

Corporate Sustainability Report 2024

Jungbunzlauer

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1 Introduction



1 Introduction

Jungbunzlauer's achievements in sustainability in 2024 at a glance



Decision to participate in the United Nations Global Compact (UNGC) from January 2025



Successful decoupling of volume growth and scope 1 CO₂ emissions



CHF 33 m invested in new scope 1 decarbonisation projects



Science Based Target (SBT) scopes 1+2 overachieved with -42% vs. base year 2020



More than 50 GWh solar power produced



Purchase of 100% renewable electricity in Austria and Germany



Expected water savings of 340,000 m³/y from new completed water efficiency and recycling projects



Engaged in the development of a sector-specific biodiversity check for the chemical industry



Female representation in Executive Committee increased from 14% to 38%



Secure employment with 97% employees on a permanent contract



95% completion rate of compliance trainings



Sedex Members Ethical Trade Audit (SMETA) 4-pillar completed for all production sites



95% of purchasing spend to local and regional partners



EcoVadis silver – top 8%



Questions or comments can be submitted to:
sustainability@jungbunzlauer.com



Sustainability news on website:
www.jungbunzlauer.com/en/sustainability
and LinkedIn:
www.linkedin.com/company/jungbunzlauer

1 Introduction

About this report

GRI [2-3, 2-5]

The aim of the seventh Jungbunzlauer Corporate Sustainability Report is to inform our employees, shareholders, customers, suppliers and other interested stakeholders about our sustainability strategy and the progress made over the last year in setting Environmental, Social and Governance (ESG) targets, developing plans and measures to reach them, and implementing Key Performance Indicators (KPIs) to monitor them.

Through our interactions with stakeholders, we know that sustainability-related topics are of high interest, especially topics related to carbon footprint and to supplier compliance with social sustainability standards. For this reason, we publish a yearly update on our efforts in sustainability management. The current report covers the reporting period from 1 January 2024 to 31 December 2024, which is the same as for financial reporting. This report was published after presentation to the Board of Directors of the Jungbunzlauer Group on 20 June 2025.

Originally, we planned to produce this report with reference to the requirements of the EU Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS), in preparation towards full compliance with the CSRD and ESRS requirements, as the three main EU companies of the Jungbunzlauer Group were to be in the initial scope of the CSRD from financial year 2025 onwards. This changed when the EU Commission adopted the so-called Omnibus simplification proposal of sustainability reporting obligations at the end of February 2025. The Omnibus proposal does not only postpone the applicability of the CSRD for Jungbunzlauer by two years, it may also completely remove all our EU companies from the scope of the CSRD.

As a consequence, we decided to produce this report in accordance with the GRI standards like our previous reports and to wait for clarification from the EU Commission on the new scope, timelines and standards of the CSRD, and its applicability to Jungbunzlauer as a Group and to our individual EU Group companies. The GRI content index can be found at the end of this report.

This report does not implement our new CSRD-compliant Double Materiality Assessment (DMA) which was completed in December 2024. We aim to structure our 2025 Corporate Sustainability Report according to the topics and sub-topics determined as material in that assessment.

Furthermore, in the course of 2024 the Jungbunzlauer Group acquired Alliance Gums & Industries (AGI), an expert blending company in formulated texturising solutions based in France. AGI operating as a small autonomous company of the Jungbunzlauer Group, it was only financially integrated into the Group in 2024. Its integration for non-financial topics is planned for 2025. AGI was thus not included in the scope of the 2024 Corporate Sustainability Report of the Jungbunzlauer Group, except for our due diligence on child labour and forced labour (see chapter 3.2). The impact of AGI on our sustainability targets and KPIs is expected to remain limited, as AGI represents significantly less than 5% of the Jungbunzlauer Group, both in revenue and number of employees.

This report was reviewed and approved by the Jungbunzlauer Executive Committee and presented to the Jungbunzlauer Board of Directors. However, this report was not subject to an external assurance.

