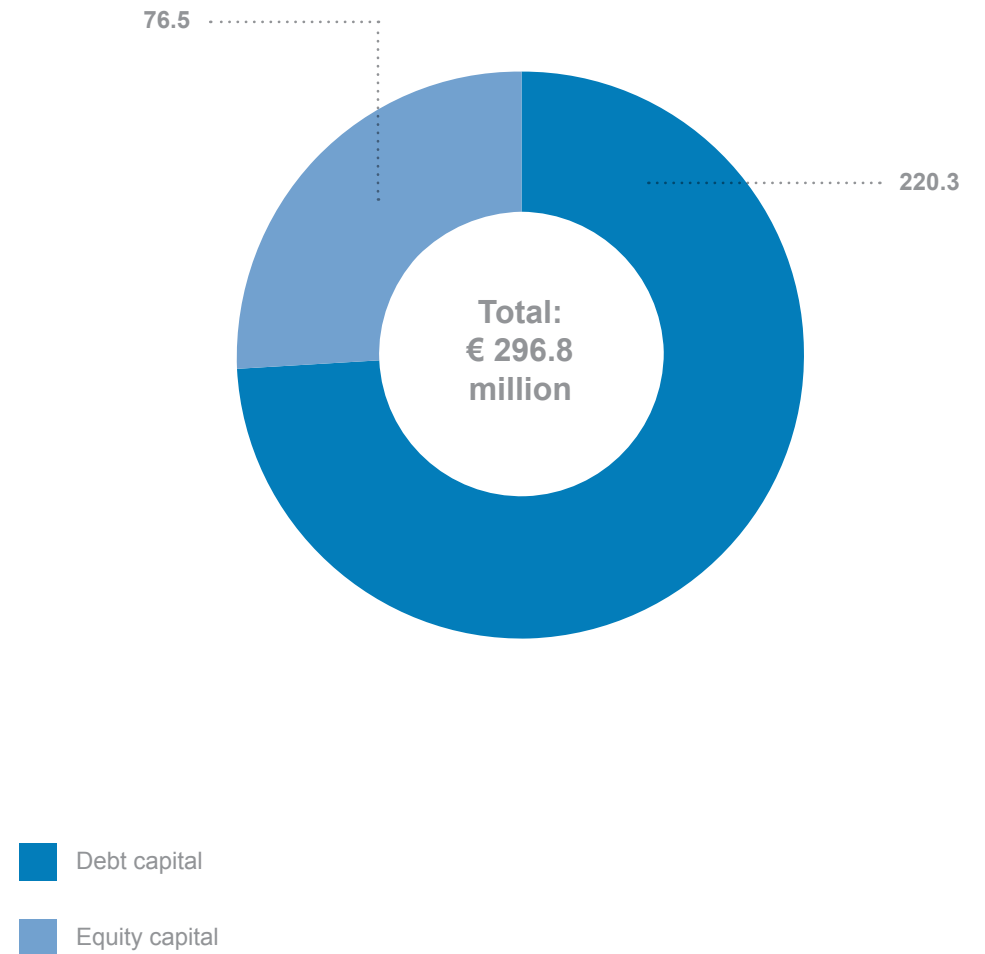


- Trading Solutions
- GMA
- Textil
- Industrial Services

Sales per region in % (2022)



Total capital in EUR million (2022)



Our Environmental Responsibility

We create awareness for resource-friendly behaviour

The Jebsen & Jessen Hamburg Group aims to continuously promote sustainability. We remain true to our values of caring for our employees, communities, and the environment within our means.

We cultivate a hands-on mentality

As a service company, we focus on reducing the direct emissions caused by everyday office work when it comes to greenhouse gas emissions. We are therefore working intensively on a **digital strategy** at the Hamburg site. In addition to implementing efficient, resource-saving work processes, this also includes a clear movement toward paperless work. The latest milestone here was the digitalization of the **invoice receipt workflow** in 2022. As a result, 16,000 invoices were digitized within 10 months. The introduction of software for **digital signatures** is also planned for 2023, which will also contribute to the goal of saving paper.

In addition to introducing new tools, we use **JJGreensteps** to raise awareness among our employees of the need to make their day-to-day work paperless. JJGreensteps is our communication channel on the intranet for tips and tricks for a more sustainable everyday office life. The tips cover topics ranging from sustainable printing and the use of reusable boxes and cups to energy-saving tips for the office.

As a further step, we have been organizing a recurring **environmental action day** as part of the International Coastal Cleanup Day for several years. In 2022, employees cleaned the riverside paths around the Outer Alster.



Greenhouse Gas Emissions

We offset our directly caused CO₂ emissions

We strive to reduce our CO₂ emissions. The Jebsen & Jessen Family Enterprise Group has set itself the goal of offsetting CO₂ emissions by investing in environmental projects. For this reason, the Jebsen & Jessen Hamburg Group measured and proportionately offset our CO₂ emissions for the first time in 2017 on the basis of the **Greenhouse Gas Protocol**. The **Greenhouse Gas Protocol Corporate Standard** (GHGPCS) provides standards and guidelines for companies and organizations documenting their greenhouse gas emissions.³ This methodology includes accounting and reporting for the six greenhouse gases covered by the **Kyoto Protocol** using standardized approaches and principles to develop effective strategies for managing and reducing corporate emissions.

After reviewing and evaluating the company-related activities of the Jebsen & Jessen Hamburg Group for their CO₂ impact, we offset these annually through appropriate **environmental investments**.

If services from external providers (e.g. freight forwarders and warehouses) are used in the supply chains, the Jebsen & Jessen Hamburg Group does not offset these carbon emissions, as they count as indirectly caused emissions.

As we calculate and offset the CO₂ emissions of our entire Group, we have also included the entire Jebsen & Jessen Hamburg Group in this chapter.



