WORLÉE
seit 1851

SUSTAINABLILTY: IDEAS. SOLUTIONS. FOR A BETTER LIFE.

CONTENTS

SUSTAINABILITY IN FOCUS: HOW WE ARE BUILDING A GREENER FUTURE

Our commitment to sustainable business and product development is considerable. We take a long-term approach and strive to make a positive impact on the future with our actions.

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For legibility reasons, this Report mainly uses male pronouns. It is, however, addressed at everyone, whatever their gender.

ABOUT THIS REPORT

This the fourth Worlée-Chemie Sustainability Report and chiefly relates to the years 2021 and 2022. In order to show the continuity of our progress, the KPIs for the years 2019 and 2020, which were included in the previous Sustainability Report, are also presented.

We report on the sustainability activities of Worlée-Chemie in the areas of 'economy', 'environment' and 'social' in accordance with the Global Reporting Initiative Standards 2016 (Core option) and the GRI Standards 2021. In addition, we aim to move closer to the new Corporate Social Reporting Directive (CSRD) – which will become mandatory for Worlée-Chemie for the 2025 fiscal year, with first-time adoption in 2026 reporting – with this Report, and have partially observed the European Sustainability Reporting Standards (ESRS). However, we do not purport to do so in full.

The GRI Content Index documents where the disclosures relating to the relevant GRI requirements can be found. We have also referenced ESRS disclosures.

The Report is reviewed internally by the members of the Sustainability Steering Committee. No external audit has been carried out.

Unless otherwise indicated, the KPIs and other information relate to the production sites in Lauenburg and Lübeck, as well as our site in Hamburg, which is home to the head office of Worlée-Chemie GmbH and ChemieHandel (Traded Goods) and parts of Worlée Cosmetics. This Report also encompasses the activities of Worlée-Chemie GmbH & Co. KG, which operates as a joint venture with Worlée-Chemie GmbH at the Lauenburg site.

The topics we regard as relevant are determined using the regularly updated materiality matrix and the Worlée-Chemie stakeholder analysis. In this regard, we are guided by the 17 Sustainable Development Goals of the United Nations. We will carry out a sustainability analysis that takes double materiality pursuant to the CSRD into account in a timely fashion prior to the first mandatory Sustainability Report in 2026.

We are planning a final voluntary Sustainability Report for 2025. The KPIs are updated and published annually on our website.

We welcome feedback on this Report. If you have any questions or suggestions, please contact:

Worlée-Chemie GmbH
Barbara Eschke
Head of Integrated Management Systems
Sustainability Management, Worlée-Chemie
BEschke@worlee.de

FOREWORD TO THE SUSTAIN-ABILITY REPORT 2023

Reinhold von Eben-Worlée
Managing Partner

In our fourth Sustainability Report, we provide you with information on our progress in respect of the environmental and energy sector here at Worlée-Chemie. Over the past two years, a variety of internal and external factors – such as the ongoing war in Ukraine and the coronavirus pandemic – have had an impact on the course of business of the Worlée Group.

These factors have not only driven up inflation, but have also made our energy supply much more expensive. In order to avert a potential shortage in natural gas, we have switched our boilers to heating oil/LPG.

The raw materials shortages caused by the pandemic, as well as the logistics bottlenecks due to the sluggish economy, have largely been resolved. Many customers have once again reduced the warehouse stocks that they had built up during coronavirus – partly due to increased interest expenses – which has led to declining order volumes, both at Worlée and in the chemicals sector as a whole. By achieving savings in both overheads and energy consumption, we have been able to partially mitigate the associated economic impact of this trend.

FOREWORD TO THE SUSTAINABILITY REPORT 2023

Sustainablilty:
Ideas. Solutions.
For a better life.

In light of the huge cost increases on the energy price sector and the aim of making our plants climate-neutral (Scopes 1 and 2) by 2030, we are embarking on a long-term mission to reduce carbon emissions while simultaneously decreasing our dependency on individual energy markets. To this end, we have joined forces with the University of Kassel and an external energy consultancy firm to draw up bespoke road maps for reaching climate neutrality. In autumn 2022, we acquired a biogas plant located next to our Lauenburg site. The generators on our factory site produce more than half of the electricity we need and release their processing heat into our heating circuits. We plan to expand this facility so that we can meet the lion's share of our electricity and heating requirements with biogas in future. We are also planning further projects to boost energy efficiency and the use of renewable energy sources; these include converting our cooling water system and installing solar panels on our roofs and in surrounding areas.

At our Lübeck site, we are also planning to install solar panels on the surrounding land and build an electric exhaust cleaning system.

We are also working hard on digitalising our processes in the cloud and, together with our HR department, have developed training programmes to communicate our mission statement to our managers and employees. This is because it matters to us that we achieve our ecological, economic and social goals.

However, the process of transformation into a competitive and climate-neutral company involves high changeover costs. Our endeavours can only be successful if we generate the financial resources necessary and if our efforts are assisted by strong political and administrative underlying conditions that ease our transition and pave the way for its practical implementation. Here, it is the job of government to create the structural, regulatory and economic conditions that mean we can reliably plan the switch to renewable energies without facing supply shortages.

In terms of our vision of becoming the most sustainable and reliable raw materials partner, our road map points to the increased use of renewable raw materials in production. For example, we have built a supply chain spanning farmers and further processors of our extracted camelina oil and binders through to wood varnish manufacturers. What is more, we use companion planting without any gaps, increasing biodiversity and the range of food for pollinating insects. This flagship project earned us the Schleswig-Holstein Environmental Award 2023.

We regard this Sustainability Report as a welcome addition to our efforts to increase sustainability. It also represents excellent preparation for our first-ever Environmental Sustainable Governance (ESG) Report, which we are developing for the 2024 Annual Report.

With plenty of creativity and entrepreneurial spirit – but, most of all, with the immense support of our employees – we will therefore continue to overcome all the challenges we face as we achieve the climate targets set at Worlée-Chemie. You can read the corresponding analysis and measures in this Report.

Reinhold von Eben-Worlée
Managing Partner

COMPANY PROFILE

Worlée-Chemie develops, produces and distributes binding agents, additives and other speciality chemical raw materials. This Report covers the activities of

Worlée-Chemie GmbH,
Grusonstraße 26, 22113 Hamburg, Germany
as the location of company head office and the business divisions ChemieHandel (Traded Products) and Worlée Cosmetics at the same location and production sites in Lauenburg and Lübeck and

Worlée-Chemie GmbH & Co. KG,
Worléestraße 1, 21481 Lauenburg/Elbe, Germany,
which forms a joint venture with Worlée-Chemie GmbH at the Lauenburg site. The majority of production and ancillary facilities, as well as warehouses, are located there.

Our German locations are supported by ten sales branches and 48 representatives worldwide who provide technical and commercial advice, as well as by a sales team dedicated to the needs of our customers. Approximately half of our sales are generated within Germany, while the remaining half comes from export markets, most of which are in Europe.

OUR PRODUCTS AND THEIR APPLICATIONS

We work continuously to develop innovative chemical raw materials and optimise existing products and processes for the benefit of our customers. Many years of product knowledge, coupled with our in-depth industry expertise, are reflected in each and every one of our products and in every single application recommendation. When manufacturing our products, we combine sustainability with outstanding quality. We boast an extensive portfolio of sustainable and environmentally friendly binders based on renewable raw materials. Our highly dedicated R&D teams focus on a variety of topics and technologies in order to develop the additives and binders of the future. Thanks to close cooperation between R&D and Purchasing, we are continuously able to test new sustainable and renewable raw materials at our laboratories.

Our partnerships with universities and research institutions also give us access to the latest scientific knowledge for the sustainable further development of our products.

Aerial views of the Hamburg site (top) and the Lübeck site (bottom)

Administration building in Lauenburg

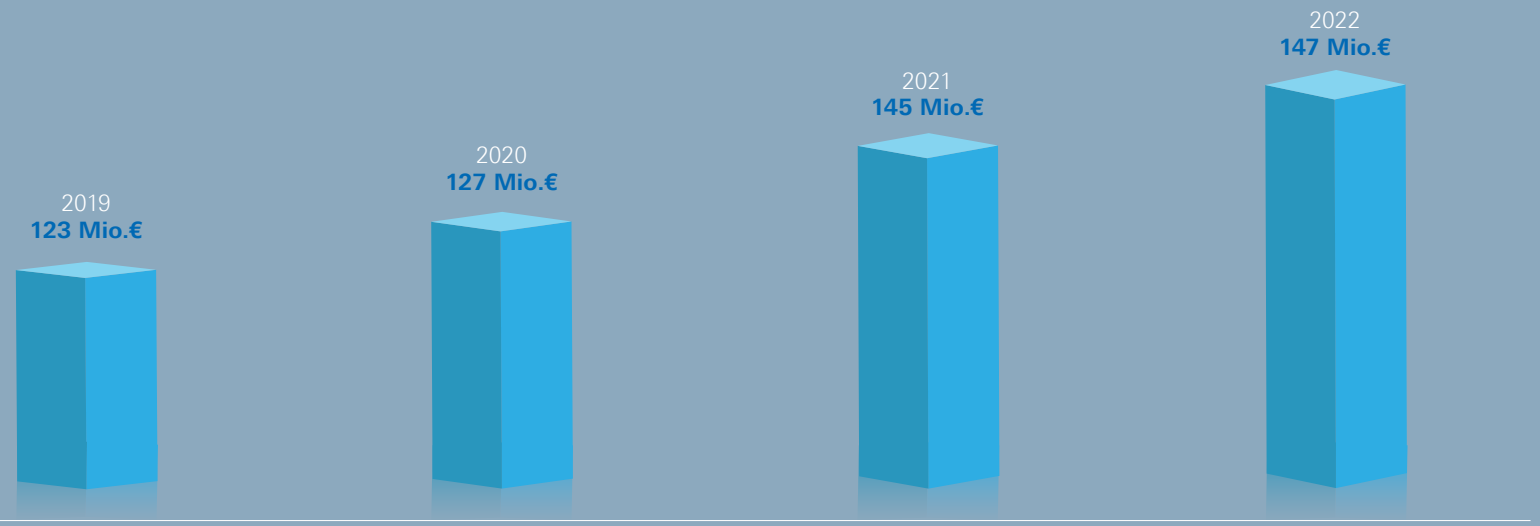
COMPANY PROFILE

The standard range now comprises, to name just a view, water-based, solvent-based and solvent-free acrylate, alkyd and polyester resins, polyester polyols, epoxy esters, amine hardeners and various additives. Our products are used in paints, building paints and varnishes, industrial and powder coatings; in construction chemicals; in printing inks, wood coatings, adhesives and in many special applications In addition, we develop custom solutions with and for our customers. As a successful chemical distributor, we market a broad portfolio of binders, additives and pigments from other well-known manufacturers in addition to our own products. These serve to expand and supplement our portfolio for the aforementioned markets and applications.

Solutions and systems for the cosmetics industry are provided by our Cosmetics division. We offer an innovative range of our own products, supplemented by other selected commercial brands. We are also happy to develop products in line with customer specifications (tailor-made) and make product modifications. We also support customers with our in-house application laboratory. Our products are manufactured at the Lauenburg and Lübeck sites, as well as by partner companies worldwide, in accordance with the very highest quality and safety standards. We boast technological expertise in the fields of polymer chemistry, particle technology and pigment systems and are making sustainability and innovative 'green' products our focus for the future. In the years to come, new and innovative areas of technology will be implemented within the company.

TOTAL REVENUE

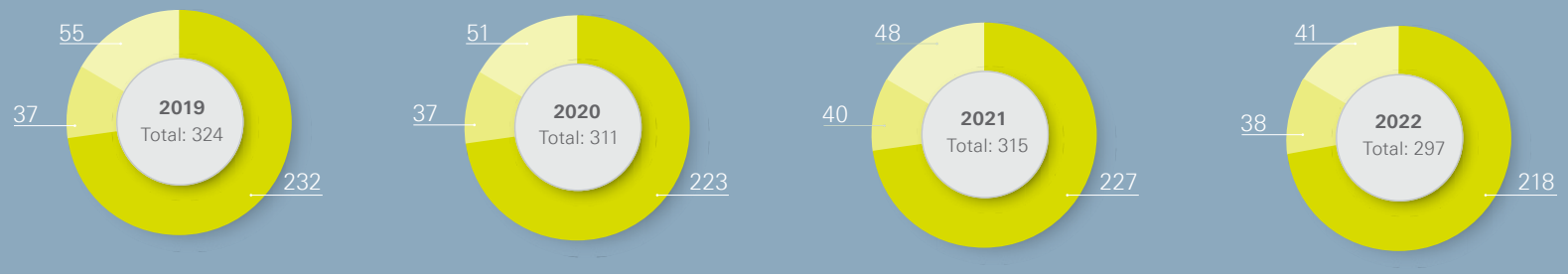
In the reporting period, Worlée-Chemie generated the following total revenue:



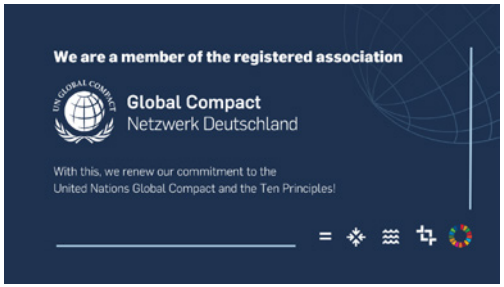
GRI 102-8

WORKFORCE DEVELOPMENT

(specified as number of individuals)



PRINCIPLES AND GUIDELINES, ETHICS AND INTEGRITY



Sustainability has been at the heart of our corporate philosophy ever since the company was founded in 1851. As such, Worlée-Chemie is committed to its societal and social responsibility and actively promotes sustainability and responsible action. As a manufacturer and supplier of chemical raw materials, we are keenly aware of our considerable responsibility for ensuring safety in the production, storage, transport and careful handling of our products, all the way to end consumers.

We regard the exceptional quality of our products and their environmental compatibility, along with responsible handling of our resources, as prerequisites for sustainable business growth. We are mindful that our corporate philosophy represents both a commitment and a duty.

> We are committed to preventive and comprehensive occupational health and safety and to forward-looking environmental and climate protection as corporate goals.

Compliance with the company guidelines is mandatory for all employees of Worlée-Chemie. By means of specific targets and behaviours, our managers and employees alike are working to put our guidelines into practice in day-to-day operations and to develop our company further.