For questions regarding this report or any information contained within it, please contact our Sustainability Management Team:

sustainability@jungbunzlauer.com

All data and information in this report have been compiled to the best of our knowledge and have been internally reviewed and validated. Additional information on our strategy and efforts can also be found online on our website:

www.jungbunzlauer.com/en/sustainability

1 Introduction

What is new in this report?

GRI [2-4]

The following changes in reporting have been made compared to the Jungbunzlauer Corporate Sustainability Report 2023:

- Relevant emission factors were updated for the Corporate Carbon Footprint (CCF) calculation based on ecoinvent V3.10. Spend-based emission factors were sourced from EXIOBASE v3.3 and the EU27 and DK input-output (IO) databases and updated for category 3.2
- Emissions calculation methodologies were improved for inbound and outbound transport, business travel, employee commuting and biogenic emissions in the 2024 CCF calculation. As the impact of the new calculation methodology for inbound and outbound transport was significant for categories 3.4 and 3.9, retroactive calculation was done for the emissions of these categories for 2020 and 2023
- Activity data and emission factors in category 3.5 were reviewed to improve the representativeness of the waste and disposal routes relevant to Jungbunzlauer production
- Greenhouse gas (GHG) emissions from the electricity consumption of a utilities company supplying various services to Jungbunzlauer, and in which Jungbunzlauer is a minority shareholder without financial and operational control, were included for the first time in scope 2 in 2024. No retroactive calculation was done for 2020 and 2023 as these emissions represented less than 1% of the CCF in 2024
- Spend-based GHG emissions from purchased services were included for the first time in category 3.1 in 2024. No retroactive calculation was done for 2020 and 2023 as these emissions represented less than 1% of the CCF in 2024
- Minor corrections were done for the non-renewable fuel, steam and certified renewable electricity consumptions of 2023



1 Introduction

We want to thank all our Jungbunzlauer colleagues for their efforts in supporting Jungbunzlauer's vision for a transparent communication of our sustainability efforts by the publication of this report.

Communicating our performance

As a leading producer of high-quality, sustainable ingredients from natural sources, Jungbunzlauer strives for an accurate and transparent sustainability-related data collection and communication. Consequently, we want to inform our stakeholders and interested parties on a regular basis about our ESG

performance through our annual Corporate Sustainability Report. Information about our performance can be reviewed according to the GRI Standards provided in each chapter. Furthermore, we contribute to the Sustainable Development Goals (SDGs) with an action plan for sustainable development. More information on SDGs can be found in chapter 2.3.

Detailed performance data can be found in chapter 6.



1.1 Message from our Chief Executive Officer

1.1 Message from our Chief Executive Officer

GRI [2-22]

At Jungbunzlauer, our purpose is to produce healthier and safer ingredients for people and the planet, based on fermentation, a naturally occurring process. All our products are fully biodegradable, therefore limiting our footprint on nature.

Despite 2024 being again a dynamic environment shaped by uncertainty, our long-standing commitment remained clear: to deliver high-quality sustainable ingredients for our customers, provide rewarding and meaningful work for our colleagues and support the many communities we serve.

In line with our commitment to limit our environmental impact, we invested CHF 33 m in CO₂ emissions reduction projects during the year. These investments, along with our efforts over the past years, enabled us to overachieve our annual corporate target for CO₂ emissions from natural gas combustion, successfully decoupling volume growth and scope 1 emissions.

We further developed the decarbonisation roadmap of our operations towards net-zero for scopes 1 and 2 emissions, progressing towards our goal of becoming carbon neutral by 2050. This roadmap includes waste heat recovery and electrification projects as key levers of our heat decarbonisation strategy, along with renewable energy certificates, power purchase agreements (PPAs), and our own renewable power generation as main levers for our zero-emissions electricity strategy. A key milestone we achieved in 2024 was the start-up of Austria's largest photovoltaic power station feeding into a private grid. The 56 MWp solar park produced more than 50 GWh renewable power in 2024, representing close to 10% of the power consumption of our Pernhofen, Austria, production site.