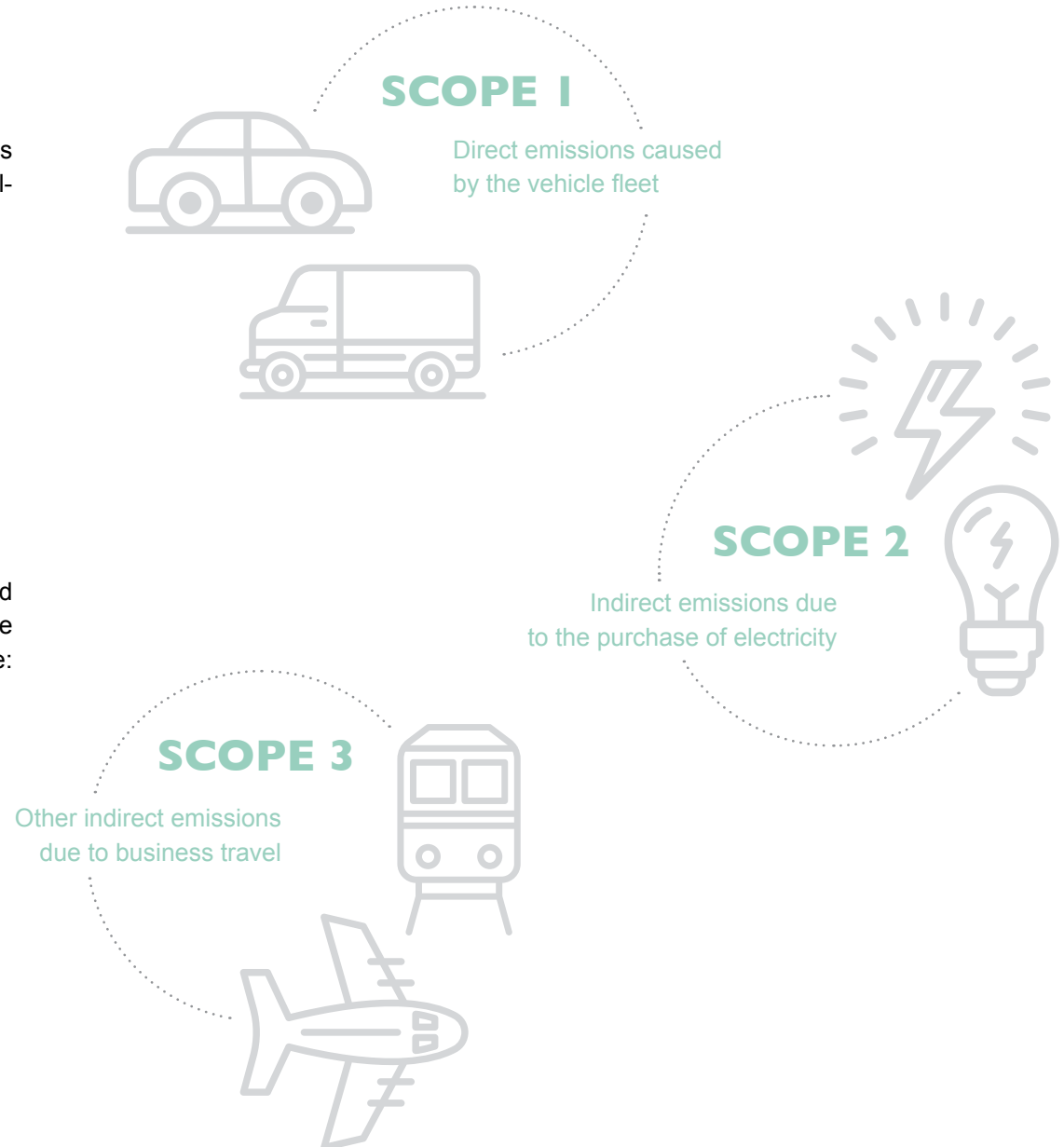
**WE IMPLEMENT
EFFICIENT AND
RESOURCE-SAVING
WORK PROCESSES.**

³ see list of sources on page 76

According to the GHGPCS, a distinction is made between three different areas in which emissions can occur. We have also used this as the basis for our calculation:

- **Scope 1:** all direct emissions generated within the company
- **Scope 2:** all indirect emissions caused by the electricity used by the company
- **Scope 3:** all other indirect emissions that are a consequence of the company's activities but are caused by external sources

The Jebsen & Jessen Hamburg Group collects and offsets the emissions caused by the following company-related activities on the basis of Scope 1, 2 and 3. The scope was selected in accordance with Jebsen & Jessen Pte Ltd. in Singapore:



We have taken the equity share approach into account in the calculation. The emission factors and formulas* used for the calculation are the same as those shown in the Sustainability Report 2021.

The following emission values were calculated for Scope 1, 2 and 3 for 2022:

Scope 1

Vehicle fleet of the Jebsen & Jessen Hamburg Group (2022)

Fuel type	km driven (purchased vehicles)	km driven (leased vehicles)	km total
Gasoline	-	225,260	225,260
Diesel	60,700	429,698	461,704
Super E10	-	-	-
Electric	-	74,126	74,126
Hybrid: Gasoline/ Electric	-	716,122	689,485
Gasoline (89)	-	-	-
Total	60,700	1,445,206	1,450,575
CO₂ emissions in t	2.7	148.1	150.8

Scope 2

Energy consumed by the Jebsen & Jessen Hamburg Group (2022)

Electricity type	GJ	kWh	CO ₂ emissions in t
Conventional electricity	301.2	83,677	56.9

Scope 3

Business travel of the Jebsen & Jessen Hamburg Group (2022)

Trip type	Distance in km	CO ₂ emissions in t
Air travel	2,679,761	713.3
Train travel	63,504.1	0.2
Rental car travel	5,400.5	1.7
Total	2,748,665.6	715.2

* The emission factors and formulas used for the calculation are the same as those shown in the Sustainability Report 2021. They can be found on pages 89-91 of the Sustainability Report 2021: <https://www.jebsen-jessen.de/en/sustainability-report-2021>

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

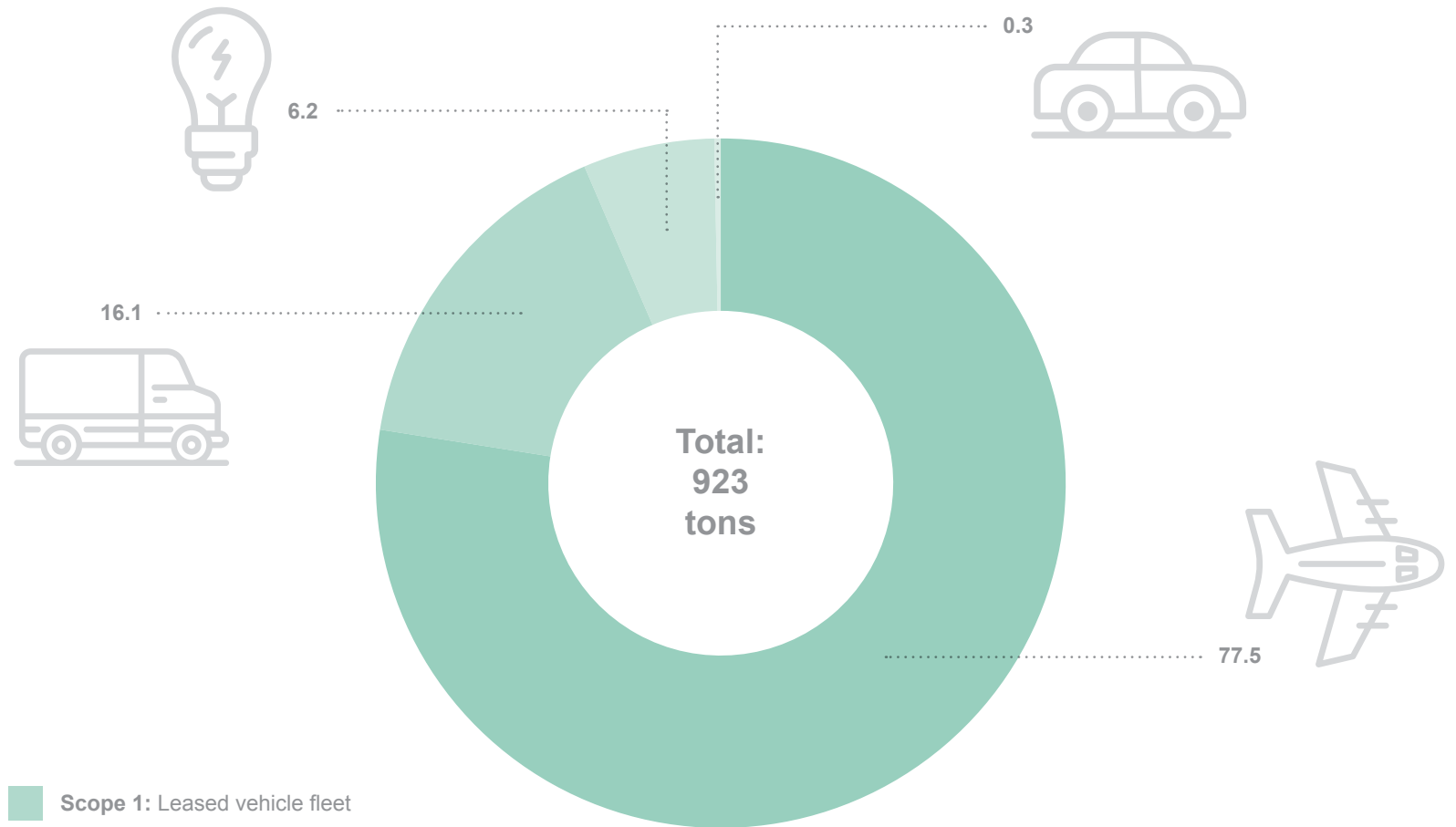
Emission type	CO ₂ in t (2022)	CO ₂ in t (2021)	CO ₂ in t (2017 – base year)
Scope 1	150.8	212.5	153.4
Scope 2	56.9	42.8	111.5
Scope 3	715.2	264.5	716.9
Total	922.8	519.8	981.8