Compliance with human rights due diligence is a matter of course for our company. We believe that integrity, fairness and a high level of transparency form the basis for long-term business relationships, underpinned by a spirit of trust, along the entire value chain.

Worlée-Chemie is committed to observing the Universal Declaration of Human Rights of the United Nations and the ILO Fundamental Principles and Core Labour Standards (www.ilo.org). We are also guided by the UN Guiding Principles on Business and Human Rights. In 2017, Worlée-Chemie joined the UN Global Compact and supports its Ten Principles on Human Rights, Labour, the Environment and Anti-Corruption.

GRI 2016: 102-11, -12, -16 | GRI 2021: 2-23. 33 | ESRS G1-1, ESRS1-1

PRINCIPLES AND GUIDELINES, ETHICS AND INTEGRITY

INTEGRATED MANAGEMENT SYSTEMS

We operate integrated management systems for quality, the environment, energy and occupational health and safety with certifications in accordance with ISO 9001:2015, 14001:2015, 50001:2018 and 45001:2018; at the Lauenburg site, we also have in place a safety management system in accordance with the Hazard Incident Ordinance, the regulations of which have also been transferred to the Lübeck plant. These integrated management systems support our holistic sustainability management and, by virtue of continuous improvement processes, contribute to further positive development of the company.

KLIMASCHUTZ-UNTERNEHMEN E. V.

Following a demanding acceptance procedure, Worlée-Chemie joined the nationwide initiative 'Klimaschutz-Unternehmen' in 2010. Worlée-Chemie is committed to ambitious targets in relation to climate protection and energy/resource efficiency and, as a pioneer for the German economy, is proactively implementing corresponding measures. With its long-standing membership of Klimaschutz-Unternehmen e. V., Worlée-Chemie is highlighting its corporate sustainability commitment and, by implementing climate protection projects, is making an important contribution to the achievement of Germany's climate targets and the success of the energy transition.

17 SUSTAINABLE DEVELOPMENT GOALS

The 17 Sustainable Development Goals of the United Nations are a source of both motivation and guidance as we continue to work on the sustainable development of our company. The following six goals are of particular relevance to our business activities and are reflected not only in objectives, measures and projects, but also in long-established business processes.

CHEMIE³ – THE SUSTAINABILITY INITIATIVE OF THE GERMAN CHEMICALS INDUSTRY

We support the twelve sustainability guidelines for the chemicals industry of the Chemie3 initiative, whose work we have actively supported from the very beginning.

RESPONSIBLE CARE

We support the Responsible Care initiative and regularly achieve success in its competitions. During the reporting period, we took first place in the Responsible Care competition VCI Nord and second place in the nationwide Responsible Care competition with our competition entry 'Our sustainable concept for continuous dialogue and sustainable transparency' in 2022.

MEMBERSHIP IN ASSOCIATIONS

Worlée-Chemie is a member of numerous industry, trade and professional associations, and its employees hold diverse positions on the boards and committees of these associations.

Association	Membership
AGA Unternehmensverband Großhandel, Außenhandel, Dienstleistung e. V.	Member
Arbeitgeberverband Chemie	Member
BGA – Federation of German Wholesale, Foreign Trade and Services e. V.	Member, Environmental Committee
Biorizon	Member
Bürgerstiftung (Community Trust) Lauenburg Region	Member of the Board of Trustees
CEFIC – European Chemical Industry Council (Association of the European Chemical Industry)*	Member
Chemie³ - The sustainability initiative of the German chemical industry	Active participation in various pilot projects & specialist working groups
DECHEMA e. V.	Member of the Biobased value chain
Deutsche Gesellschaft für Wissenschaftliche und Angewandte Kosmetik e. V.	Member
Die Familienunternehmer e. V.	Member of the Executive Committee and member of the energy, tax and regulatory policy commission
Forschungsforum Schleswig-Holstein e. V. (Jugend forscht)	Member
Forschungsgesellschaft für Pigmente und Lacke e. V.	Member Research Advisory Board
Friends and Supporters of the Helmut-Schmidt-Universität (HSU) Hamburg	Member
Friends and Supporters of the Hamburg School of Business Administration (HSBA)	Member
FRT– Forschungsverein Reinigungs- und Pflegetechnologie	Member and Research Advisory Board
H2 Wasserstoff-Gesellschaft Hamburg e. V.	Member
Hidden Champions Institute (HCI) an der ESMT Berlin	Advisory Board
IHK zu Lübeck (Chamber of Industry and Commerce)	Member of the Environment & Sustainability Working Group, working group Industry & Energy
Industrieverband Hamburg e. V. (BDI-Landesvertretung Hamburg)	Member
Klimaschutz-Unternehmen e. V.	Member and Council Member
Künstlerhaus Lauenburg	Supporting Member

Association	Membership
Neue Philanthropische Gesellschaft e. V.	Member
SCI – Society of Chemical Industry	Member
SEPAWA e. V.	Supporting Member
Stiftung Herzogtum Lauenburg	Member of the Board of Trustees
Studien- und Fördergesellschaft der Schleswig-Holsteinischen Wirtschaft e. V.	Board Member
Übersee-Club e. V.	Vice President
UmweltPartnerschaft Hamburg	Partner/Mitglied
UVNord – Vereinigung der Unternehmensverbände in Hamburg und Schleswig-Holstein e. V. (BDI-Landesvertretung Schleswig-Holstein)	Vice President
VCI - German Chemical Industry Association**	Member of the Presidium and Chairman of Pension Funds
· Deutsche Bauchemie e. V. · Industrieverband Klebstoffe e. V. · TEGEWA e. V. · Verband der deutschen Lack- und Druckfarbenindustrie e. V.	Member Member Member Associated Member
Verband der Chemischen Industrie e. V. Landesverband Nord	Member of the Board Deputy Chairman Environmental Committee Member of the Energy and Climate Working Group
Verband der Südholsteinischen Wirtschaft	Member
Versammlung Eines Ehrbaren Kaufmanns zu Hamburg e. V.	Member
VILF – Verband der Ingenieure des Farben- und Lackfaches	Board
VSW – Verband und Serviceorganisation der Wirtschaftsregionen Holstein und Hamburg e. V.	Member
Wirtschaftsrat	Member of the Federal Commission on Energy Policy
WTSH – Wirtschaftsförderung und Technologietransfer Schleswig-Holstein GmbH	Member

Member of the Association as well as the following trade association: Solvent Resin Manufacturer (SRM). ** Membership in the Chemical Industry Association as well as the trade unions listed in the chart.

CORPORATE GOVERNANCE

The managing directors specify the strategic direction of the company and are supported by the management. Implementation takes place in close consultation with the shareholders and the advisory board, which constitutes the highest advisory body. Different staff units support the managing directors and the management.

Sustainability management has been established as a management staff unit; responsibility for this unit rests with the management, whereas operational implementation falls within the purview of the staff units and the respective area specialists.

Managing Directors of Worlée-Chemie GmbH
- Reinhold von Eben-Worlée
- Joachim Freude

Managing Directors of Worlée-Chemie GmbH & Co. KG
- Reinhold von Eben-Worlée
- Joachim Freude

Management
- HR Management
- Plant Management
- Sales Management for DE, AT and CH
- Sales Management for global exports
- Digitalisation, Innovation and Resource Efficiency

From left:
Johanna von Eben-Worlée
(Associate) und
Reinhold von Eben-Worlée
(Managing Director)

From left: Joachim Freude
(General Manager), Andreas Jaschinski
(Director Sales DACH),
Dr. Stefan Mansel
(Global Sales Director), Worlée-Chemie

MANAGEMENT APPROACH

ECONOMY | ECOLOGY | SOCIAL

OUR MISSION:

As a traditional and modern family company, we provide our customers around the world with the best raw materials and customer service. Our business practices focus on our quest for increased sustainability, our innovative drive forward and our creativity in finding individual solutions. Fairly and responsibly, we are building the foundation for cooperative long-term success.

In order to live up to the challenges of our time and achieve sustainable business development, we have questioned the status quo here at Worlée and – in tandem with our employees – formulated a mission statement. This not only provides guidance and forms the framework for our business activities going forward, but also influences our dealings with employees and business partners. These relationships and our day-to-day operations are underpinned by values and fundamental rules of conduct. By observing this points, we build trust and a solid foundation for fruitful relationships. The aim of this mission statement is to establish a spirit of trust between our management, our business partners, customers and the entire workforce. As such, our newly formulated corporate mission statement puts sustainable development – from an economic, social and environmental standpoint – at the heart of everything we do.

Our economic activity focuses on long-term value development, which is more important to us than short-term profit maximisation. When investing in the expansion and renovation of our buildings, systems and technical facilities, we pay particular attention to environmental compatibility, energy efficiency and resource conservation, often going above and beyond statutory requirements. These substantial investments pay for themselves over the years, both ecologically and economically.

MANAGEMENT APPROACH

Economy | Ecology | Social

> The development of environmentally friendly, sustainable products is the focus of our research and development department of the manufacturing plants in Lauenburg and Lübeck.

We support regional, national and international economic structures with both our northern German locations in Hamburg, Lauenburg and Lübeck, at which we operate production facilities, research and development facilities and technical marketing departments, and our Traded Products and WorléeCosmetics business units in Hamburg. We work on innovative and sustainable products and strive to continue offering attractive solutions for the future.

Worlée Chemie firmly believes that the natural resources water, air and soil must be used sparingly and responsibly to preserve the ecological system – of which we are part – as the basis of living conditions for current and future generations.

We closely consider the environmental impact of our products, production processes and systems in our business decisions. Beyond compliance with relevant laws, regulations and voluntary commitments, Worlée Chemie operates a continuous improvement process to protect people and the environment. We set ourselves ambitious goals in the areas of climate protection and energy. As such, we have a roadmap for achieving climate neutrality in Scope 1 and Scope 2 at our production facilities in Lauenburg and Lübeck by 2030. The measures are currently being further developed and prepared for concrete implementation.

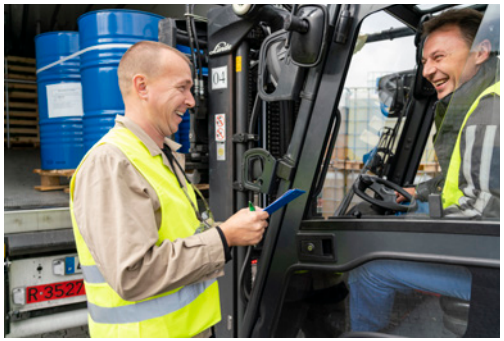
With our products, we support our customers in meeting the requirements of the ever tightening legal framework. Thanks to partnerships with universities and research institutions, we harness the latest scientific knowledge for the sustainable further development of our products. Through close cooperation between Purchasing and Product Development, we are continuously able to test new sustainable and renewable raw materials at our laboratories. It is our aim to develop primarily water-based resins and to use more and more renewable raw materials.

In addition, we also seek to foster biodiversity; take the ‘camelina oil’ project, for instance, in which we put our trust in sustainable and regional value chains. With a view to supporting circularity, we work continuously to increase materials recycling and strive to use more and more recycled materials.

We also expect our suppliers to comply with all applicable environmental laws and standards and to practise preventive and forward-looking environmental protection in the production and handling of their products. This applies to all stages of the process: from development, manufacturing and transport through to disposal. In addition, we expect observance of labour and human rights, compliance with social standards and fair treatment along the entire value chain. We vehemently oppose any kind of corruption

We comply with human rights due diligence by having our suppliers’ sustainability performance in the areas of environment, labour and human rights, ethics and sustainable procurement evaluated on a regular basis. The CSR platform EcoVadis is our method of choice for this purpose. Furthermore, we have set up a complaints mechanism in conjunction with employers’ federation AGAD.

Our fundamental declaration on human rights, the updated version of our Code of Conduct for Suppliers and our ‘governance structure’ organisational chart can all be found on our website at **www.worlee.de**



MANAGEMENT APPROACH

Economy | Ecology | Social

We are committed to the sustainable development of the company and long-term safeguarding of the jobs at the company. The active involvement, experience and creativity of our employees are essential components of our sustainable corporate success. A good and healthy working environment is needed to inspire innovation and new ideas. Attractive working conditions and monetary security in the event of illness and occupational disabilities, coupled with a friendly atmosphere and personal appreciation, are crucial to us and help to generate employee loyalty to the company. Wages that are determined by collective bargaining and exceed the statutory minimum wage are standard practice. Additional voluntary social benefits also help us retain our employees for the long term. We are proud that men and women from many nations work for us and contribute their respective experiences and ideas while working as a team. This is supported by an extensive company suggestion scheme. Wherever possible, we recruit locally, seeking employees and managers with knowledge of the cultural customs of their region; this affinity with customers also benefits the company.

Key elements of our HR policy include:

Occupational health, safety, environmental and climate protection

Appreciation, tolerance and respect for all employees in a prejudice-free work environment, regardless of gender, age, sexual orientation, identity, ethnic origin or ideology

Attractive and secure working conditions to strengthen employee satisfaction and loyalty

Flexitime and flexible working time models

Contracts based on collective bargaining agreements

An extensive range of additional company benefits

Health management

Family-friendly culture

Spirit of trust between the management and works council

Bespoke training and development, trainee programmes

Company suggestion scheme and complaint management

State-of-the-art workplaces and ergonomically designed office workplaces

This forward-looking and employee-focused HR strategy represents a cornerstone of sustainable business development. With long-term, comprehensive planning and prudent actions, Worlée-Chemie ensures attractive and competitive working conditions at its locations. This HR strategy supports the achievement of our corporate goals. As part of our integrated management systems for quality, the environment, energy, occupational safety and plant safety, we set long-term strategic and extensive operational goals and implement measures with responsibilities and time frames. The goal attainment process is regularly monitored and reported in various discussion groups, with corrective measures discussed and implemented if objectives are not achieved. The effectiveness of our integrated management systems is reviewed regularly by means of internal and external audits.

GRI 2016: 102-40, 102-41, 102-42, 102-43, 102-44 | GRI 2021: 2-29, 2-30, 3-1, 3-2
(ESRS 2: GOV-4, SBM-2,SBM-3, IRO-1, ESRS 1 : 3.4, 3.5, 4.)

STAKEHOLDER ENGAGEMENT

Our essential stakeholders include customers, employees, business partners and suppliers, shareholders, associations, neighbours and authorities, legislators, NGOs, educational institutions, press and the media. These parties are of interest in many ways to the dealings of our company and also exercise their own influence on us.