We consider ourselves to be one of the world's leading companies in terms of carbon efficiency per unit produced, with clear short- to long-term reduction targets. Our efforts are recognised as best-in-class by both customers and ESG rating platforms (CDP for environmental data, Sedex for social and ethical standards, and EcoVadis as overarching platform for the supply chain assessment of our customers). As of 2024, we reduced our scopes 1 and 2



Bruno Tremblay
Chief Executive Officer

emissions by 42% since 2020, much ahead of the 25% target we committed to as part of our Science Based Targets initiative (SBTi) well-below 2°C commitment. This performance opens the door to valuable discussions with customers, especially global key accounts, on our decarbonisation efforts and product variants with a reduced product carbon footprint (PCF).

We also started to look more holistically at our emissions including scope 3, building a high-level scope 3 GHG emissions reduction strategy focused on corn, chemicals, and transport.

Beyond emissions, we decided to participate in the UNGC from January 2025, reinforcing our commitment to responsible business more broadly.

With the evolution of our operating model designed to bring us closer to our customers and their evolving expectations, we further professionalised our sustainability team with more full-time positions, particularly strengthening our carbon accounting and scope 3 capabilities allowing us to cooperate with our clients and suppliers more closely.

In 2025, we will continue professionalising our sustainability organisation, keep a strong focus on the decarbonisation of our operations and end-to-end supply chain, and broaden our initiatives beyond GHG emissions reduction. I hope that this report provides you with a detailed and transparent picture of our tasks, challenges, and initiatives. We want to do our part to create a truly sustainable world for future generations.

1.2 Jungbunzlauer at a glance

1.2 Jungbunzlauer at a glance

Company information

GRI [2-1, 2-6]

Jungbunzlauer is a leading producer of high-quality, sustainable ingredients from natural sources, serving market segments from food and beverage, health and personal care, cleaners and detergents, to industrial. As a trusted partner, we offer a diverse portfolio of Acidulants, Texturants, Minerals & Solutions to meet our customers’ evolving needs.

Headquartered in Basel, Switzerland, family-owned, with state-of-the-art facilities including large-scale fermentation operations across Europe and North America, we proudly serve over 130 countries worldwide through our global sales organisation and local distribution partners covering Europe (including Middle-East and Africa), Americas and Asia & Pacific.

Founded more than 150 years ago as a distillery in Jungbunzlau, Bohemia, Jungbunzlauer has grown into a CHF 1.1 billion company, driven by over 1,300 dedicated colleagues committed to a healthier, more sustainable future.

Learn more at www.jungbunzlauer.com

Production sites and product portfolio

| | Austria | Germany | France | Canada |
|----------------------|---------------------------|--|-------------------------------------|---------|
| Acidulants | Citrics Glucose | Citrics | Gluconates Lactics Erythritol | Citrics |
| Texturants | Xanthan Gum Gellan Gum | | | |
| Minerals & Solutions | Mineral Salts | Mineral Salts Active Pharmaceutical Ingredients Esters Coated Acids | | |

At Jungbunzlauer, we continuously invest in developing the organisation and our people in order to grow and strengthen our market position and ensure that the company is a great place to work. In the last ten years, we have invested over CHF 1 bn in our production sites, e.g. in energy efficiency and decarbonisation, infrastructure improvements, capacity expansion, health and safety, and research and development (R&D). In the coming five years, we will invest around CHF 800 m in our production sites, thereof CHF 300 m in sustainability-related projects. Our balance sheet is strong and our indebtedness is low.

1.2 Jungbunzlauer at a glance

Jungbunzlauer employees

GRI [2-7, 2-8]

Jungbunzlauer employed 1,327 colleagues (headcount, excluding third-party employees) worldwide on 31 December 2024.

Besides colleagues directly employed by Jungbunzlauer, there are third-party employees working in different departments throughout the Group. This is in order to maintain personnel capacity and reduce the risk posed by absences. Examples of third-party employees are maintenance, cleaning and Information Technology (IT) services, accounting personnel, warehouse workers, security guards, business agents and consultants.