**EMISSIONS AVOIDED
THROUGH GREEN
ELECTRICITY: 211.2 TONS.**

**THAT IS A TOTAL OF
6.1 TONS MORE THAN
IN THE PREVIOUS YEAR!**

Emissions of Jebsen & Jessen Hamburg Group by scope 1, 2 and 3 in % (2022)



- Scope 1: Own vehicle fleet**
- Scope 1: Leased vehicle fleet**
- Scope 2: Electricity consumption**
- Scope 3: Business trips**

In the 2022 reporting period, our calculated CO₂ emissions are around 403 tons higher than in the previous year. One of the reasons for this is that travel restrictions have largely been lifted. We were able to carry out our business trips again with almost no restrictions, so that our air travel is back to the pre-COVID-19 era. The emissions calculated under Scope 2 have also increased, as more employees have been working on site in the office and therefore less mobile. This leads to higher energy consumption. Since, on the one hand, more people now travel to the office by public transport and less by car, and business trips are increasingly being made by train and plane (Scope 3) instead of by car, CO₂ emissions from Scope 1 have fallen.

We have offset a total of **923 tons of greenhouse gas emissions** by investing in a climate protection project. Our financial support went to the **South Pole**-certified **Evergreen Project** in Brazil, which aims to protect the Amazon region from illegal logging. The southern Amazon region in particular has already suffered from deforestation, which was mainly due to illegal activities. The aim of the project is to provide community members with targeted training on forest management in the region. Residents are trained to monitor and prevent illegal activities.

With the help of this project, 71,289 hectares of forest have already been protected from deforestation and degradation. The biodiversity of the Amazon is also protected and thousands of tons of carbon dioxide are prevented from being released. Poverty in the local population is also counteracted by the creation of new jobs in the forestry department.

We as a Group have set ourselves the goal of further reducing and offsetting our emissions over the long term. We consider the emissions here that we generate, for which we are directly responsible in the value chain and which would not have occurred without our actions.



**WE AS A GROUP
HAVE SET OURSELVES
THE GOAL OF
FURTHER REDUCING
AND OFFSETTING
OUR EMISSIONS OVER
THE LONG TERM.**

south pole **VERRA**

CERTIFICATE OF CLIMATE PROTECTION

This certificate verifies that
Jebsen & Jessen Hamburg Group
 has compensated
923 tonnes of greenhouse gas emissions
 by investing in South Pole's climate protection project:
 EVERGREEN REDD+ PROJECT ER Project 304053

Renat Heuberger
Renat Heuberger
 CEO, South Pole

13 CLIMATE ACTION 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 13020-467363935-467364857-VCS-VCU-262-VER-BR-14-2539-01012021-31072021-0
 Certificate number C2854EN, 09.2023
 Date 29/09/2023

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.

Our Social Responsibility

Appreciative and respectful partnerships

Employees are our most valuable resource, which is why respect and appreciation in our dealings with one another are indispensable. We are guided by our corporate values “**open-minded – competent – innovative – family spirit**”.

All data mentioned in this chapter was collected manually using employee lists. The data is broken down below by gender, age, and/or company affiliation. There are no seasonal fluctuations in our workforce.