Transparency and open dialogues with these various interest groups are important to us. Our contact with them takes many forms, such as product presentations via video conference, in person at trade fairs, in various engagements and lectures at trade unions as well as through customer support, which is handled either on-site worldwide or via video conference by our technical field service team.

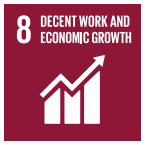
Regular liaison with municipal bodies and local institutions is just as much a part of these connections as openness with our employees, their ambitions and their ideas.

We regularly open our doors to visitors from all interested groups and hold open days for our neighbours and other interested visitors.

KEY TOPICS AND MATTERS, MATERIALITY ANALYSIS

The following table presents the key topics for Worlée-Chemie from both the company's and a stakeholder standpoint.

The order of the topics does not reflect their comparative level of importance. The key topics have been assigned to the relevant UN Sustainable Development Goals; the table was reviewed and updated by the management and sustainability steering group in summer 2023. We have refrained from carrying out a double materiality analysis within the meaning of ESRS 1 and ESRS 2 IRO-1, but will conduct such an analysis in a timely fashion in preparation for the European reporting obligation, which will pertain to Worlée-Chemie for 2026 in respect of the 2025 fiscal year.



Decent Work and Economic Growth

- Social partnership
- Collective bargaining agreements
- Pension schemes
- Working time models
- Diversity/equal opportunities
- Safeguarding social standards (in high-risk countries)
- Economic KPIs

Good health and well-being

- Human resources policy
- Development of age- and generation-appropriate work processes
- Training and development
- Recruitment and retention of specialists
- Employee loyalty
- Work–life balance
- Engagement processes for employees and works council/feedback system for employees
- Occupational health and safety
- Health management
- Product-related compliance
- Product-related communication and customer information
- Safety for people and the environment

Industry, innovation and infrastructure

- Research and development
- Boosting resource efficiency
- Data protection
- Secure, efficient and environmentally friendly energy supply of production locations

Partnerships

- Sustainability in the supply and value chains
- A spirit of partnership with customers
- Sales, complaints management, customer feedback
- Stakeholder dialogue, feedback system, communication
- Partnerships with business partners and stakeholders
- Social engagement in the local area
- Neighbourhood dialogues
- Local/regional business relations

Responsible Consumption and Production

- Safety for people and the environment
- Emergency plans
- Environmental protection
- Waste management
- Fire safety plan

Climate Action

- Climate protection by reducing greenhouse gas emissions and increasing the or energy and product generation

Management and corporate culture

- **Inclusion of sustainability in the corporate strategy**
- **Sustainability management and sustainable business processes**
- **Sustainability information**

Demographic analysis
Safety and security expertise
Internal incentive systems

Value appreciation strategy
Business and investment plan

LOCAL COMMUNITIES

LOCAL COMMUNITIES

Worlée-Chemie is one of the largest employers and taxpayers at its Lauenburg site. At all three northern German locations, we are delighted to promote cultural events and social organisations.

To date, it has not been necessary to carry out environmental compatibility evaluations in either Lauenburg or in Lübeck due to the minimal influence on the environment from planned investments and plant modifications.

In 2018, the appropriate protective distance of the Lauenburg plant's operating area was determined according to the provisions of the amended Hazardous Incident Ordinance.

In compliance with the requirements of this decree, information for the neighbourhood is distributed in Lauenburg at regular intervals to local residents living within a radius of 0.5 kilometres. This brochure is also available on our website. The following point of contact has been set up at the location for enquires and suggestions:

service@worlee.de, tel.: +49 (0)4153 596 0

At the Lübeck site, odour-intensive substances are occasionally used in the course of production. These odour emissions have always remained below permitted levels and frequency thresholds. Nevertheless, we seek an open dialogue with the neighbourhood and are always open for feedback. By voluntarily implementing additional measures such as frequent filter changes and the installation of additional exhaust filters, we do everything we can to further minimise odour emissions.

An open dialogue with neighbours and other stakeholders is extremely important to us. We encourage regular contact with a vast array of interest groups, for example with NGOs and politicians at the federal, national, district and local level; we are also delighted to engage with groups of visitors. Regularly scheduled open days provide us with excellent opportunities to present our production sites and laboratories.

At all of our locations, the works councils are involved in every one of the committees and teams that deal with issues regarding the environment, occupational safety and sustainability. These include, for example, a committee for environmental and energy planning, a committee for occupational safety and the sustainability steering team. The works councils at our sites are, of course, important members of the pandemic team, which worked on safety measures during the coronavirus pandemic.

> As part of our very well-received company suggestion system, we are pleased to review employee ideas on all aspects of sustainability

GRI 304-1, -2, -3 | ESRS E4-1, -2, -3, -4, -5

BIO-DIVERSITY

> We are mindful of the central importance of biodiversity for nature and human life and strive to protect the environment and its biodiversity

At all locations, preventive measures prevent the occurrence of contamination by fuels, oil and chemicals. During the reporting period, there was no such pollution at any of our locations. Our Lauenburg site is in the Elbe river valley floodplain. We are keenly aware of the special value of this landscape and its protected areas and take great care not to damage it in any way, even though our plant does not lie within the protected areas. By minimising our emissions, we protect the soil and groundwater and keep any impact on this area as low as possible. To offset past or future operations in natural habitats, several compensatory areas have been acquired in the area around the Lauenburg plant.

We also take great pains to consider the topic of biodiversity when procuring our raw materials. For example, we expect our suppliers to take part in EcoVadis assessments to give us an evaluation of their sustainability performance. We also protect biodiversity directly by establishing a local and sustainable value chain for camelina oil.

HIGHLIGHTS

1. Company mission statement EMILIA
2. Climate neutrality
3. Sustainable product development at Worlée
4. Sustainable product development at our partners
5. Sustainable product development at WorléeCosmetics
6. How is sustainability reflected in your work?
7. Human rights due diligence obligations
8. Leadership development programme
9. 2022: a year of awards and accolades

Shaping change together

In a time of rethinking and responsibility, we decided many years ago to shape the transition towards a more sustainable future.

With a host of projects, we are now bringing our commitment to sustainable company development to life. We have already developed a corporate mission statement and are currently pursuing a course towards climate neutrality. But our focus extends far beyond the company, with sustainable product development, in particular, becoming ever more important. Our aim is to create products that make a positive impact on the world, both today and tomorrow. To this end, we are also concentrating on compliance with our human rights due diligence obligations. We are shaping a sustainable future for our company so that we can meet the needs of future generations.

EMILIA

THE FRAMEWORK FOR OUR EVERYDAY ACTIVITIES

We take a holistic approach to sustainability, as reflected in the premise of our mission statement. As such, we believe that our own ethos is the starting point for thinking and acting sustainably. To this end, we initiated the process of developing a mission statement with sustainability at its heart. This mission statement comprises a vision, mission, values and conduct and leadership principles.

OUR MISSION:

"As a traditional and modern family company, we provide our customers around the world with the best raw materials and customer service. Our business practices focus on our quest for increased sustainability, our innovative drive forward and our creativity in finding individual solutions. Fairly and responsibly, we are building the foundation for cooperative long-term success."

By incorporating these elements, the mission statement of the corporate group builds a framework and guideline for our operational and strategic activities. We took no less than two years to formulate the content of the mission statement, while simultaneously starting to put it into practice. Implementation means systematically gearing all our company activities to our vision, which implies a strong commitment to sustainability and reliability. The values and conduct principles instituted both guide us and underpin our work as we pursue this goal.

EMILIA

THE FRAMEWORK FOR OUR EVERYDAY ACTIVITIES

OUR VALUES:

- Collegiality
- Appreciation
- Respect
- Trust
- Openness
- Sustainability

Since we rolled out the mission statement at the Worlée Group, bringing every single employee on board, several things have happened: in terms of corporate governance, the focus is on sustainability in all its aspects. The strategic direction and corporate goals are now more closely aligned with the development of sustainable products and with sustainable actions. We work day in, day out, to make our products, processes and decision-making more sustainable. Projects and investments are always viewed through the prism of the mission statement; as a result, it is already clear that the majority of our current company activities further our sustainability commitment.

The HR department plays a pivotal role in this cultural shift, and some truly remarkable developments have been witnessed in this area: firstly, we have set up the HR Development department in order to systematically and sustainably ensure the training and ongoing development of our workforce. Secondly, we have jointly devised a comprehensive leadership development programme based on the mission statement. This programme marks a major step towards central leadership and employee development – and we will continue to build on this in the future.

Moreover, we have also ascertained that systematically gearing all the company's activities to the topic of sustainability also necessitates a review of our own organisational structure. Here too, we began the process of reorganising and adjusting roles/responsibilities some time ago. Our expectation is that these organisational changes will allow us to act more efficiently while being innovative and future-oriented.

We are undergoing a period of considerable transformation, during which our mission helps us to stay on course and pursue a shared goal. There is still much work to do, but we are confident and have the motivation to improve every single day and to move closer to our vision of a holistically sustainable corporate group step by step.

OUR PATH TO CLIMATE NEUTRALITY

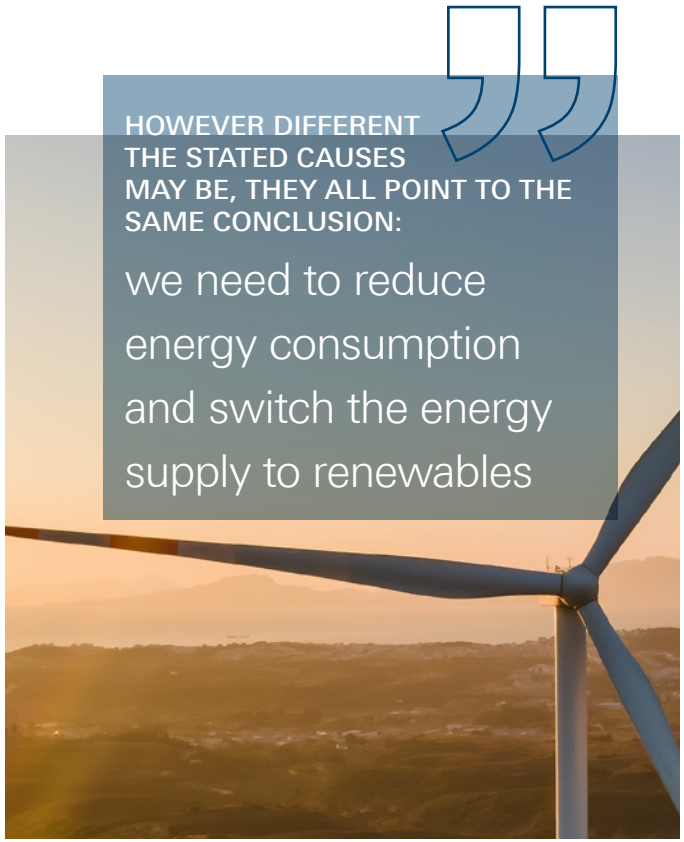
Jan Eschke
Head of Digitalisation, Innovation and Resource Efficiency

Climate change represents a global and existential threat to future generations. The consequences of carrying on as before would be fatal. If planet earth is to remain liveable for billions of people, scientists believe that it is imperative that the rise in temperature be capped at less than 2 °C – but ideally at 1.5 °C – compared to the pre-industrial age. The temperature increase caused by human activity is already above 1°C. This makes it all the more essential that today's decision-makers act decisively and effectively..

WEGE ZUM KLIMANEUTRALEN UNTERNEHMEN

OUR PATH TO CLIMATE NEUTRALITY

In this regard, there has been no change – and sadly no improvement – in the overall context outlined in the previous Sustainability Report in 2021. Since then, however, Russia launched an invasion of Ukraine in contravention of international law, causing a shortage of fossil fuels in Europe and thus prompting a massive surge in prices. Following the price spikes for electricity and natural gas in 2022, it should be clear to everyone that we have to become less dependent on energy imports.



This is why the EU Green Deal focuses on combating climate change. The timeline for reducing greenhouse gas emissions is set and has been made more ambitious by the shorter deadlines specified in the German Federal Climate Change Act. In order to focus awareness among companies and boost transparency, comprehensive reporting obligations are being introduced in the form of the Corporate Sustainability Reporting Directive (CSRD) and the EU Taxonomy Regulation. A key part of these obligations is the setting out of a company-specific transformation plan and/or decarbonisation strategy. In future, companies without a strategy will be punished by consumers or will be unable to access loans from banks.

Worlée-Chemie believes that it is in an excellent position in this regard! Since 2010, the company has been a member of the excellence initiative 'Klimaschutz-Initiative', a project of the National Climate Initiative. The more than 60 member companies currently in the programme were all certified as having demonstrated outstanding achievements in climate protection and energy efficiency in the acceptance procedure. Over the past 20 years, Worlée-Chemie has taken numerous measures to improve the energy efficiency of our systems and processes. Nevertheless, we do still generate a certain volume of greenhouse gases.

Within the Klimaschutz-Unternehmen initiative, the 'Paths to becoming a climate-neutral company' project was launched, with ten companies – including Worlée-Chemie – taking part in the first round. A second round is currently under way. The Department of Environmentally Sound Products and Processes (upp) at the University of Kassel provided scientific support for the project.

In the main, four major measures were analysed that already enable us to come extremely close to our aim of making our production facilities climate-neutral in Scopes 1 and 2 by 2030. We will only need to offset a tiny proportion of our current greenhouse gas emissions.

Two of the measures serve to increase energy efficiency. One of them involves renovation of the coolant water supply at the Lauenburg location, which will significantly reduce the pumps electricity consumption. Furthermore, waste production heat will be used to heat rooms and oil terminals via a heat pump.

The other two projects relate to energy supply. A major photovoltaic installation will be built, for example. Following the acquisition of the neighbouring biogas plant in Lauenburg, this facility can now also supply renewable electricity to the site. It will subsequently also be possible to deploy the biogas as fuel in our combustion plants, thereby also decarbonising the aspect of processing heat – an area in which there have previously been very few solutions in Germany. While complete electrification of heat generation at the plants would already be technically feasible, it is currently not possible due to a lack of grid capacity and excessively high electricity prices.

The stated measures interact with each other. In particular, the volatile supply of solar electricity necessitates flexible management of the other generation units and, where applicable, the devices. With this in mind, we will simulate this interaction in the next stage and determine the optimum configuration of the individual measures.