The majority of Jungbunzlauer employees are based in Europe, due to the fact that most of our production sites are located there. Between 2023 and 2024, the number of Jungbunzlauer employees grew by 1%. The number of third-party employees decreased by 1.4%, whereby third-party employees only account for 10%.

| | Employed by Jungbunzlauer (headcount) | Employed by third party (FTE) |
|----------------|--|----------------------------------|
| Europe | 1,074 | 118 |
| Americas | 235 | 19 |
| Asia & Pacific | 18 | 1 |
| All regions | 1,327 | 138 |

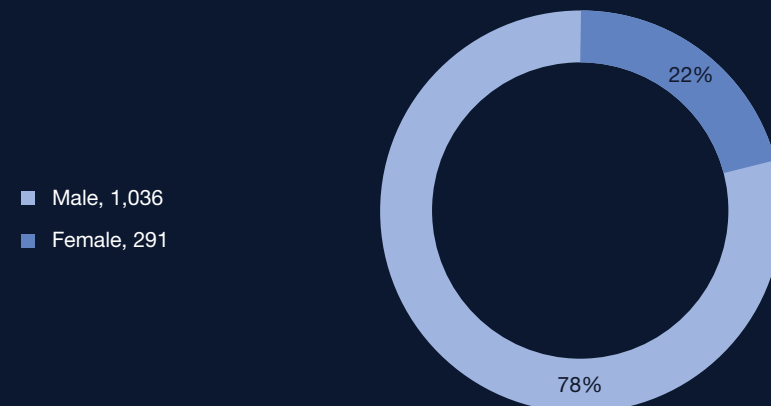
Employed by Jungbunzlauer:

Every employee is reported as headcount. This includes both permanent employees and those employed on a leased or temporary basis who were working at Jungbunzlauer at the end of the reporting period

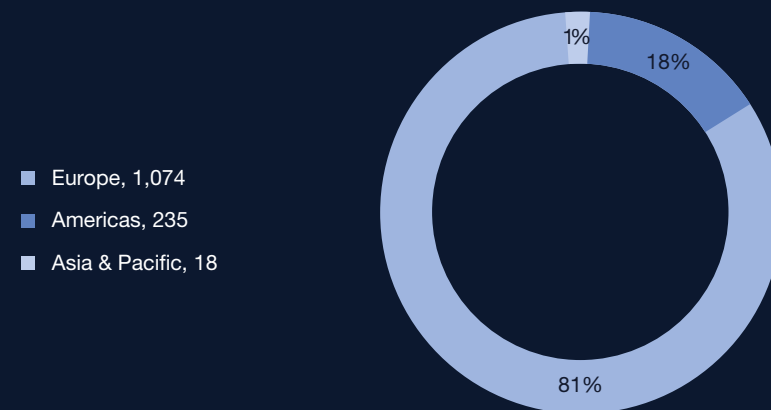
Employed by a third party:

This refers to employees who are employed by a third-party company but work exclusively or predominantly for Jungbunzlauer. Third-party employees are assessed in terms of full-time equivalent (FTE). Each person is counted according to their working hours

Jungbunzlauer employees by gender (headcount, not counting third-party employees)



Jungbunzlauer employees by region (headcount, not counting third-party employees)



1.2 Jungbunzlauer at a glance

Employees by employment type and contract

GRI [2-7]

| Total number of employees by employment type | | | | |
|--|-----------|--------|------|-------|
| Region | Contract | Female | Male | Total |
| Europe | Full-time | 153 | 836 | 989 |
| | Part-time | 68 | 17 | 85 |
| Americas | Full-time | 58 | 173 | 231 |
| | Part-time | 3 | 1 | 4 |
| Asia & Pacific | Full-time | 9 | 9 | 18 |
| | Part-time | 0 | 0 | 0 |

| Total number of employees by employment contract | | | | |
|--|-----------|--------|------|-------|
| Region | Contract | Female | Male | Total |
| Europe | Permanent | 210 | 822 | 1,032 |
| | Temporary | 11 | 31 | 42 |
| Americas | Permanent | 61 | 171 | 232 |
| | Temporary | 0 | 3 | 3 |
| Asia & Pacific | Permanent | 9 | 9 | 18 |
| | Temporary | 0 | 0 | 0 |

Every employee is reported as headcount. This includes both permanent employees and those employed on a leased or temporary basis who were working at Jungbunzlauer at the end of the reporting period. Third-party employees are not included. Non-guaranteed hours employees are not relevant.