OPEN-MINDED



COMPETENT

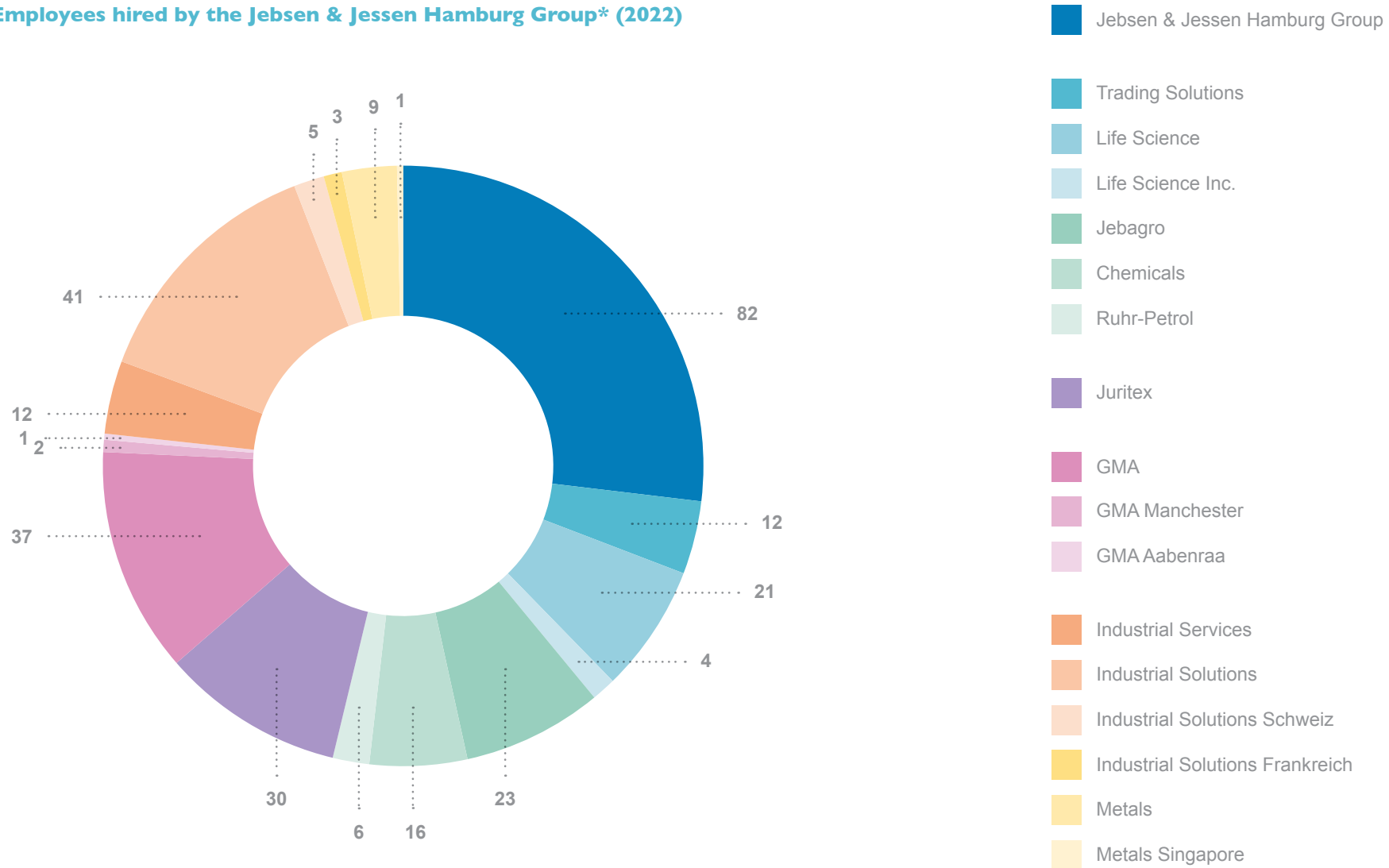


INNOVATIVE



FAMILY SPIRIT

Employees hired by the Jebsen & Jessen Hamburg Group* (2022)

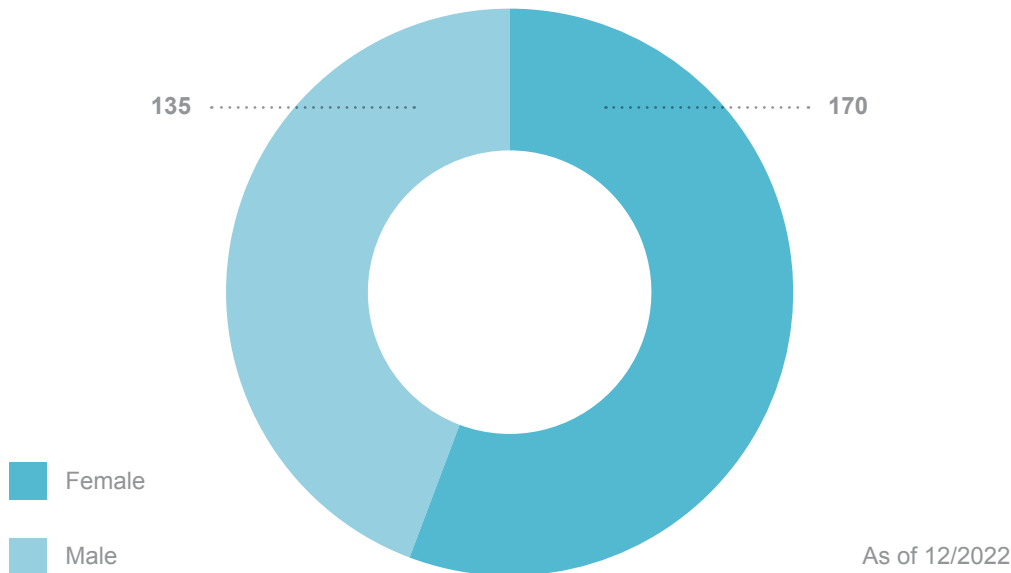


As of 12/2022

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

In 2022, a total of **305 employees** worked for the business units of the Jebsen & Jessen Hamburg Group included in this report, with **women making up around 56%** of the workforce. The employees included 12 trainees/business administrators, 12 temporary employees/working students, two dual students and one intern. We also have two industrial employees under contract. (As of December 2022)

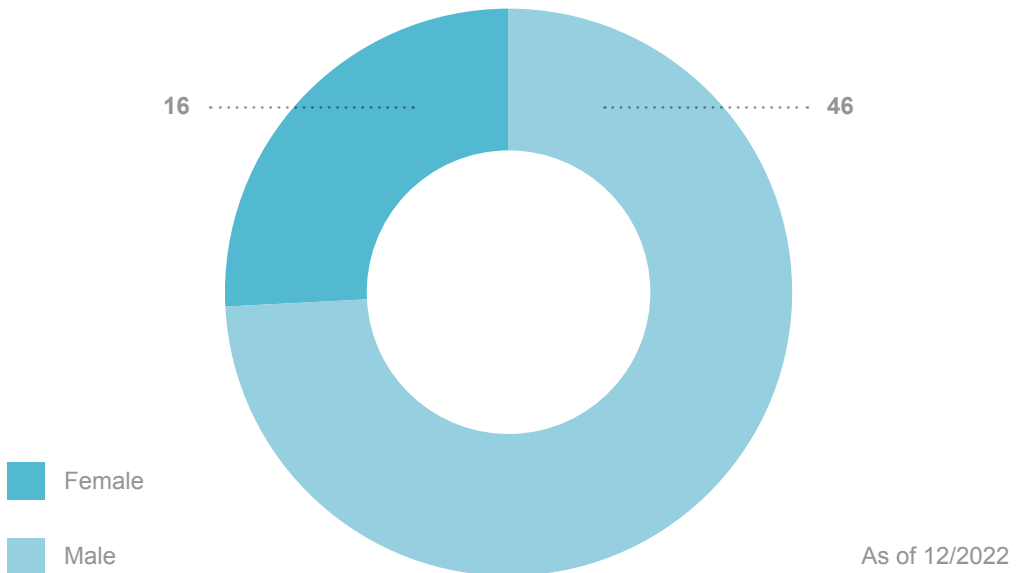
Employees by gender (2022)



As in many other companies, the Jebsen & Jessen Hamburg Group is confronted with an imbalance of **women and men in management positions**.