Worlée-Chemie is willing to make the substantial investments required to achieve climate-neutral production and simultaneously reduce long-term dependency on the availability and price trends of external energy sources.

SUSTAINABLE PRODUCT DEVELOPMENT AT WORLÉE

> Sustainability is in our DNA. That is why we develop products for the future

For many years, the hallmarks of our company have included our quest for greater sustainability, our innovative excellence and our creativity in finding bespoke solutions. Many of our binders have long been made using renewable raw materials. We are working ceaselessly to continue down this path.

Sustainable product development is about so much more than just using renewable raw materials. It also involves using fewer harmful chemicals. A further aim is to use less energy and secondary resources such as coolant water in the manufacturing process. This not only means that we need to streamline existing processes, but that we also need to harness new technologies and production methods. Thinking and acting sustainably is at the forefront of everything we do in this regard.

In order to promote this, we recently established a central information and management office on the topic of sustainable product development for customers and suppliers alike. Dr Toine Biemans (former Head of Research and Development) was appointed as Manager of Sustainability and Scientific and Academic Partnerships at Worlée-Chemie in June 2023.

In particular, the scientific and academic partnerships serve to help our research and development team identify and implement current trends and developments in the area of sustainable and renewable raw materials at an early stage. Here, the team led by Toine Biemans are also focusing on supporting the launch of more sustainable products within sales. This includes not only the in-house Worleé sales teams across Europe, but also the support of our customers.

SUSTAINABLE PRODUCT DEVELOPMENT AT WORLÉE

WHAT MEASURES ARE ALREADY BEING TAKEN AT WORLÉE TO PROMOTE THE MANUFACTURE OF MORE SUSTAINABLE PRODUCTS?

Toine Biemans: In terms of the methods used to manufacture our products, there is a close working relationship between the R&D and process-related departments. We collaborate on projects that are designed to reduce energy consumption, use it more efficiently and cut waste. The R&D department is also exploring new chemical processes that could run on less energy.

In respect of our raw materials, we maintain regular contact with our suppliers and insist that they source their upstream products in a more sustainable way. Moreover, we are always on the lookout for new renewable materials. They do not necessarily need to be bio-based; we are, for instance, also interested in recycled materials. We also cooperate with research institutes, universities and start-ups in this area. We also proactively search for opportunities to take part in external research projects whose aims chime with our own.

Lars Ossenschmidt: We work on using our existing technologies for the development of sustainable products and to establish new technologies. We focus on projects in tandem with customers and endeavour to develop more sustainable products with these and other partners. We keep a close eye on product and raw material standards and improve our development processes on an ongoing basis, enabling us to respond quickly to changing requirements and anticipate future trends.

WHAT ARE THE CHALLENGES ASSOCIATED WITH MORE SUSTAINABLE PRODUCT DEVELOPMENT?

Toine Biemans: The challenges linked to the development of sustainable products stem from the fact that our customers – for whom we develop these products – impose different requirements on sustainable products. Whereas one customer might attach considerable importance to a high share of renewable raw materials, another might be more concerned with an extremely long-lasting coating, irrespective of the proportion of raw materials. This is why communication with our customers is so crucial, as it allows us to incorporate requirements within our research and development work and thus evaluate the extent to which we can contribute to our customers' sustainability efforts.

Wil van Meer: The greatest challenge will no doubt be to replace the current paint and lacquer systems with more sustainable alternatives. In the case of many sustainable systems, the solvent is replaced with water or the binder is always dissolved in less solvent.

Transitioning from solvent-free or low-solvent systems to water-based ones and/or lower-solvent binders will often necessitate a slight modification to the paint and lacquer systems in order to ultimately maintain at least the same level of quality.

Lars Ossenschmidt: Currently, there are several challenges connected with implementation. If we focus on sustainable products, this also means selecting more sustainable upstream products. Here, we are often faced with a limited choice and more unstable supply chains. From an R&D perspective, this means that we have to use this narrower range of raw materials to develop products that live up to the quality standards of our customers. These limitations can, in some cases, require a creative approach. On the other hand, however, our Purchasing department plays a central role, as it is important to build up and diversify supply chains. I am certain that we will stay successful by grasping these challenges as opportunities.

Dr. ir. Toine Biemans:
Manager Sustainability and Scientific Academic Partnerships

Lars Ossenschmidt:
Head of Innovation, Application Technology and Research & Development

Wil van Meer:
Project consultant sustainability

SUSTAINABLE PRODUCT DEVELOPMENT AT OUR PARTNERS

In addition to the development and manufacture of our own products, the chemical distribution represents a major part of the company.

Our partner suppliers/principals in the field of chemicals distribution are themselves renowned companies in the chemicals industry. They include both SMEs and international corporations whom we have been partnering with for many years or – often – several decades. Although the we do not develop any products of our own in the Trade/Distribution division, we are still faced with the challenge of evaluating and enhancing the portfolio of traded products from a sustainability standpoint. Fundamentally, the criteria and requirements here are similar to those applicable to the products we develop in-house.

WHAT CHALLENGES DO YOU SEE WHEN IT COMES TO IMPLEMENTING MORE SUSTAINABLE PRODUCT DEVELOPMENT?

Thorsten Adebahr: In many cases, sustainable alternative products are still more expensive than conventional materials, e.g. those based on fossil fuels. But this can be changed in the medium to long term. Given the current economic situation, many end consumers are finding it difficult to spend more money on more sustainable products. This makes it harder to launch them quickly on the mass market and pushes the focus towards higher price segments.

WHAT MEASURES ARE ARE YOU ALREADY TAKING TO PROMOTE THE MANUFACTURE OF MORE SUSTAINABLE PRODUCTS?

Thorsten Adebahr: In order to develop our portfolio accordingly, we are in close consultation with our principals on the trends and requirements that we are hearing about from our customers and the market as a whole. With the help of the Ecovadis platform, we carry out 360-degree assessments of principals using a wide range of sustainability criteria and, where necessary, discuss potential improvements. Our company-wide sustainability working group seeks out and makes contact with start-ups in the area of sustainable products. These contacts give rise to partnerships and new sources of supply for the future.

Dr. Thorsten Adebahr
Head of Traded Product Division

Inisghts into
the chemical distribution

SUSTAINABLE PRODUCT DEVELOPMENT AT WORLÉE COSMETICS

> The development of environmentally friendly and sustainable products is becoming ever more important in the field of cosmetics

At the same time, the expectations for modern cosmetics products are increasing all the time; they not only have to be eco-friendly, but also gentle on the skin, effective and aesthetic.

Worlée Cosmetics takes a holistic approach that factors in a variety of aspects with a view to minimising environmental impacts and promoting green alternatives. We support these aspects with the new production facility built last year in Lauenburg, including state-of-the-art research and development laboratories and offices. The newly acquired application technology laboratory capacities enable us to place a special focus on the sustainable product development and formulation of our raw materials.

This also includes gradually cutting out petrochemical raw materials and deploying renewable resources. Efficient manufacturing processes and optimisation of the entire life cycle are also paramount.

A vital aspect is the early inclusion of environmental aspects in planning and laboratory work. What's more, aspects such as transport and logistics are taken into account through modifications to product stability and the search for eco-friendly packaging and transport solutions.

SUSTAINABLE PRODUCT DEVELOPMENT AT WORLÉE COSMETICS

New production building for cosmetic raw materials

Our vitamin-boosted WorléeSoftBeads Red B3 with a Natural Origin Content of 99,4 %

WHAT CHALLENGES DO YOU SEE WHEN IT COMES TO IMPLEMENTING MORE SUSTAINABLE PRODUCT DEVELOPMENT?

Florian Preuße: As Head of Research, I see a multitude of challenges – closely tied to our innovation work – in the implementation of more sustainable product development projects. A central and important aspect lies in the fact that we will often need to diverge from established development processes and standardised raw materials and, in some cases, rethink things. With this in mind, an openness to innovations and ideas, coupled with functioning project management, are pivotal. The costs of sustainable product development work are usually higher. Here, we are almost always talking about completely new raw materials and/or methods that need to be newly evaluated in tandem with all departments in order to lay a foundation on which products can be developed in a targeted way in line with market needs. In some cases, we are working in funded and collaborative projects with institutions to draw up fundamental information. In the majority of cases, developing sustainable product solutions also means higher project costs. Apart from costs directly attributable to research and development, we also have to take into account compliance with national and international legal provisions and certifications and registrations for new products. This considerably pushes up the overall costs of product development and innovations. It also needs to be borne in mind that new product solutions have to be extensively tested by our customers and, in some cases, consumers also have to learn how to use them. This creates an additional need for technical support and training resources in order to ensure that customers can fully harness the benefits of the sustainable products.

Florian Preuße
Head of Research and Development, Cosmetic Raw Materials

SUSTAINABLE PRODUCT DEVELOPMENT AT WORLÉE COSMETICS

WHAT MEASURES ARE YOU ALREADY TAKING TO PROMOTE THE MANUFACTURE OF MORE SUSTAINABLE PRODUCTS?

Florian Preuße: We are already putting in hand a raft of measures to manufacture more sustainable products. Right at the start of our development activities more than ten years ago, we began developing sustainable product solutions based on renewable raw materials. One example is the introduction of exfoliants based on plant wax (WorléeBeads Jojoba, WorléeBeads HCO) as an alternative to polyethylene/polypropylene (PE/PP) particles.

We made this happen even before awareness of the topics of plastic, microplastic and environmental pollution was not so high among our customers.

In addition, we have enlarged our portfolio by adding abrasive materials originating from upcycling processes, e.g. crushed olive stones. This measure allows us to use recyclable materials and reduce waste.

We have made strong progress in the area of polymer chemical raw materials by developing partially or even completely renewable film formers (WorléeMicromer ECO). Our technological portfolio has been expanded, and we use input materials that exhibit a high proportion of renewable components.

Another area of focus is the development of functional biopolymers. Thanks to an array of techniques, we can standardise and functionalise these biopolymers, enabling us to offer sustainable alternatives to conventional petrochemical polymers.

In order to enhance the efficiency of the use of these raw materials for our customers, we have also overhauled existing products in order to increase the functionality of their raw materials. This not only cuts costs, but also serves to reduce transport volumes, which, in turn, saves on CO_2.

Another key step lies in spearheading the replacement of petrochemical raw materials, e.g. in our pigment preparations. This allows us to use sustainable raw materials and make our products more sustainable and environmentally friendly overall.

These efforts illustrate our commitment to more sustainable product development and our endeavours to offer environmentally friendly alternatives. We are proud to provide our customers with products that not only meet their requirements, but that also reduce the environmental footprint of our industry.

EMPLOYEE VIEWS:

HOW IS SUSTAINABILITY REFLECTED IN YOUR WORK?

Melanie Schmidt – Worlée-Chemie
(Technical Marketing Laboratory for Water-Based Systems)

If each and every one of us plays their small part in protecting the climate, big things are possible. Here at ATA Water, we relish the challenge – together with our colleagues from R&D – of developing high-quality lacquer formulations for our customers using sustainable binders. We always try to be one step ahead so that we can be on hand with support and advice.

Hannes Würzburger – Worlée-Chemie
(Production Planning)

Through streamlined production planning that is improved all the time, I help to make the production of our products more sustainable. One of the ways I do this is by not just taking into account the product itself, but also the entire manufacturing process. I also help to improve the lead time of the products, which has a positive impact on the manufacturing time and therefore on energy efficiency.

Pedro Carvalho De Almeida – Worlée-Chemie
(Deputy Production Manager)

Sometimes it is necessary to decisively turn things inside out. To act socially/ecologically/economically. In particular, the managers at a company act as multipliers for its corporate goals. Here is reinforcement required/necessary/effective. On the one hand, the sustainability commitment can be built on by means of challenge and encouragement. On the other hand, trust needs to be shown in completely new approaches, ideas from the management and technical excellence.

EMPLOYEE VIEWS:

HOW IS SUSTAINABILITY REFLECTED IN YOUR WORK?

Martina König – Worlée Cosmetics
(Application Technologist Manager)

When developing the underlying formulations – which are designed as inspiration for our customers – in the area of application technology, I ensure the use of natural raw materials. In doing so, I support the message of the new Worlée products, which are also highly natural. What's more, I keep the formulations as short as possible, thereby cutting out unnecessary ingredients and saving resources.

Cindy Geigenmüller – Worlée Cosmetics
(Product Manager for Cosmetic Raw Materials)

When it comes to product development, sustainability is not merely a buzzword, but is instead firmly embedded in all our development processes. We always ask ourselves what products and solutions the market needs in order to live up to sustainability standards. This could mean improving existing products in terms of renewable raw materials or developing new, environmentally friendly technologies.

Sascha Mertens – Worlée Cosmetics
(Product Development & Technical Service)

We are poised to embark on the exciting challenge of revamping our product portfolio so that we can respond even better to the needs of our customers. Our aim is to develop an innovative and pioneering range that not only reflects current market requirements, but that also provides our customers with sustainable value added. The revamp not only involves launching new products, but also optimising existing ones in order to deliver outstanding quality and maximise relevance. Here, our focus is on progressive technologies, sustainability and customer-focused product design.

OUR APPROACH TO MEETING OUR HUMAN RIGHTS DUE DILIGENCE OBLIGATIONS

The Chemie[3] sustainability initiative of the German chemicals industry describes its industry standard for sustainable value creation as a milestone in terms of observing human rights in supply chains. As a member of the specialist working group, Worlée-Chemie actively contributed to preparation of the standard over an eighteen-month period, chiefly representing the interests of SMEs.

'We advocated for an industry standard that can also be employed by small and medium-sized companies, who often only have limited personnel resources at their disposal, and that provides genuine practical support,' explains Barbara Eschke, who is responsible for sustainability management at Worlée-Chemie.

The industry standard is based on the UN Guiding Principles on Business and Human Rights and the German Act on Corporate Due Diligence in Supply Chains (LkSG). Above and beyond statutory requirements, it seeks to further embed observance of human rights across the sector.

The industry standard can already support companies in preparing for the expected European Corporate Sustainability Due Diligence Directive (CSDDD), which is anticipated will set out significantly more stringent requirements than the LkSG.

With their comprehensive explanations of the purpose of the standard, basic information on international standards such as the UN Guiding Principles on Business and Human Rights and the requirements contained therein and, in particular, with practical tools to help carry out risk assessments and templates for the human rights declaration and the code of conduct, the five modules of the industry standard represent a useful instrument, especially for SMEs.