There were no significant fluctuations in employment contracts or employment types during the reporting period.

Collective bargaining agreements

GRI [2-30]

In 2024, 90% of our employees (calculated as FTE) at our production sites had a collective bargaining agreement. Since the Jungbunzlauer Group comprises different companies based in different countries, different regulations and norms concerning collective bargaining agreements apply. Employees at our headquarters in Basel, Switzerland, and our sales offices worldwide are not covered by collective bargaining agreements. Working conditions and terms of employment for employees which are not covered by a collective bargaining agreement are determined by national law and market practices.

Employee involvement

Every production site has a designated person who is responsible for labour practices and human rights issues. Two-way communication is maintained with employees about working conditions within these functions.

We need the engagement and contribution of all our employees to shape the future. A lot of time is spent at work, and we therefore consider it important to provide a pleasant environment where our employees feel comfortable.

1.2 Jungbunzlauer at a glance

Market segments

GRI [2-6]

Our ingredients are used for a variety of applications. Our main market segment is the food and beverage industry where there is a trend towards clean label and plant-based foods such as dairy alternatives and meat substitutes. Cleaners and detergents is an important segment where our lactic acid, a green biocide made from renewable raw materials, is well suited to replacing conventional and often harmful antibacterial or preservation agents in many home care applications. The health and personal care segment keeps becoming more and more important. For example, zinc citrate is used in toothpaste due to its antimicrobial and anti-inflammatory effects and its ability to reduce or inhibit the formation of dental plaque and tartar. Developments like those give us the chance to diversify and expand our product and application portfolio in order to meet the demands of our customers.

Besides natural solutions for food, personal care, and detergents, we are also working on healthy and sustainable solutions for pharmaceutical products. As an example, our production site in Germany manufactures active pharmaceutical ingredients (APIs) for drugs and medicinal products.

In addition, industrial and technical fields such as the construction industry, paints, polymer processing or agriculture are important for our business. For example, our CITROFOL® citrate esters are used as bio-based alternatives to conventional plasticisers in biopolymers.

Percentage of Jungbunzlauer sales by market segment in 2024

| | |
|--------------------------|-----|
| Food | 33% |
| Beverages | 22% |
| Health and personal care | 18% |
| Cleaners and detergents | 16% |
| Industrial | 11% |



1.2 Jungbunzlauer at a glance

Percentage of Jungbunzlauer sales by region in 2024

GRI [2-6]

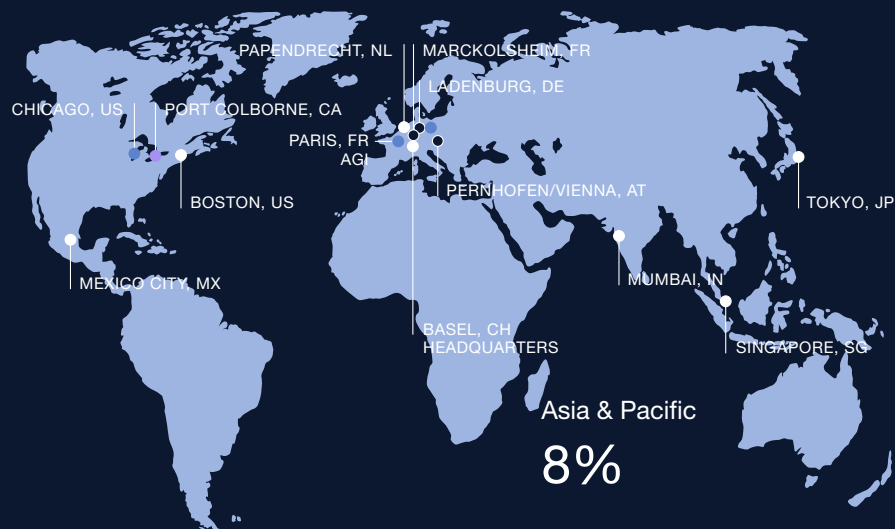
Americas

42%

Europe

(including Near/Middle East, Africa)