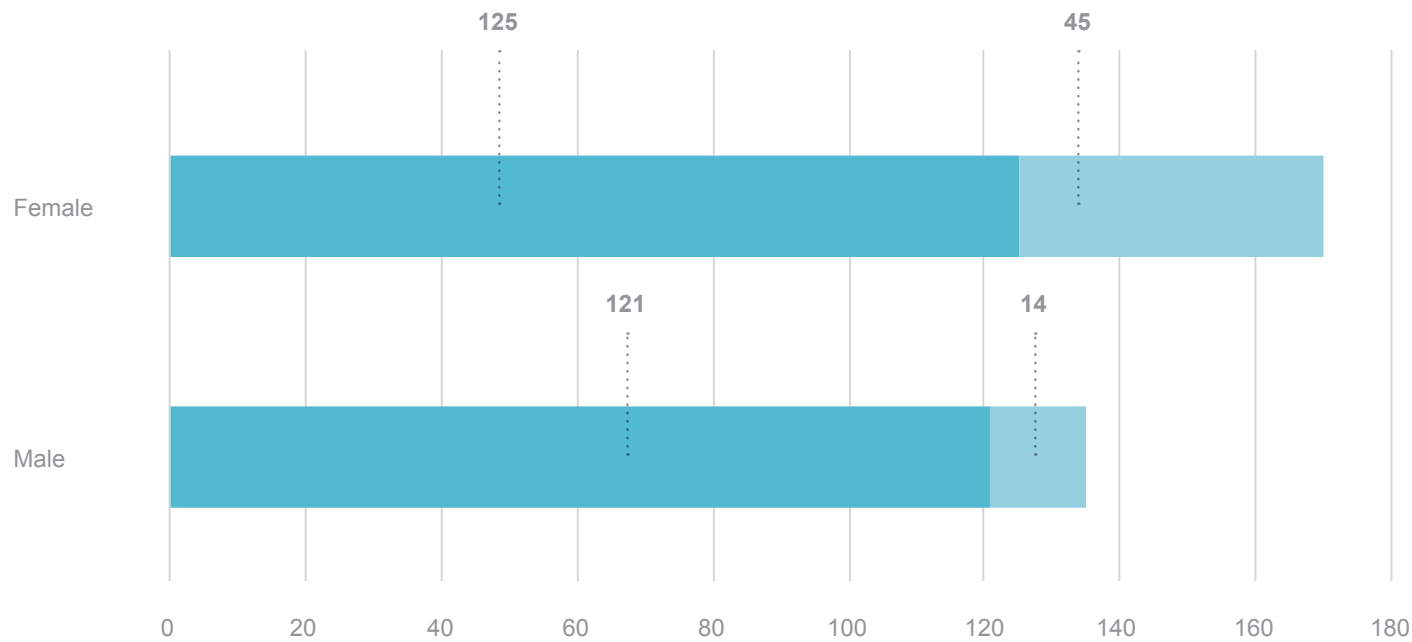
Currently, 16 out of 62 management positions are held by women. This is around 4% more than in the previous year. Equality between men and women is a matter of course for us, which is why we are also striving to further increase the proportion of women in management positions with the right qualifications.

Management positions broken down by gender (2022)



In 2022, all employees had a **permanent employment contract**. The resulting security increases the efficiency of employees and strengthens mutual trust. In 2022, three employees received a partial retirement contract. This can be used as transitional assistance to maintain employability and support people leaving the workforce due to retirement or redundancy. None of our employees are employed under a collective agreement.

Total number of employees by employment relationship and gender (2022)

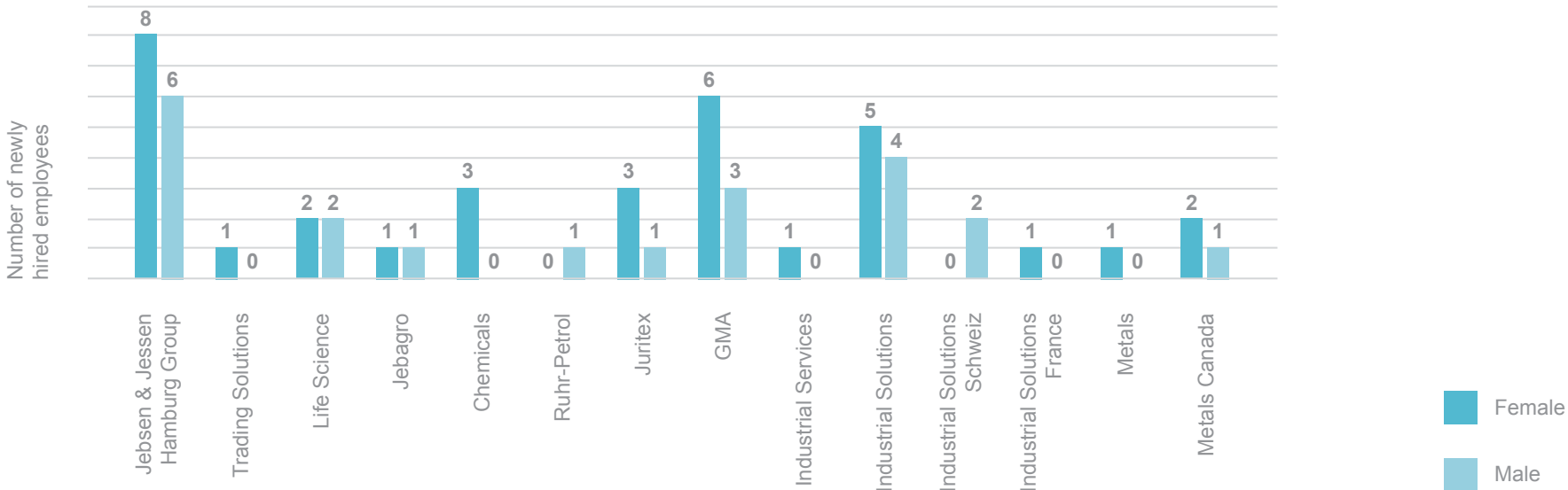


As of 12/2022

Recruiting new employees is fundamental for us in order to expand our expertise within the Group. The focus here is on the employees' identification with our family business, as well as on advocating and living our four corporate values. This is independent of age and gender.

In the 2022 reporting year, a total of **55 new employees** were hired, including six trainees/business administrators. This means that the rate of **new hires** fell compared to the previous year. The following chart shows the distribution by company, gender, and age group.

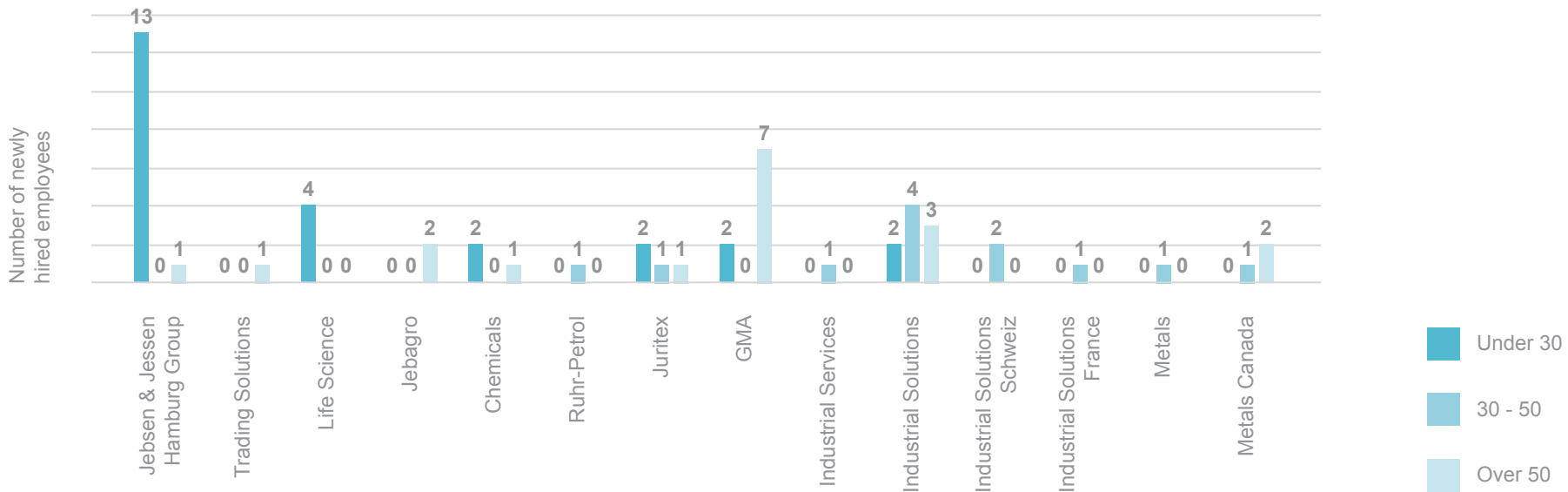
Newly hired employees by gender (2022)