As already reported, Worlée-Chemie got to grips with questions surrounding sustainability in the supply chain at an early stage and, long before the discussion regarding legal regulations in Germany and Europe, took significant steps to ensure compliance with human rights due diligence obligations.

As such, we believe that we are well placed to comply with the requirements of the LkSG. Although our employee headcount of approx. 300 means that we are not directly subject to the LkSG, we are affected as part of the downstream supply chain of major customers. It is, of course, also important to us to meet our own due diligence obligations, comply with the requirements of frameworks such as the UN Guiding Principles on Business and Human Rights and prepare now for the CSDDD.

OUR APPROACH TO MEETING OUR HUMAN RIGHTS DUE DILIGENCE OBLIGATIONS

OUR APPROACH IN DETAIL

Worlée-Chemie has utilised the five modules of the Chemie[3] industry standard to develop its activities in line with future EU requirements.

RE MODULE 1 OF THE INDUSTRY STANDARD

'Human rights declaration and governance' As a participant in the UN Global Compact, we have been committed to implementing the Ten Principles on labour and human rights, the environment and fighting corruption for many years, and are obligated to annually renew our commitment and issue a progress report.
We have also had corporate guidelines and codes of conduct for our own employees and suppliers in place for many years, which, among other things, contain provisions on human rights.
We have now also followed the recommendations of the industry standard in drafting a dedicated human rights declaration.
We have also drawn on the approaches concerning governance presented in the standard in order to lend further structure to our long-established cross-functional working groups.

RE MODULE 2: 'IDENTIFYING AND PRIORITISING RISK'

We aim to improve presentation of our risk-based approach going forward and strive to formally implement the recommendations outlined in the industry standard. It is anticipated that we will implement this from 2024.

RE MODULE 3: 'PREVENTIVE AND CORRECTIVE MEASURES'

Here, we have implemented a raft of measures that were introduced long before the LkSG was passed:

- As part of our integrated management systems, we have been asking new suppliers to complete a questionnaire for decades. This questionnaire also contains questions on human rights due diligence obligations.
- We ask all relevant suppliers to undergo an EcoVadis assessment, as this provides us with an excellent overview of their performance in the areas of labour and human rights, environmental issues, ethics and sustainable procurement.
- Where necessary, we can work with the supplier to improve their performance and manage this via the EcoVadis Corrective Action Plans and corresponding monitoring.
- We have modified our Code of Conduct for Suppliers to reflect the industry standard.

RE MODULE 4 'COMPLAINTS MECHANISM'

Worlée-Chemie has had a complaints procedure in place for many years that is communicated via the Codes of Conduct.

RE MODULE 5 'REPORTING'

Here too, we have been reporting on our approach to meeting human rights due diligence obligations for many years in our sustainability reports, even though we are yet to be subject to mandatory sustainability reporting.

Barbara Eschke:
Head of Integrated Management Systems, Sustainability Management, Worlée-Chemie

With a view to evaluating its own sustainability performance, Worlée-Chemie has been undergoing annual EcoVadis assessments since 2016. In autumn 2022, Worlée-Chemie was once again honoured to receive a platinum medal from the EcoVadis CSR platform.

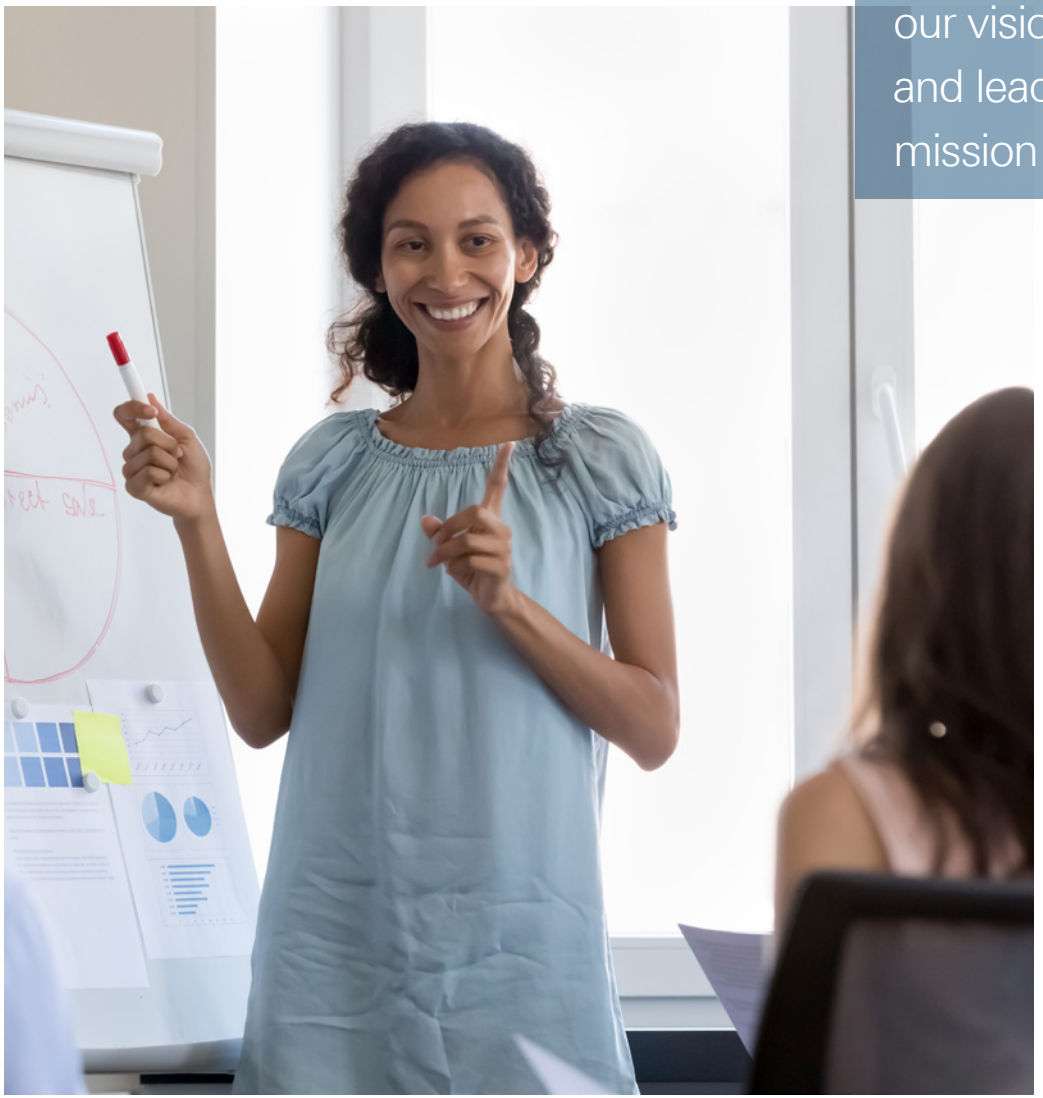
As part of the annual assessments, qualified CSR experts analyse 21 sustainability criteria in the areas of environmental matters, labour and human rights, ethics and sustainable procurement once detailed information on internal corporate guidelines, measures, actions and KPIs has been backed up with evidence.

Thanks to a total score of 82 points and a platinum certificate, Worlée-Chemie remains among the top one per cent of the more than 100,000 companies assessed by EcoVadis worldwide.

WORLÉE LEADERSHIP DEVELOPMENT PROGRAMME:

ORIGINS, SCOPE, PARTICIPANTS, CONTENT

> The EMILIA project gave rise to our vision and mission, our rules of conduct and leadership principles and the new corporate mission statement of the Worlée Group.



An extensive programme of measures arising from the project included the establishment of an overarching HR Development function and the development, preparation and implementation of a leadership development programme to help put our leadership principles into practice.

The training courses for some 90 managers from all levels of the hierarchy got under way in January 2023. In total, the programme comprises 81 seminar days between 2023 and 2025 and is aimed at experienced executives and young leaders alike.

At the training sessions, the managers explore the mindset of a leader as a key pillar, especially in times of change and company success. They try out numerous leadership instruments and also examine the future demands placed on their leadership by upcoming generations.

The content of the seminars is evaluated on a regular basis and adjusted to reflect the managers' current needs. Selected online seminars from our in-house Worlée Academy also form a key part of the programme.

The training groups also include learning mentorships in which young and experienced managers share their perspectives and learn from each other.

Helmut Grahl
Head of HR at
Worlée-Chemie

2022: A YEAR OF AWARDS AND ACCOLADES FOR WORLÉE-CHEMIE

> Worlée-Chemie receives the German Award for Sustainability Projects 2022

From left to right: **Carola Ferstl, Torsten Knippertz** (Presenters), **Michael Purps** (Röchling SE & co. KG), **Matthias Körber** (Worlée-Chemie), **Dr. Christian Walter** (DA SE), **Brigitte Zypries** (Federal Minister), **Yvonne Zwick** (B.A.U.M. e.V.)

2022 saw Worlée-Chemie honoured on multiple occasions for its sustainability achievements in a range of areas.

In 2022, the German Award for Sustainability Projects was presented by Deutsches-Institut für Service-Qualität, ntv and DUP Unternehmer magazine. Worlée-Chemie is a proud award-winner for its camelina oil project.

The award focuses on the 17 Sustainable Development Goals of the United Nations and comprises 28 categories. First and foremost, it seeks to highlight sustainability engagement at all corporate levels. The Sustainable Development Goals encompass the areas of people, planet, peace, prosperity and partnerships, with six of the 17 SDGs particularly relevant to us.

Following the process of nominating companies, data on the individual projects was gathered in a uniform way before the jury conducted a comprehensive evaluation. In conjunction with our partners DAW and the Federal Agency for Nature Conservation, we took first place in the raw materials/procurement category for our project on the companion planting of camelina.

2022: A YEAR OF AWARDS AND ACCOLADES FOR WORLÉE-CHEMIE

Worlée-Chemie was also delighted to receive a double accolade in the 2022 Responsible Care competition.

The overall concept entitled 'Our holistic concept for continuous dialogue and sustainable transparency' impressed both the juries of VCI Nord (1st place) and the nationwide VCI competition (2nd place).

The company was honoured for its transparent dialogue with various stakeholder groups – the general public, neighbourhoods, local organisations and institutions such as schools and political bodies at various levels, universities and regional NGOs – which has been practised for many years.

We pursue many different approaches to communicating with stakeholder groups, keeping them informed and building trust. For example, we have been holding regular open days with detailed factory tours, talks, entertainment and the active involvement of local organisations since 1993. We also use school partnerships, workshops with students and factory tours for interested groups, e.g. politicians, NGOs and neighbourhood associations.

Another important aspect is transparent reporting on all areas of sustainability that is comparable at national and international level. We have, for example, voluntarily been publishing Sustainability Reports in accordance with the Global Reporting Initiative standards since 2017.

Thanks to a whole package of dialogue channels, we have successfully garnered a reputation as an open and trustworthy company at our sites in northern Germany, nationwide and internationally.

It is our experience that it is worthwhile to pursue open dialogue and seek out personal contacts. In this manner, we have continuously built up mutual trust and receive appreciation and support from society.

First place for Worlée-Chemie in the Responsible Care competition of VCI Nord, second place nationwide

Wolfgang Große Entrup (VCI-Chief Executive Officer) **and Barbara Eschke** (Worlée-Chemie GmbH)

2022: A YEAR OF AWARDS AND ACCOLADES FOR WORLÉE-CHEMIE

Two Worlée employees who showed exceptional dedication in the multi-award-winning camelina oil project also received a highly personal accolade in November 2022.

The prestigious environmental award jury of Studien- und Fördergesellschaft der Schleswig-Holsteinischen Wirtschaft e.V. honoured Dr Toine Biemans and Mr Matthias Körber for their exceptional and tireless commitment, over many years, to the project designed to establish a value chain based on sustainably produced and renewable raw materials from Germany.

The successful development of this sustainable value chain is attributable to a considerable degree to the personal dedication of this Worlée duo.

On 8 November 2022, the Chairman of Studien- und Fördergesellschaft der Schleswig-Holsteinischen Wirtschaft e.V, Dr. Philipp Murmann presented them with their environmental protection pin badges and accompanying certificates at the state parliament building in Kiel.

At the subsequent awards ceremony for this year's environmental award, which was presented to a heating supplier and an agricultural firm, the Minister for Energy Transition, Climate Protection, Environment and Nature of the State of Schleswig-Holstein, Tobias Goldschmidt, held a welcoming speech on behalf of the state government.

The informal atmosphere of the small celebration following the official awards ceremony gave the Worlée delegation – including the wives of the two award winners – an opportunity to chat with other winners, state MPs and other public figures.

Picture: Thomas Eisenkrätzer

'Environmental protection pin badges' for Worlée employees Dr Toine Biemans and Mr Matthias Körber

From left to right: **Dr. ir. Toine Biemans** (Worlée-Chemie), **Matthias Körber** (Worlée-Chemie) and **Dr. Philipp Murmann** (Studien- und Fördergesellschaft)

2022:
A YEAR OF AWARDS AND ACCOLADES FOR WORLÉE-CHEMIE

Picture: Thomas Eisenkrätzer

2023 Environmental Business Award for the camelina oil project

From left to right: **Dr. ir. Toine Biemans Johanna von Eben-Worlée** and **Matthias Körber**

Another cause for celebration at Worlée-Chemie thanks to the huge recognition for one of its flagship projects.

On 13 November 2023, Johanna von Eben-Worlée, Matthias Körber and Dr Toine Biemans were honoured to accept the Environmental Business Award of Studien- und Fördergesellschaft der Schleswig-Holsteinischen Wirtschaft e.V. for the camelina oil project.

The jury praised the project with the following words: 'By establishing a value chain based on native, renewable raw materials, Worlée-Chemie GmbH is making an exemplary and sustainable contribution to promoting biodiversity in the region, to supporting local agriculture and replacing imported oils with native plant-based ones.'

Sustainable partnership: Worlée receives Synthomer Gold Award for fifth time

From left to right: **Thorsten Adebahr** und **Fabian Koos**

As part of a distributor performance review, we received yet another Distributor Gold Award from our distribution partner Synthomer. This is the fifth such award that we have received in a row.

Using a variety of criteria, such as sales performance, market penetration and product knowledge, Synthomer assesses the performance of individual distributors and presents an award to the successful partners each year. Thanks to our outstanding work and our solid and long-standing partnership for distribution n Germany, Switzerland and Benelux, we were presented with a further Gold Award for 2022.