50%



- SALES OFFICE
- PRODUCTION SITE
- PRODUCTION SITE / SALES OFFICE
- APPLICATION DEVELOPMENT CENTER

Jungbunzlauer constantly reviews customer demand for products and expands production capacities and capabilities accordingly.



1.2 Jungbunzlauer at a glance

Value chain

GRI [2-6, 2-23]

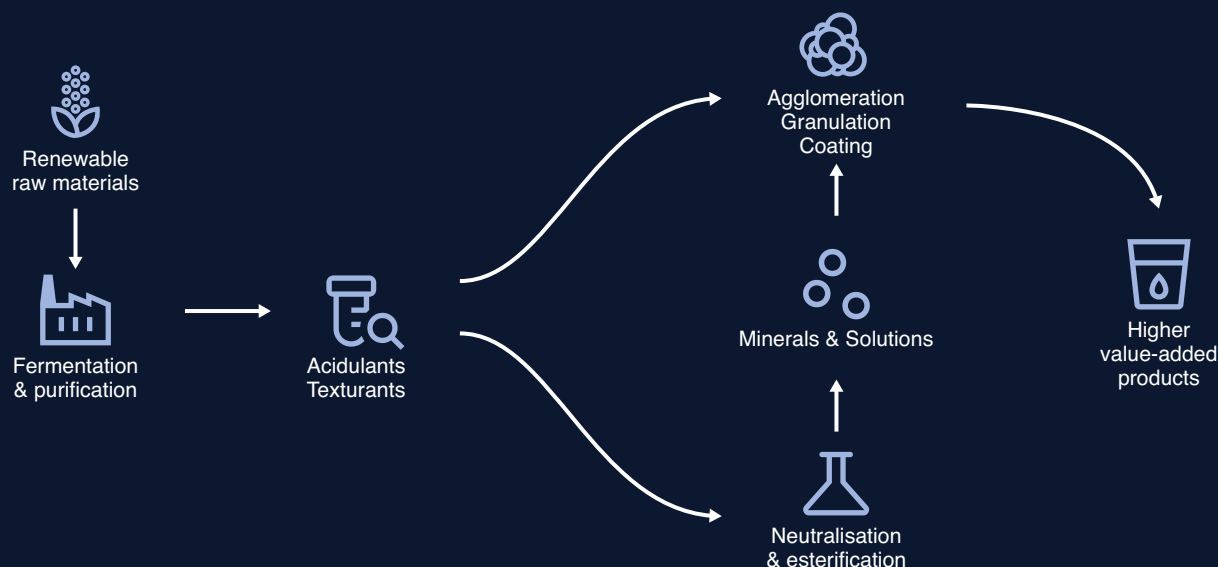
We transform renewable feedstocks into safe and biodegradable products through biotechnological processes like fermentation, while minimising waste through the generation of valuable by-products next to our intentional products. This business model makes our value chain intrinsically circular.

We source corn, our core raw material, regionally from long-term, trusted suppliers to support local agriculture and reduce transport emissions. We transform the corn grain into glucose syrup and nutritional sources of proteins, fibres and lipids in dedicated plants at our fermentation production sites in Austria, Canada and France. We produce most of the glucose syrup we use in these sites as fermentation raw material for our citric, gluconic and lactic acids, xanthan gum, gellan gum and erythritol. Our core products are commercialised in highly pure forms or processed further to mineral salts, specialties and higher value-added products. At our production site in Germany, we focus on neutralisation, esterification, agglomeration, granulation and coating.