As of 12/2022



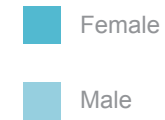
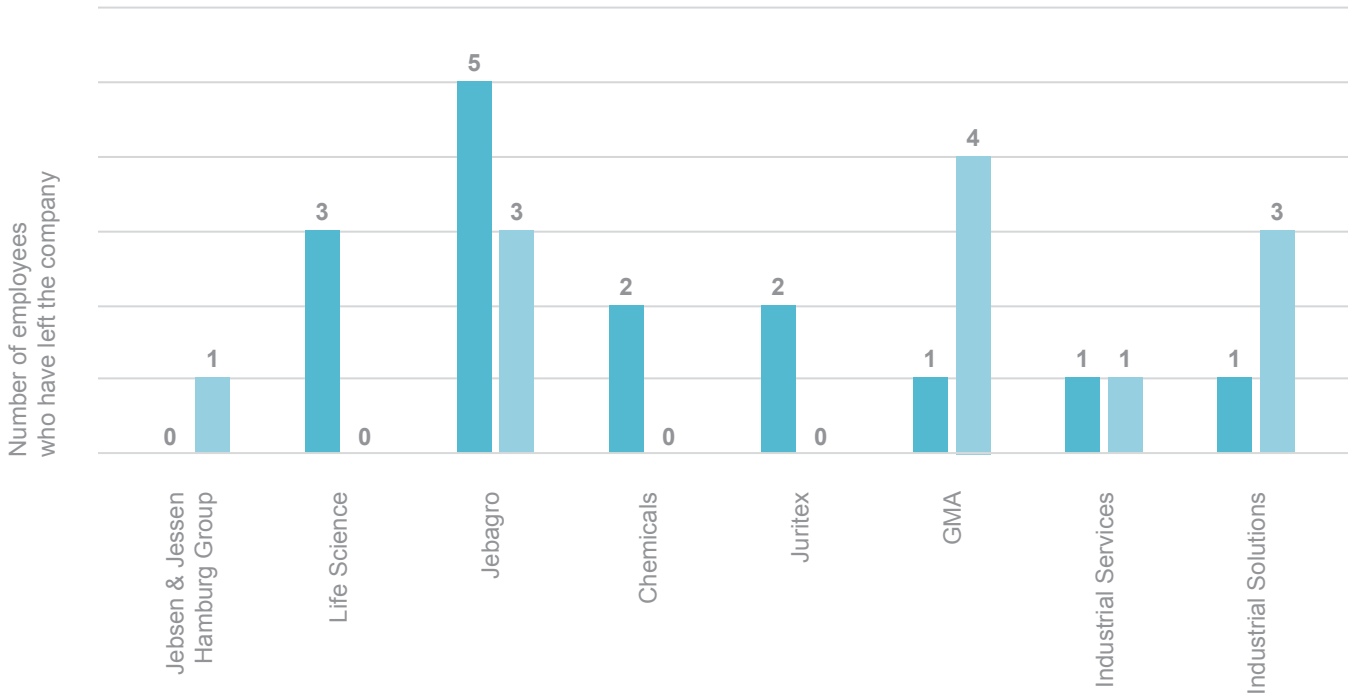
Newly hired employees by age group (2022)



As of 12/2022

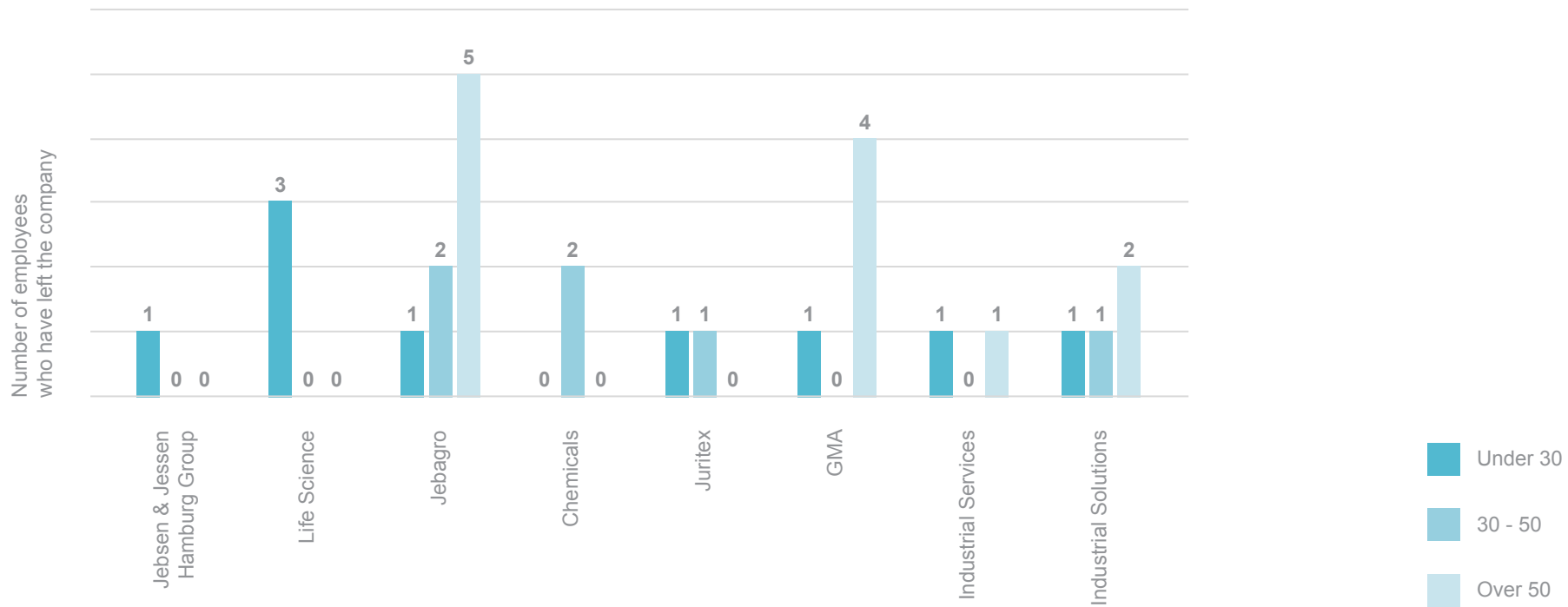
A total of **27 employees** left the company in 2022 for various reasons during the reporting period. The following chart shows the distribution by company, gender, and age group.

Employee turnover by gender (2022)



As of 12/2022

Employee turnover by age group (2022)



As of 12/2022

The family spirit is very important to us

We are pleased to pay our employees a bonus of € 500 gross on the birth of a child. We also present the parents with a small gift for their offspring. We wish all new and expectant parents all the best and a wonderful time getting to know each other.