We are extremely grateful for the long-established partnership with Synthomer and for this tremendous award.
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Required key figures 2019, 2020, 2021, 2022

KEY PERFOR-MANCE INDICATORS

ECONOMY | ECOLOGY | SOCIAL ISSUES

KEY PERFORMANCE INDICATORS: ECONOMY

GRI 2016: 204-1, 102-9, 308-1, -2, 414-1, -2 | GRI 2021: 2-6
ESRS S2-1, -2, -3, -4, -5, GOV-4, G1-2

PROCUREMENT PRACTICES

It is important to us to create a social and ecological design for our supply chains that takes due diligence regarding hu-man rights into account. The inclusion of the highest possible proportion of local suppliers along with continuous assess-ment of their performance in the areas of environment, labour and human rights, ethics, and sustainable procurement are important components of our sustainable supply chain management

SUPPLY CHAIN

Most of the raw material suppliers whose products we process or trade come from Europe. These are supplemented by suppliers from America and Asia. Since 2017, we have used EcoVadis assessments to systematically and continuously review sustainability practices of the raw material suppliers, and since 2022, also those of technical suppliers.

Local suppliers:

Our local suppliers are from the federal states Schleswig-Holstein, Hamburg, Lower Saxony, Bremen and Mecklenburg-West Pomerania in the northern half of Germany

Technical suppliers of the Lauenburg and Lübeck factories

Calendar year	Number of active suppliers	Local supplier	% local suppliers
2019	284	192	67.6 %
2020	247	164	66.4 %
2021	314	214	68.2 %
2022	218	141	64.7 %

Suppliers of raw materials/packaging for the Lauenburg and Lübeck factories and Worlée-Chemie Hamburg

Calendar year	Number of active suppliers	Local supplier	% local suppliers
2019	198	52	26.3 %
2020	204	58	28.4 %
2021	209	52	24.9 %
2022	198	51	25.7 %

GRI 2016: 102-9, 308-1, -2, 414-1, -2 | GRI 2021: 2-6
ESRS S2-1, -2, -3, -4, -5, GOV-4, G1-2

SUPPLY CHAIN, PROCUREMENT PRACTICES, ENVIRONMENTAL ASSESSMENT, SOCIAL ASSESSMENT OF SUPPLIERS

Until 31.12.2022, we asked 92.42% (2021: 62.68%) of our active suppliers for raw materials and packaging to take part in an EcoVadis assessment to prove their sustainability performance in the areas of environment, labour and human rights, ethics, and sustainable procurement. This meant that all the suppliers relevant to us based on purchasing value for these areas were invited. In addition, in the fourth quarter of 2022, we began asking technical suppliers and service provides to take part in EcoVadis assessments. Up to now, the results of 88.95% of the invited suppliers are available.

41 % ADVANCED (2021: 36 %)

52 % CONFIRMED (2021: 54 %)

7 % PARTIAL (2021: 10 %)

0 % INSUFFICIENT

KEY PERFORMANCE INDICATORS: ECOLOGY

GRI 2016: 301-1, -2, -3 | GRI 2021: | ESRS E5-4, -5

MATERIALS

Total weight of materials used	2019	2020	2021	2022
Non-renewable raw materials [t]	20,620	21,967	21,710	14,753
Renewable raw materials [t]	15,118	16,190	16,308	13.604
Portion of recycled raw materials [kg/kg]	0.024	0.022	0.029	0.036
Total	**35,738**	**38,157**	**38,019**	**28,358**

The materials comprise only raw materials. Auxiliary and operating materials are not included. The quantities are based on measurements. Packaging materials are not recorded by weight. If possible, quality aspects will include processed used packaging. Raw material packaging and packaging used for internal purposes are mostly given for reprocessing. All raw materials are sourced from external suppliers.

GRI 2016: 302-1, -3, -4 | GRI 2021: | ESRS E1-5

ENERGY

Energy consumption within the organisation	2019	2020	2021	2022
Fuel consumption from non-renewable sources (calorific value) [kWh]	21,834,088	20,148,585	18,024,579	16,675,414
Fuel consumption from renewable sources (calorific value) [kWh]	0	0	0	0
Annual electricity consumption [kWh]	9,016,825	8,708,503	8,402,366	7,978,296
Annual heating energy consumption [kWh]	0	512,090	1,837,546	1,173,163
Total annual energy consumption [GJ]	111,063	105,729	101,752	92,976
Energy intensity quotient [kWh/kg]	0.654	0.564	0.537	0.660

Fuel consumption includes natural gas, heating oil, liquefied petroleum gas, car fuels of company cars and the solvent resin mixture (HLMG) from cleaning processes, which is incinerated in our thermal post-combustion unit. Due to the lack of analyses and constantly changing composition, the value of heavy heating oil was taken as calorific value of the HLMG.

The calorific value of the natural gas used was taken from the information provided by the supplier. The conversion fac-tors for determining the calorific value of other fuels are taken from the Allocation Regulation 2012 (UBA).

The heating energy consumption includes only heat sourced from outside which is the amount of process heat drawn from a biogas plant at the Lauenburg site.

The energy intensity includes only the total energy consumption within the organization and refers to the production volume

KEY FIGURES ECOLOGY

GRI 2016: 303-1, -2, -3 | GRI 2021: | ESRS E3-4

WATER

Water extraction by source	2019	2020	2021	2022
Rainwater (annual amount) [m³]	1,445	1,283	1,393	1,386
Portable water consumption [m³]	45,554	45,750	37,239	41,013
Total	**46,999**	**47,033**	**38,632**	**42,399**

No water is taken from surface water or groundwater. At the Lauenburg site, rainwater is collected on roof surfaces and used as cooling water.

The extracted drinking water is used for sanitary purposes and after treatment (softening) as cooling water, boiler feed water and as a solvent for products.

The cooling water is re-cooled and recycled after use. How often the cooling water is reused cannot be determined. The evaporation and desalination losses in the cooling towers are replaced by rainwater and treated drinking water.

GRI 2016: 305-1, -2, -4 | GRI 2021: | ESRS 1-6

EMISSIONS

GHG emissions	2019	2020	2021	2022
Direct (Scope 1) Gross volume, [t]	4,818	4,286	3,731	3,834
Indirect (Scope 2) Gross volume, [t]	33.36	36.60	17.65	15.58
Specific Intensity of GHG emissions Intensity quotient Annual amount of GHG emissions/ Annual production volume [kg/kg]	0.103	0.083	0.071	0.098

The calculation of direct CO2 emissions includes all fuels with their CO2 equivalent. The production processes produce no GHG. Worlée-Chemie is not subject to emissions trading.

The emission factor of the HLMG is that for heavy fuel oil. The emission factors for other fuels come from the Allocation Ordinance 2012 (UBA).

Since 2017, electricity has mainly been purchased from renewable sources. Only minor site connections are supplied with grey electricity. The specific GHG emissions are calculated from the sum of the GHG emissions Scope 1 and Scope 2 and relate to the production quantity.

The slight increase in GHG emissions from fuels is due to the fuel switch to light heating oil as a result of the Ukraine war.

KEY FIGURES ECOLOGY

GRI 2016: 306-1, -2, -3, -4, -5 | GRI 2021: | ESRS E5-5

SEWAGE AND WASTE

Annual sewage quantity	Value 2019	Value 2020	Value 2021	Value 2022
Sewage discharge according to quality and discharge location [m³]	29,334	27,613	17,474	23,613

Annual waste quantity	Value 2019	Value 2020	Value 2021	Value 2022
Waste, total Waste by type and disposal method Hazardous waste – total weight [t]	6,868	6,789	6,860	6,292
Hazardous waste for recycling Waste by type and disposal method Hazardous waste, recycling [t]	1,900	2,020	2,667	2,699
Hazardous waste recovery Waste by type and disposal method a. Hazardous waste iv. Recovery, including energy recovery [t]	1,877	1,642	931	614
Non-hazardous waste Waste by type and disposal method Non-hazardous waste – total weight [t]	259.4	264.3	242.1	351.9
External disposal – recovery Waste by type and disposal method Hazardous waste, incineration [t]	3,014	2,773	2,932	2,479
External disposal – removal Waste by type and disposal method Hazardous waste, landfill [t]	76.8	354.3	329.6	499.9
Transported hazardous waste [t]	4,731	4,883	5,686	5,326

All wastewater is fed to the municipal sewage treatment plants for the respective locations. Quantity determination included subtraction from the freshwater consumption of the quantities of water that evaporate in the cooling towers or are used as solvents for products.

At the Lauenburg site, beyond sanitary wastewater, only salted water from water softening is discharged. No other industrial wastewater comes from the Lauenburg facility.

All waste is disposed of in accordance with the applicable laws and regulations. No waste is exported abroad.

No harmful substances were released in any significant quantities during the reporting period.

KEY PERFORMANCE INDICATORS: SOCIAL

GRI 2016: 201-1, 201-3, 102-41, 202-1, 202-2
GRI 2021: 2-23. 33 | ESRS 2: SBM-1

ECONOMIC PERFORMANCE

The wages and salaries paid by Worlée-Chemie are well above the statutory minimum wage. Essentially, the material orientation is in line with the collective agreements of the German chemical industry (Lauenburg and Lübeck sites) and the wholesale and foreign trade sector (Hamburg). In addition, there are further benefits for managers and top performers in the area of non-tariff regulations .

Our employees and managers abroad are also remunerated in the upper material segment. Where possible, management positions at our international locations are filled with locally recruited managers. Our subsidiaries in India, Malaysia and China only employ locally recruited managers. Naturally, there are no gender-related differences in remuneration.

At all German locations, our employees receive attractive subsidies to build up their pension. They can choose between paying into a provident fund or pension fund or take out direct insurance. We have opted for a renowned provider with whom all pension schemes are reinsured through life insurance. In addition, these benefits are secured by the “Pensionssicherungsverein”. Employees receive annual information on the current status of their pension provision. All employees at the Lauenburg and Lübeck sites receive the CareFlex Chemie supplementary care insurance after a six-month waiting period. This is intended to close the gap between statutory benefits and actual care costs if necessary.

GRI 2016: 401-1, -2, -3 | ESRS S1 S1-10, S1-11, S1-15, S1-16

EMPLOYMENT

As we are bound by collective agreements, we do not differentiate between white-collar and blue-collar employees. All employees are classified according to pay scale groups. All Worlée employees participate in all contractual benefits without differentiation between full-time and part-time. Temporary workers cannot participate in the contractual company pension scheme, supplementary health insurance or occupational disability insurance.

GRI 2016: 402-1 | ESRS S1 S1-2, S1-4, S1-8

EMPLOYEE-EMPLOYER RELATIONSHIP

The work Council is always involved in changes to operational processes; they are discussed in a timely and comprehensive manner and jointly deliberated. Through personal information, team meetings, works meetings, notices, personal letters and e-mails, employees are informed of intended changes quickly and within the statutory deadlinest.

GRI 2016: 403-1, -2, -3, -4 | ESRS S1 S1-2, -3, -4, -5, -14

OCCUPATIONAL HEALTH AND SAFETY

The "Occupational Safety Committee" meets four times a year for each location. The employees are represented by members of the work council and safety officers from the workforce. The committee's work covers all activities and workplaces of all employees working for us and therefore applies to 100% of the workforce. We are not aware of any risk or higher incidence of certain illnesses due to activities within the company.

Health and social benefits agreed with trade unions are regulated in the collective agreements to which Worlée-Chemie is a signatory. In addition, we operate a certified occupational safety management system in accordance with ISO 45001 and a comprehensive company health management system with many voluntary social benefits. We are constantly working to achieve our goal of "0 accidents at work" and implement a range of measures each year to achieve this goal

GRI 2016: 404-1, -2, -3 | ESRS S1 S1-13

TRAINING AND FURTHER EDUCATION

We spend an average of 15 hours per employee per year on training measures, regardless of gender and employee category.

GRI 2016: 405-1, -2 | ESRS S1 S1-1

DIVERSITY AND EQUAL OPPORTUNITIES

We need the ability and commitment of every employee. We therefore oppose unequal treatment or demotion for any reason. All employees are remunerated in accordance with the collective agreement without gender-specific differentiation.

KEY PERFORMANCE INDICATORS: SOCIAL

GRI 2016: 102-8, 405-1a, 406 | GRI 2021: 2-7, 2-8
ESRS S1-6, 7, 9, ESRS S1-1

Percentage of employees per employee category in each of the following diversity categories: gender,
age brackets: under 30 years of age, 30–50 years of age, over 50 years of age.

Percentage of persons in management bodies of an organisation in the category specified above. The stated percentage is in relation to total employment in the respective region.

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	Employees As of 31/12.	m	Rate	f	Rate	<30	Rate	30–50	Rate	>50	Rate
Lauenburg	232	179	77.16	53	22.84	46	19.83	109	46.98	77	33.19
Hamburg	55	20	36.36	35	63.64	10	18.18	32	58.18	11	23.64
Lübeck	37	31	83.78	6	16.22	4	10.81	12	32.43	21	57.76
2019 total	**324**	**230**	**70.99**	**94**	**29.01**	**60**	**18.52**	**153**	**47.22**	**111**	**34.26**
% in management bodies			68.05		31.95		1.38		50.00		48.62
Lauenburg	223	172	77.15	51	22.87	39	17.49	109	58.88	75	33.63
Hamburg	51	18	37.25	32	62.75	2	3.92	35	68.63	14	27.45
Lübeck	37	31	83.78	6	16.22	4	10.81	10	27.03	23	62.16
2020 total	**311**	**222**	**71.38**	**89**	**28.62**	**45**	**14.47**	**154**	**49.52**	**112**	**36.01**
% in management bodies			72.29		27.71		1.2		44.37		54.43
Lauenburg	227	170	74.89	57	25.11	37	16.30	112	49.34	78	34.36
Hamburg	40	15	37.50	25	62.50	2	5,00	26	65.00	12	30,00
Lübeck	38	32	84.21	6	15.79	4	10.53	11	28.95	23	60.53
2021 total	**305**	**217**	**71.15**	**88**	**28.85**	**43**	**14.10**	**149**	**48.85**	**113**	**37.05**
% in management bodies			65.00		35.00		0		48.33		51.66
Lauenburg	218	166	76.15	52	23.85	30	13.76	109	50.00	79	36.24
Hamburg	38	16	42.11	22	57.89	2	5.26	23	60.33	13	34.21
Lübeck	41	35	85.37	6	14.63	3	7.32	15	36.59	23	56.10
2022 total	**297**	**217**	**73.06**	**80**	**26.94**	**35**	**11.78**	**147**	**49.49**	**115**	**38.72**
% in management bodies			71.74		28.26		2.17		41.31		56.52

KEY PERFORMANCE INDICATORS: SOCIAL

GRI 2016: 401-1A | GRI 2021:
ESRS S1 S1-10,S1-11, S1-15, S1-16

Total number and percentage of new employees broken down by age bracket, gender and region.

The stated percentage is in relation to total employment in the respective region.

	New employees	Rate	f	Rate	f	Rate	<30	Rate	30–50	Rate	>50	Rate
Lauenburg	6	2.59	4	1.72	2	0.86	5	2.15	1	0.43	0	0
Hamburg	3	5.45	0	0	3	5.45	2	3.63	1	1.82	0	0
Lübeck	3	8.11	0	0	3	8.11	2	5.40	1	2.70	0	0
2019 total	**12**	**3.70**	**4**	**1.23**	**8**	**2.47**	**9**	**2.77**	**3**	**0.93**	**0**	**0**
Lauenburg	5	9.80	3	1.35	2	0.90	3	1.35	1	0.45	1	1.86
Hamburg	0	0	0	0	0	0	0	0	0	0	0	0
Lübeck	0	0	0	0	0	0	0	0	0	0	0	0
2020 total	**5**	**1.61**	**3**	**0.96**	**2**	**0.64**	**3**	**0.96**	**1**	**0.32**	**1**	**0.45**
Lauenburg	22	9.84	13	5.73	9	3.96	8	3.52	12	5.29	2	0.88
Hamburg	2	9.65	0	0.00	2	5.00	1	2.50	1	2.50	0	0.00
Lübeck	6	5.0	6	15.79	0	0.00	1	2.63	4	10.63	1	2.63
2021 total	**30**	**15.79**	**19**	**6.23**	**11**	**3.61**	**10**	**4.41**	**17**	**5.57**	**3**	**0.98**
Lauenburg	7	3.21	6	2.75	1	0.46	3	1.38	4	1.83	0	0.00
Hamburg	3	7.89	1	2.63	2	5.26	0	0.00	3	7.89	0	0.00
Lübeck	5	12.20	5	12.20	0	0.00	1	2.44	4	9.76	0	0.00
2022 total	**15**	**5.05**	**12**	**4.04**	**3**	**1.01**	**4**	**1.83**	**11**	**3.70**	**0**	**0.00**

KEY PERFORMANCE INDICATORS: SOCIAL

GRI 2016: 401-1b | GRI 2021:
ESRS S1 S1-10,S1-11, S1-15, S1-16

Total number and percentage of employee fluctuation during the reporting period, broken down by age bracket, gender and region.

The stated percentage is in relation to total employment in the respective region.

	Resignation	Rate	m	Rate	f	Rate	<30	Rate	30–50	Rate	>50	Rate
Lauenburg	18	7.76	15	6.46	3	1.29	6	2.58	5	2.15	7	3.01
Hamburg	3	5.45	1	1.81	2	3.63	0	0	3	3.63	0	0
Lübeck	1	2.70	1	2.70	0	0	0	0	0	0	1	2.70
2019 total	**22**	**6.79**	**17**	**5.24**	**5**	**1.54**	**7**	**2.16**	**8**	**2.46**	**7**	**2.16**
Lauenburg	14	6.28	11	4.93	3	1.35	0	0	4	1.79	10	4.48
Hamburg	4	7.84	2	3.92	2	3.92	1	1.96	2	3.92	1	1.96
Lübeck	0	0	0	0	0	0	0	0	0	0	0	0
2020 total	**18**	**5.79**	**13**	**4.18**	**5**	**1.61**	**1**	**0.32**	**6**	**1.93**	**11**	**3.54**
Lauenburg	18	7.93	14	6.17	4	1.76	8	3.52	7	3.08	3	1.32
Hamburg	13	32.50	4	10.11	9	22.50	1	2.50	8	20.60	4	10.00
Lübeck	5	13.16	5	13.16	0	0.00	1	2.63	2	5.26	2	5.26
2021 total	**36**	**11.8**	**23**	**7.54**	**13**	**4.26**	**10**	**3.28**	**17**	**5.57**	**9**	**2.95**
Lauenburg	15	5.77	11	5.05	4	1.83	3	1.38	6	2.75	6	2.75
Hamburg	6	15.70	0	0.00	6	15.79	1	2.63	5	13.16	0	0.00
Lübeck	4	1	4	9.76	0	0.00	1	2.44	1	2.44	2	4.88
2022 total	**25**	**5.00**	**15**	**5.05**	**10**	**3.37**	**5**	**1.68**	**12**	**4.04**	**8**	**2.69**

KEY PERFORMANCE INDICATORS: SOCIAL

GRI 2016: 401-3a bis 3 | GRI 2021:
ESRS S1 S1-10,S1-11, S1-15, S1-16

Total number of employees with entitlement to parental leave according to gender:

	Total	m	f
2019	**4**	**4**	**0**
Lauenburg	3	3	0
Hamburg	1	0	1
2020	**12**	**10**	**2**
Lauenburg	8	8	0
Hamburg	3	1	2
Lübeck	1	1	0
2021	**7**	**7**	**0**
Lauenburg	6	6	0
Hamburg	1	1	0
Lübeck	0	0	0
2022	**10**	**9**	**1**
Lauenburg	6	6	0
Hamburg	1	0	1
Lübeck	3	3	0

GRI 2016: 401-3a bis 3 | GRI 2021:
ESRS S1 S1-10,S1-11, S1-15, S1-16

Total number of employees, parental leave by gender:

	Total	m	f
2019	**4**	**3**	**1**
Lauenburg	3	3	0
Hamburg	1	0	1
2020	**8**	**6**	**2**
Lauenburg	5	5	0
Hamburg	3	1	2
Lübeck	0	0	0
2021	**8**	**7**	**1**
Lauenburg	6	6	0
Hamburg	1	0	1
Lübeck	1	1	0
2022	**8**	**7**	**1**
Lauenburg	5	5	0
Hamburg	1	0	1
Lübeck	2	2	0

Return rate to work and retention rate of employees on parental leave by gender: 100%.

KEY PERFORMANCE INDICATORS: SOCIAL

GRI 2016: 403-2a, 2c | GRI 2021:
ESRS S1-2, S1-3, S1-4, - 5, -14

Type of injuries, injury rate, occupational disease rate, rate of work loss days, absence rate, and work-related deaths of employees (salaried and industrial) with a subdivision according to:

	Type of injuries	Injury rate	Occupational disease rate	m	f
2019					
Lauenburg	11 occupational accidents, of which 7 notifiable	585.91 hours downtime 0.127% injury rate	0	11	0
Lübeck	1 notifiable occupational accident	1,378.74 hours downtime 1.897% injury rate	0	1	0
Hamburg	0	0	0	0	0
2020					
Lauenburg	11 injuries, of which 10 notifiable* 11 occupational accidents	3,367 hours downtime * 0.773% injury rate	0	11	2
Lübeck	3 injuries, of which 3 notifiable 3 occupational accidents	1,216 hours downtime 1.662% injury rate	0	3	0
Hamburg	0	0	0	1	2
2021					
Lauenburg	35 Injuries or minor injuries, of which 5 notifiable 5 occupational accidents	875.28 hours downtime 1,0000 man rate 24.88	0	5	0
Lübeck	12 injuries or minor injuries, of which 2 notifiable 2 occupational accidents	1,236.14 hours downtime 1,000 man rate 60.61	0	2	0
Hamburg	0	0	0	0	0
2022					
Lauenburg	5 accidents, of which 3 notifiable occupational accidents	1,164.09 hours downtime 1,000 man rate 13.76	0	3	0
Lübeck	3 accidents, of which 2 notifiable occupational accidents	193.12 hours downtime. 1,000 man rate 48.78	0	2	0
Hamburg	0	0	0	0	0

COMPLIANCE

Incidents, violations, fines and sanctions in the areas of anti-corruption, anti-competitive behaviour, environmental protection laws and regulations, discrimination, labour and human rights, data protection, customer health and customer safety, product information and labelling, marketing and communication, socio-economic compliance and political donations.

	2020	2021	2022
GRI 205-3 Number of corruption incidents	0	0	0
GRI 206-1 Legal actions for anti-competitive behaviour, antitrust and monopoly practices	0	0	0
GRI 307-1 Non-compliance with environmental laws and/or regulations, fines and sanctions	0	0	0
GRI 406-1 Reported cases of discrimination	0	0	0
GRI 407-1, 408-1, 409-1 Significant risks for incidents threatening rights involving freedom of association, child labour, forced or compulsory labour	0	0	0
GRI 415-01 Donations to political parties	0	0	0
GRI 416-1, -2 Incidents of non-compliance concerning the health and safety impacts of our product	0	0	0
GRI 417-1, -2 Incidents of non-compliance concerning product and service information and labelling	0	0	0
GRI-417-3 Incidents of non-compliance concerning marketing and communications	0	0	0
GRI 418-1 Complaints concerning breaches of customer privacy and losses of customer data	0	0	0
GRI 419-1 Complaints regarding non-compliance with laws and regulations in the social and economic area	0	0	0

COMPLIANCE

GRI 205-01, 205-2 (ESRS G1-3)

ANTI-CORRUPTION AND ANTI-COMPETITIVE BEHAVIOUR

Worlée-Chemie is committed to combating all forms of corruption, bribery, and anti-competitive conduct. Business practices involving illegitimate means are not tolerated Gifts and invitations for business gatherings are only permitted so long as these exchanges are appropriate and can clearly not have an impact on the decision-making process. This principle is enshrined in our Code of Conduct, the content of which is regularly communicated to all employees; likewise, it is also included in our Suppliers' Code of Conduct dated 17 December 2018. We have also informed every member of our supply chain about the establishment of a complaints office.

Our German sites as well as our seven subsidiaries worldwide are regularly assessed for corruption risks. According to the CPI-Corruption Perceptions Index 2022, the various countries are subject to the following risk classification:

Very low:	2
Low:	2
Moderate:	4
High+very high:	0

GRI 412-1, -2 (ESRS S1-1)

HUMAN RIGHTS AND RESPONSIBILITY

The reporting requirement regarding failures to comply with the risks in question or violations of prohibitions involving child, forced or compulsory labour does not apply to the main business locations of Worlée-Chemie in northern Germany since we naturally comply with the comprehensive relevant German and European legislation.

Our seven worldwide subsidiaries work closely with and are subject to the supervision of the business management in Germany. Violations of the above-mentioned basic principles have not been identified.

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Worlée-Chemie GmbH
Grusonstraße 26
D-22113 Hamburg
Tel.: +49 (0)40 733 330
Fax: +49 (0)40 733 331 170

Barbara Eschke
BEschke@worlee.de
Leitung Integrierte Managementsysteme
Nachhaltigkeitsmanagement,
Worlée-Chemie

www.worlee.de

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GRI CONTENT INDEX
Supplement Key Performance Indicators 2023

The Worlée-Chemie Sustainability Report for the years 2021-2022 was compiled in compliance with the 2016 standards of the Global Reporting Initiative (GRI) with the Core option. An external audit was not carried out.

With this supplement some important key performance indicators for 2023 are added.
The following GRI content index shows the key performance indicators along with the corresponding GRI standards and page numbers in this supplement

GRI-Standards	Title	Page
102-45 to 102-56	GRI Content Index Supplement Key Performance Indicators 2023	1
Economy	**Solid foundation**	
204-1, 308-1, 308-2, 414-1, 414-2	Procurement practices	1, 2
204-1	Proportion of local suppliers	1
Ecology	**High quality and environmental compatibility**	
301-1, 301-2, 301-3	Materials	2
302-1, 302-3, 302-4, 303-1, 303-2, 303-3	Energy and water	2, 3
305-1, 305-2, 305-4	Emissions	3
306-1 bis -5	Sewage and waste	4
308-1, 308-2	Environmental assessment of suppliers	2
Social	**Fairness in our relationships**	
401-1a, 401-1b, 401-3a-e	Employment	5, 6
403-2 a, 403-2c	Occupational health and safety	7
405-1, 405-2, 406-1, 102-8	Diversity and equal opportunity, equal treatment	5, 6
414-1, 414-2	Social assessment of suppliers	2

KEY PERFORMANCE INDICATORS Economy

204-1 Local Suppliers: Our local suppliers are from the federal states Schleswig-Holstein, Hamburg, Lower Saxony, Bremen and Mecklenburg-West Pomerania in the northern half of Germany

Technical suppliers of the Lauenburg and Lübeck factories

Calendar year	Number of active suppliers	Local supplier	% local suppliers
2020	247	164	66,4 %
2021	314	214	68,2 %
2022	218	141	64,7 %
2023	313	216	69,0 %

Suppliers of raw materials/packaging for the Lauenburg and Lübeck factories and Worlée-Chemie Hamburg

Calendar year	Number of active suppliers	Local supplier	% local suppliers
2020	204	58	28,4 %
2021	209	52	24,9 %
2022	198	51	25, 7 %
2023	179	78	43,0 %

102-9, 308-1, -2, 414-1, -2 Supply chain, procurement practices, environmental assessment, social assessment of suppliers

All our active suppliers for raw materials and packaging are asked to take part in an EcoVadis Assessment for proving their sustainability performance in the areas environment, labor and human rights, ethics and sustainable procurement. Furthermore we began asking technical suppliers and service provides to take part in Ecovadis Assessments Up to now the results of **90.2 %** of the invited suppliers are available.
Status of the assessed suppliers:
1 % „outstanding“ (2022 + 2021: 0 %)
51 % „advanced“ (2022: 41 %, 2021: 36 %)
45 % „good“ (2022: 52 % 2021: 54 %)
3 % „partial“ (2022: 7 %, 2021: 10 %)
0 % „unsufficient“ (2022 + 2021: 0 %)

KEY PERFORMANCE INDICATORS Ecology

301-1, -2, -3 Material

Total weight of used materials	Value 2020	Value 2021	Value 2022	Value 2023
non-renewable raw materials [t]	21.967	21.710	14.753	14.269
renewable raw materials [t]	16.190	16.308	13,604	9.296
Portion of recycled raw materials [kg/kg]	0,022	0,029	0,036	0,018
Total	**38.157**	**38.019**	**28.358**	**23.565**

The materials contain only raw materials. Auxiliary and operating materials are not included. The quantities are based on measurements. Packaging materials are not recorded by weight. If possible under quality aspects, processed used packaging will be used. Raw material packaging and packaging used for internal purposes are mostly given for reprocessing.
All raw materials are sourced from external suppliers.