Parental leave*	Female	Male	Total
Entitlement to parental leave	11	7	18
Absolute parental leave taken	11	4	15
Return to the workplace after end of parental leave	6	2	8
Return to the workplace after end of parental leave and at least 12 months leave	5	2	7
Return and stay rate after parental leave	83.3%	100%	87.5%



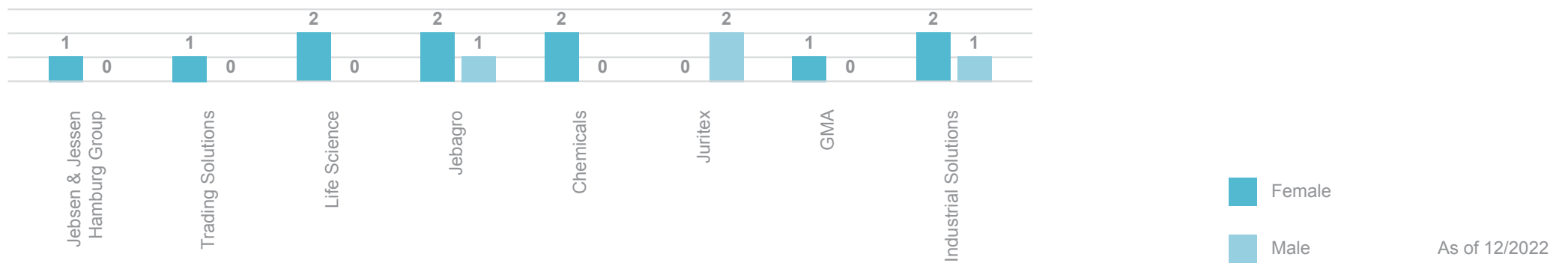
As of 12/2022

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

Employees with parental leave entitlement (2022)



Employees who have taken parental leave (2022)



Training and Further Education

We are laying the foundations for tomorrow

Further development of our employees through seminars and training is essential for us. Such continuous learning and personal development promotes satisfaction, motivation, and effectiveness for everyone.

Promoting young talent is of fundamental importance to us. The Jebsen & Jessen Hamburg Group trains young people as **wholesale and foreign trade management assistants** (specializing in foreign trade). In 2022, we had **four trainees** with this job profile (as of December 2022).

In addition, the Jebsen & Jessen Hamburg Group offers **dual training** in cooperation with the Hamburg Vocational School and Novi University in Utrecht and ECBM in London. After completing the examination, graduates are not only qualified as business administrators in foreign trade, but also acquire the qualification of wholesale and foreign trade clerk specializing in foreign trade. In 2022, we had **eight trainees/business administrators** in this occupational profile (as of December 2022).

In each department, the trainees are assigned a **trainee-adviser** as a contact person. The respective trainee-adviser is responsible for integrating the trainees into everyday office life as well as for regular feedback meetings and support with new challenges. Our **mentoring programs** are also close to our hearts. Each trainee is assigned a personal mentor. The employees who act as mentors all have many years of professional experience and have been with the company for many years. They support the trainees with advice and assistance throughout their training and promote their professional and personal development.

In 2022, we were once again certified with the **“Recognized Good Trainers 2022/23”** quality seal. This seal is awarded by the AGA business association. This award underscores the importance that apprentices have in our company. Strong and professional training is a top priority for us. In addition to a comprehensive range of language courses, our trainees also take part in exam preparation courses. We give them the opportunity to take on responsibility independently and find their place in our group of companies. We have many trainees who go on to pursue a career with us after graduation.

It is a high priority for us that our junior employees – our **NextGeneration** – are always supported. In order to properly prepare our junior managers for their future leadership tasks, they undergo a multi-part leadership training program run by an experienced trainer.

In addition to the training program, we support our NextGeneration, who want to develop their careers, with the opportunity to study part-time. The type and scope of support are handled individually. In 2022, we supported two employees with their part-time studies.





**WE GIVE OUR TRAINEES THE OPPORTUNITY
TO TAKE ON RESPONSIBILITY INDEPENDENTLY
AND FIND THEIR PLACE IN OUR GROUP OF COMPANIES.**

Approximately **1,722 hours** of training were provided for permanent employees, including trainees, in the 2022 reporting year. These **training hours** have increased by 630 hours compared to the previous year. This corresponds to an average training period of around 19 hours per trained employee. As many of the COVID-19 restrictions were lifted in 2022, more training courses could be offered again.

The following training courses were offered in 2022:

- Internal seminars lasting several days
- Accounting
- Special courses for trainees
- Personnel and training topics
- Sustainability
- Personality/Development
- Customs and foreign trade issues
- IT topics and digitalization
- Miscellaneous

The majority of the training courses were again held with an experienced trainer with whom we have a long-standing partnership. The trainer offered seminars lasting several days on topics such as conflict management and burnout prevention.

As an international company, we communicate with our customers mainly in English, Spanish or Portuguese, so we also offer weekly **language courses** in addition to our training measures. Employees can also take language courses in French and Chinese. A total of 34 employees, divided into 15 courses, took advantage of this service in the reporting year.

**WE RECORDED A
TOTAL OF 1,722
TRAINING HOURS.**







Our Benefits for our Employees

Our employees are our most important resource

In order to support the work-life balance of our employees and value their commitment, all our employees benefit from **monetary** and **social benefits**.

Due to the COVID-19 pandemic, the possibility of **mobile work** has been firmly established. A **summer party** was also held for the first time in 2022 to make up for the canceled Christmas party from the previous year. We also offered **booster vaccinations** during the COVID-19 pandemic to protect our employees in the best possible way.

A particular focus is on our onboarding process, which for us begins with recruitment. As a result, **employees** have been able to **recruit new employees** since 2022. Employees receive a bonus if they have successfully placed new employees.

Since 2022, new employees have received an **onboarding box** on their first day. This is filled with small goodies that not only count as a nice gesture but can also help the employee get started and directly convey a sense of belonging at the company.



**WE VALUE THE COMMITMENT
OF OUR EMPLOYEES!**

Our Social Benefits at a Glance

The following benefits are not part of the company benefits but are social benefits that we offer our employees at the Hamburg location on a voluntary basis.



Mobile working & flexible working hours



Christmas/summer party



Easter & Christmas greetings



Ergonomic office furniture



Fresh fruit



Employer contribution to **Proficard** in the amount of € 40 or 50%



HafenCityRun



Cycling team



Tea kitchens with beverage offers*



Onboarding Box



JobRad – Bicycle leasing



EGYM Wellpass – company fitness allowance of € 30



Snackbox*



Further training measures



Corporate Benefits Platform



Vaccination offers

* low deductible for cold drinks and snacks

Our Monetary Benefits at a Glance

In addition to social benefits, monetary benefits are also offered. That is because we believe in the success of motivated specialists and want to thank them with financial benefits such as bonuses and vacation pay. All divisions included in the report provide the aforementioned financial benefits. The bonuses are voluntary payments by the Group to which there is no entitlement unless otherwise contractually agreed.



Wedding bonus in the amount of € 500 gross



Employer contribution of 20% to the **company pension scheme**



Employer contribution to **capital-forming benefits** in the amount of € 27 per month (gross)



Employees recruit employees*



Birth of child bonus in the amount of € 500 gross including a gift



Employer subsidy for **computer glasses** in the amount of € 85



Support for **part-time studies** in the form of funding or additional examination leave**



Anniversary bonus for 10 years in the amount of € 500 gross and for 25 years in the amount of € 1,000 gross including a gift



Vacation pay***



Profit share****

* After successful recruitment, the employee receives a bonus upon signing the contract and one after successfully completing the probationary period.