302-1, -3, -4 Energy

Energy consumption within the organization	Value 2020	Value 2021	Value 2022	Value 2023
Fuel consumption from nonrenewable sources (calorific value) [kWh]	20.148.585	18.024.579	16.675.414	16.017.242
Fuel consumption from renewable sources (calorific value) [kWh]	0	0	0	0
Annual electricity consumption [kWh]	8.708.503	8.402.366	7.978.296	7.325.805
Annual heating energy consumption [kWh]	512.090	1.837.546	1.173.163	917.452
Total annual energy consumption [GJ]	105.729	101.752	92.976	87.338
Energy intensity quotient [kWh/kg]	0,564	0,537	0,660	0,728

Fuel consumption includes natural gas, heating oil, liquefied petroleum gas, car fuels of company cars and the solvent resin mixture (HLMG) from cleaning processes, which is incinerated in our thermal post-combustion unit. Due to the lack of analyses and constantly changing composition, the value of heavy heating oil was taken as calorific value of the HLMG.

The calorific value of the natural gas used was taken from the information provided by the supplier. The conversion factors for determining the calorific value of other fuels are taken from the Allocation Regulation 2012 (UBA).

The heating energy consumption includes only heat sourced from outside which is the amount of process heat drawn from a biogas plant at the Lauenburg site.

The energy intensity includes only the total energy consumption within the organization and refers to the production volume

303-1, -2, -3 Water

Water extraction by source	Value 2020	Value 2021	Value 2022	Value 2023
Rainwater (Annual amount) [m³]	1.283	1.393	1.386	1.693
Portable water consumption [m³]	45.750	37.239	41.013	33.979
Total	**47.033**	**38.632**	**42.399**	**35.672**

No water is taken from surface waters and no groundwater. At the Lauenburg site, rainwater is collected on roof surfaces and used as cooling water.

The extracted drinking water is used for sanitary purposes and after treatment (softening) as cooling water, boiler feed water and as a solvent for products.

The cooling water is recooled and reused after use. How often the cooling water is reused cannot be determined. The evaporation and desalination losses in the cooling towers are replaced by rainwater and treated drinking water.

305-1, 2, 4 Emissions

GHG Emissions	Value 2020	Value 2021	Value 2022	Value 2023
Direct (Scope 1) Gross volume, [t]	4.286	3.731	3.834	3.909
Indirect (Scope 2) Gross volume, [t]	36,60	17,65	15,58	27,80
Specific Intensity of GHG emissions Intensity quotient Annual amount of GHG emissions/ Annual production volume [kg/kg]	0,083	0,071	0,098	0,118

The calculation of direct CO_2 emissions includes all fuels with their CO_2 equivalent. The production processes produce no GHG. Worlée-Chemie is not subject to emissions trading.

The emission factor of the HLMG is that for heavy fuel oil. The emission factors for other fuels come from the Allocation Ordinance 2012 (UBA).

Since 2017, electricity has mainly been purchased from renewable sources. Only minor site connections are supplied with grey electricity. The specific GHG emissions are calculated from the sum of the GHG emissions Scope 1 and Scope 2 and relate to the production quantity.

The slight increase in GHG emissions from fuels is due to the fuel switch to light heating oil as a result of the Ukraine war.

306-1 bis -5 Sewage and waste

Annual volume of sewage	Value 2020	Value 2021	Value 2022	Value 2023
Sewage discharge by quality and point of discharge [m³]	27.613	17.474	23.613	21.658
Annual volume of waste				
Waste, total Waste by type and disposal method Hazardous waste - total weight [t]	6.789	6.860	6.292	4.295
Hazardous waste for recycling Waste by type and disposal method Hazardous waste Recycling [t]	2.020	2.667	2.699	861
Hazardous waste recovery Waste by type and disposal method Hazardous waste Recovery, including Energy recovery [t]	1.642	931	614	532
Non-hazardous waste Waste by type and disposal method Non-hazardous waste - total weight [t]	264,3	242,1	351,9	295,4
External disposal - recycling Waste by type and disposal method Hazardous waste Waste incineration [t]	2.773	2.932	2.479	1.749
Annual volume of waste	**Value 2020**	**Value 2021**	**Value 2022**	**Value 2023**
External disposal - removal Waste by type and disposal method Hazardous waste Landfill [t]	354,3	329,6	499,9	1.153
Transported hazardous waste [t]	4.883	5.686	5.326	3.468

The wastewater is fed into the municipal sewage treatment plants of the respective locations. The quantities were determined by subtracting the quantities of water that evaporate in the cooling towers or are used as solvents for products from the fresh water supply.

At the Lauenburg site, in addition to sanitary wastewater, only salted water from water softening is discharged. Other industrial wastewater is not produced in Lauenburg.

All waste is disposed of in accordance with the applicable laws and regulations. No waste has been shipped abroad.

No harmful substances were released in significant quantities during the reporting period.

KEY PERFORMANCE INDICATORS Social

102-8 Percentage of employees per employee category in each of the following diversity categories: gender, age brackets: under 30 years of age, 30–50 years of age, over 50 years of age

405-1a, 406-1 Percentage of persons in management bodies of an organization in the category specified above
The stated percentage is in relation to total employment in the respective region

	Employees as per 31.12.	m	%	w	%	<30	%	30-50	%	>50	%
Lauenburg	223	172	77,15	51	22,87	39	17,49	109	58.88	75	33,63
Hamburg	51	18	37,25	32	62,75	2	3,92	35	68,63	14	27,45
Lübeck	37	31	83,78	6	16,22	4	10,81	10	27,03	23	62,16
2020 total	**311**	**222**	**71,38**	**89**	**28,62**	**45**	**14,47**	**154**	**49,52**	**112**	**36,01**
% in management bodies			72,29		27,71		1,2		44,37		54,43
Lauenburg	227	170	74,89	57	25,11	37	16,30	112	49,34	78	34,36
Hamburg	40	15	37,50	25	62,50	2	5,00	26	65,00	12	30,00
Lübeck	38	32	84,21	6	15,79	4	10,53	11	28,95	23	60,53
2021 total	**305**	**217**	**71,15**	**88**	**28,85**	**43**	**14,10**	**149**	**48,85**	**113**	**37,05**
% in management bodies			65,00		35,00		0		48,33		51,66
Lauenburg	218	166	76,15	52	23,85	30	13,76	109	50,00	79	36,24
Hamburg	38	16	42,11	22	57,89	2	5,26	23	60,33	13	34,21
Lübeck	41	35	85,37	6	14,63	3	7,32	15	36,59	23	56,10
2022 total	**297**	**217**	**73,06**	**80**	**26,94**	**35**	**11,78**	**147**	**49,49**	**115**	**38,72**
% in management bodies			71,74		28,26		2,17		41,31		56.52
Lauenburg	226	169	74,78	57	25,22	34	15,04	115	50,88	77	34,07
Hamburg	35	15	42,86	20	57,14	5	14,29	21	60,00	9	25,71
Lübeck	38	32	84,21	6	15,79	3	7,89	14	36,84	21	55,26
2023 total	**299**	**216**	**72,24**	**83**	**27,76**	**42**	**14,05**	**150**	**50,17**	**107**	**35,79**
% in management bodies			72		28		2		41		57

401-1a: Total number and percentage of new employees broken down by age bracket, gender and region.
The stated percentage is in relation to total employment in the respective region

	New employees	%	m	%	w	%	<30	%	30-50	%	>50	%
Lauenburg	5	9,80	3	1,35	2	0,90	3	1,35	1	0,45	1	1,86
Hamburg	0	0	0	0	0	0	0	0	0	0	0	0
Lübeck	0	0	0	0	0	0	0	0	0	0	0	0
2020 total	**5**	**1,61**	**3**	**0,96**	**2**	**0,64**	**3**	**0,96**	**1**	**0,32**	**1**	**0,45**
Lauenburg	22	9,84	13	5,73	9	3,96	8	3,52	12	5,29	2	0,88
Hamburg	2	9,65	0	0,00	2	5.00	1	2,50	1	2,50	0	0,00
Lübeck	6	5,0	6	15,79	0	0,00	1	2,63	4	10,63	1	2,63
2021 total	**30**	**15,79**	**19**	**6,23**	**11**	**3,61**	**10**	**4,41**	**17**	**5,57**	**3**	**0,98**
Lauenburg	**7**	3,21	6	2,75	1	0,46	3	1,38	4	1,83	0	0,00
Hamburg	**3**	7,89	1	2,63	2	5,26	0	0,00	3	7,89	0	0.00
Lübeck	**5**	12,20	5	12,20	0	0,00	1	2,44	4	9,76	0	0.00
2022 total	**15**	**5,05**	**12**	**4,04**	**3**	**1,01**	**4**	**1,83**	**11**	**3,70**	**0**	**0.00**
Lauenburg	20	8,85	14	6,10	6	2,65	13	5,75	7	3,10	0	0,00
Hamburg	6	17,14	0	0	6	17,14	4	11,43	2	5,71	0	0,00
Lübeck	0	0	0	0	0	0	0	0	0	0	0	0,00
2023 total	**26**	**8,7**	**14**	**6,19**	**12**	**4,01**	**17**	**7,52**	**9**	**3,01**	**0**	**0,00**

401-1b: Total number and percentage of employee fluctuation during the reporting period, broken down by age bracket, gender and region. The stated percentage is in relation to total employment in the respective region

	Resignation	%	m	%	w	%	<30	%	30-50	%	>50	%
Lauenburg	14	6,28	11	4,93	3	1,35	0	0	4	1,79	10	4,48
Hamburg	4	7,84	2	3,92	2	3,92	1	1,96	2	3,92	1	1,96
Lübeck	0	0	0	0	0	0	0	0	0	0	0	0
2020 total	**18**	**5,79**	**13**	**4,18**	**5**	**1,61**	**1**	**0,32**	**6**	**1,93**	**11**	**3,54**
Lauenburg	18	7,93	14	6,17	4	1,76	8	3,52	7	3,08	3	1,32
Hamburg	13	32,50	4	10,11	9	22,50	1	2,50	8	20,60	4	10,00
Lübeck	5	13,16	5	13,16	0	0,00	1	2,63	2	5,26	2	5,26
2021 total	**36**	**11,8**	**23**	**7,54**	**13**	**4,26**	**10**	**3,28**	**17**	**5,57**	**9**	**2,95**
Lauenburg	15	5,77	11	5,05	4	1,83	3	1,38	6	2,75	6	2,75
Hamburg	6	15,70	0	0,00	6	15,79	1	2,63	5	13,16	0	0,00
Lübeck	4	1	4	9.76	0	0,00	1	2,44	1	2,44	2	4,88
2022 total	**25**	**5,00**	**15**	**5,05**	**10**	**3,37**	**5**	**1,68**	**12**	**4.04**	**8**	**2,69**
Lauenburg	14	**6,19**	11	4,87	3	1,33	6	2,65	5	2,21	3	1,33
Hamburg	7	20,00	1	2,86	6	17,14	0	0,00	3	8,57	4	11,43
Lübeck	3	7,89	3	7,89	0	0,00	1	2,63	0	0,00	2	5,26
2023 total	**24**	**8,03**	**15**	**5,02**	**9**	**3,01**	**7**	**2,34**	**8**	**2,68**	**9**	**3,01**

401-3-a to e:
Total number of employees
Withentitlement to parental leave according to gender

	Gesamtzahl	m	w
2020	**12**	**10**	**2**
Lauenburg	8	8	0
Hamburg	3	1	2
Lübeck	1	1	0
2021	**7**	**7**	**0**
Lauenburg	6	6	0
Hamburg	1	1	0
Lübeck	0	0	0
2022	**10**	**9**	**1**
Lauenburg	6	6	0
Hamburg	1	0	1
Lübeck	3	3	0
2023	**10**	**7**	**3**
Lauenburg	5	4	1
Hamburg	3	1	2
Lübeck	2	2	0

401-3-a to e:
Total number of employees, parental leave by gender

	Gesamtzahl	m	w
2020	**8**	**6**	**2**
Lauenburg	5	5	0
Hamburg	3	1	2
Lübeck	0	0	0
2021	**8**	**7**	**1**
Lauenburg	6	6	0
Hamburg	1	0	1
Lübeck	1	1	0
2022	**8**	**7**	**1**
Lauenburg	5	5	0
Hamburg	1	0	1
Lübeck	2	2	0
2023	10		
Lauenburg	5	4	1
Hamburg	3	1	2
Lübeck	2	2	

Return rate to work and retention rate of employees on parental leave by gender: 100%.

403-2a: Type of injuries, injury rate, occupational disease rate, rate of work loss days, absence rate, and work-related deaths of employees (salaried and industrial) with a subdivision according to:

	Type of injuries	Injury rate	Occupational disease rate	m	f
2020					
Lauenburg	11 Injuries of which 10 notifiable* 11 occupational accidents,	3.367 hours downtime * 0,773 % Injury rate	0	11	0
Lübeck	3 Injuries of which 3 notifiable 3 occupational accidents	1.216 hours downtime 1,662% Injury rate	0	3	0
Hamburg	0	0	0	0	0
2021					
Lauenburg	35 Injuries or minor injuries of which 5 notifiable 5 occupational accidents	875,28 hours downtime 1.000 man rate 24,88	0	5	0
Lübeck	12 injuries or minor injuries Of which 2 notifiable 2 occupational accidents	1.236,14 hours downtime 1.000 man rate 60,61	0	2	0
Hamburg	0	0	0		
2022					
Lauenburg	5 accidents, of which 3 notifiable occupational accidents	1164,09 hours downtime 1.000 man rate13,76	0	3	0
Lübeck	3 accidents, of which 2 notifiable occupational accidents	193,12 hours downtime. 1.000 man rate 48,78	0	2	0
Hamburg	0	0	0	0	0
2023					
Lauenburg	7 accidents of which 2 notifiable occupational accidents and 5 road accidents	1.000 man rate: 9,90	0	2	0
Lübeck	3 occupational accidents of which 2 notifiable	1.000 man rate 57,14	0	2	0
Hamburg	0	0	0	0	0

403-2c: The set of rules used to recorded and report accident statistics: Internal time recording program