** Support for studies is based on individual negotiations and depends on the benefit for the employee and employer. The Jebsen & Jessen Hamburg Group is not obligated to provide any support but does so on an individual basis.

*** No distinction is made between full-time and part-time employees when it comes to benefits.

**** Bonuses may be contractually regulated.

Our Commitment

We set the stage for a better future

We are happy to get involved in social projects and provide support where possible and where help is needed.

Our management supports the **Organisation Plan International Deutschland e.V.**, maintaining two **sponsorships** for children from developing countries in the Philippines and Ethiopia.



Gibt Kindern eine Chance

**HIGH-QUALITY
EDUCATION IS A
FUNDAMENTAL
HUMAN RIGHT!**

Since the establishment of the **Jebsen & Jessen Hamburg Foundation** in 2018, we have been supporting our CSR projects in this way.

The foundation supports local projects in countries where we do business, which in turn support people and offer them prospects for the future. In the 2022 reporting period, the Jebsen & Jessen Hamburg Group made a **donation** of almost **€ 83,000** via the Jebsen & Jessen Hamburg Foundation.

The Jebsen & Jessen Hamburg Foundation supports, with the assistance of **Triton Textile Ltd.** in Netrokona, a district in northern Bangladesh, in collaboration and partnership with **Sabalamby Unnayan Samity (SUS)**, a registered NGO, 3,000 underprivileged children in 100 schools as part of the “**NonFormal Primary Education Program**”. All SUS schools are located in areas that are underdeveloped and lack other facilities. In addition to a supportive learning environment and teaching materials such as school bags, access to high-quality water is also ensured.

Other goals include reducing gender discrimination between boys and girls by increasing literacy rates, especially among girls, encouraging parental interest in their children's education and providing educational opportunities for students in need.

Another project close to our hearts is supporting the **Seeds for Progress Foundation**. It is a charitable organization that fundamentally improves the lives of rural communities in the coffee-producing regions of Nicaragua, Guatemala, and Honduras through quality education and access to healthcare.



In 2022, the Jebsen & Jessen Hamburg Foundation and our subsidiary, **Jebagro GmbH**, together with Seeds for Progress, invested part of the budget for donations in reading and writing education, teacher training programs, and the purchase of school supplies and new technologies for the classrooms. Under the motto “**Seeds to Grow & Seeds to Learn**”, the focus is particularly on early childhood education and writing and reading skills of first-graders. During the COVID-19 pandemic, many students fell behind in their reading skills. The remainder of the donation went to a project to combat child labor and improve working conditions. The program includes alliances with coffee manufacturers and retailers. The working conditions of the workers are improved by providing food and childcare. The future objective of the project is to significantly expand the network of shareholders by 2026. During this period, expansion plans will be drawn up for the various locations in Nicaragua, Guatemala and Honduras and various schools will be identified and analyzed.

In addition, the Jebsen & Jessen Hamburg Foundation, with the assistance of **Jebsen & Jessen Industrial Services GmbH**, supported the association **ProManity e.V.**, which is responsible for the organization and financing of Pippi House, with a generous donation of € 23,000 in 2022. The **Pippi House Foundation** is a women’s shelter in Tanzania that offers protection at a young age to girls who are affected by enslavement, child labor, child trafficking, homelessness, or prostitution. The aim here is to give the young women prospects for the future and a normal life through education. The house was founded in 2011 by a Tanzanian pastor and is located in the Tanzanian city of Arusha.

Construction of a new women’s shelter was completed in 2022. The 54 residents were able to move in at the beginning of 2023. Supervisors, social workers, and nannies are employed in the house to look after the girls’ welfare. A night watchman also ensures that the residents are protected at night. 34 girls have been transferred to two nearby schools and have already been provided with uniforms and documents. Construction of pipelines to supply the house with clean water was completed in 2023. Greenery was also planted in the outdoor area. This was initially delayed due to unforeseeable droughts and a rainy season.

The association ProManity e.V. was founded by a colleague from the Hamburg group. We are proud and grateful to find this commitment in and around our company and to make a positive contribution to these young women’s lives.⁴

In addition to the donations made through our Jebsen & Jessen Hamburg Foundation, the Hamburg Group has also supported other projects. Among other things, **Ruhr-Petrol GmbH** is involved in making a monthly donation to **World Vision – Future for Children**. The Christian aid organization is committed to helping people in need. This involves development aid through partnerships, disaster relief and political work. We support sponsored children’s programs that provide development aid to disadvantaged children. The assistance includes training on various topics such as health, child protection, gender equality, provision of educational materials, and meeting basic needs. Ruhr-Petrol GmbH is sponsoring a child from Bangladesh and a child from Guatemala.

In addition, Ruhr-Petrol GmbH will in the future support a school in its region by providing educational books on the subject of "First Aid". The books are used to teach first aid skills in a fun way. With the support of local businesses, the coloring books and workbooks can be distributed free of charge to primary school children in the city of Essen.

We owe our respect and recognition for the social commitment of our employees, who carry out their quietly and unobtrusively but with immense passion.







**WE OWE OUR RESPECT AND
RECOGNITION FOR THE SOCIAL
COMMITMENT OF OUR EMPLOYEES,
WHO CARRY OUT THEIR QUIETLY
AND UNOBTRUSIVELY BUT WITH
IMMENSE PASSION.**

A Look Ahead at our Future

With enthusiasm and determination – ready for the future

We have set ourselves various economic, environmental, social, and cultural goals for the coming year so we can continue to grow sustainably, operate sustainably, and promote our corporate culture sustainably. In order to bring our goals to life, we have defined further projects that will help us move forward.

For 2023 and beyond, we are striving to ...

- ensure sustainable management by further expanding our business areas
- trade sustainable products or offer more sustainable substitute products
- make supply chains more sustainable and transparent through the introduction of a data management system
- sustainably support social causes, especially with a regional focus
- make our material consumption more sustainable by using new tools in our day-to-day work
- market our companies externally, through a targeted social media presence and new websites, and internally through a strong intranet presence
- raise awareness of CSR issues internally and externally via our JJGreensteps
- make current processes more effective in the long term through digitalization projects and communicating transparently about them
- constantly rethink our work culture and keeping employee satisfaction at a sustainably high level
- sustainably strengthen our information and communication flow
- provide a sustainably and efficiently designed new office
- live our corporate values of being “open-minded – competent – innovative – family spirit” more strongly within the Group
- strengthen our sustainability management with additional expertise
- further expand our involvement in our fund investments, start-ups, and SME investments
- ensure regional procurement of beverages that are available for consumption by employees at the main site
- continue to use our free financial resources to support social institutions
- embrace “shared workplaces” within the work culture in the long term in order to offer more flexibility in addition to existing mobile work options
- further minimize our carbon footprint by striving to generate fewer greenhouse gas emissions from our activities



All these projects, our intentions and our impact on economic, environmental and social aspects will be reported on in the next Sustainability Report.



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