We take advantage of all side streams of our production processes, limiting tremendously waste generation and making our business model highly resource efficient. Our by-products are commercialised for use in feed, construction, agriculture and biogas production.

We integrate sustainability principles into our shipping and logistics by prioritising reliable and emissions efficient transport modes, wherever possible. Our worldwide network of sales companies and distributors listens actively to customer needs and addresses market trends for sustainability and innovation.

Our broad and deep understanding of our business environment allows us to identify the material topics throughout our value chain. More information on our material topics can be found in chapter 2.5.



1.2 Jungbunzlauer at a glance

Developments in 2024

Markets

- Global supply chains remained mostly stable in energy prices, availability of products, and freight costs. Demand for our products recovered closer to historical levels. We remained in close contact with our customers and suppliers to prioritise the flow of goods while working on securing raw materials at competitive prices
- Healthy, safe, and more sustainable products remained a focus in diverse industries all over the world

Products

- Reorganisation of the seven product groups in three categories (Acidulants, Texturants, Minerals & Solutions) as focus areas of our updated Vision 2030
- Entrance into formulated texturising solutions through AGI
- Focus on the benefits of our highly bioavailable mineral salts providing essential nutrients like calcium, magnesium, potassium, and zinc for health support
- Promotion of the benefits of xanthan gum for gluten free pasta through improvement of production process and finished product texture
- Launch of CITROCOAT® N Pro and CITROCOAT® EP, two functional acids for enhanced storage stability in effervescent systems found in health and nutrition products
- Demonstration of product stability and foaming performance improvement of cleaners with xanthan gum in combination with different surfactants
- Promotion of CITROFOL® Al citrate ester as a safe and sustainable carrier fluid for microbials in agriculture

Production sites and infrastructure

- Groundbreaking of new xanthan gum plant at our production site in Canada
- Start-up of several sustainability investments in Austria (solar park, third heat pump) and Canada (hot water loop)
- Validation and launch of further decarbonisation projects in Austria (e-boiler, hot water loop extension) and Canada (electrification of evaporation step, heat pumps)
- Continuous sourcing of 100% renewable electricity in Austria and Germany in the form of Guarantees of Origin (GOs)
- First renewable electricity purchases through virtual Power Purchase Agreement (vPPA) in Austria
- Completion or launch of several water-saving projects in various production sites
- EUR 100,000 donation to the Red Cross Lower Austria Flood Relief Fund

Corporate Development

- Acquisition of AGI, an expert blending company in formulated texturising solutions based in France
- New R&D operating model

1.2 Jungbunzlauer at a glance

Human resources

- New Chair and Vice Chair within the Board of Directors
- New Chief Financial Officer (CFO) and Executive Vice President (EVP) Operations within the Executive Committee
- Increase of female representation in the Executive Committee from 14% to 38%
- New organisational set-up of Product Management with three categories combining the former seven product groups, new Strategic Marketing and Commercial Excellence functions
- New Communications function encompassing the former Marketing team under Human Resources (HR)
- Combination of Application Development and different R&D units into a new global R&D department under Corporate Development
- Market Development became a function of Sales
- North America and Latin America Sales regions were merged into one Americas Sales region
- New functions in Corporate Development and Global HR
- Carbon Footprint and Life Cycle Assessment (LCA), and Supplier Engagement as new functions within the Sustainability Management Team

Outlook 2025

- Construction of new xanthan gum plant at our production site in Canada
- New Code of Conduct and policies
- New councils, boards and committees for cross-functional ownership
- Implementation of the new CSRD-compliant DMA
- Launch of the new global Human Resources Information System (HRIS)
- New intranet and website
- New Operations operating model
- Continuation of the development of our transition plan towards net-zero
- Ambitious annual corporate target for CO₂ emissions from natural gas combustion
- Design, implementation and start-up of further scopes 1 and 2 decarbonisation projects
- Development of roadmap and supplier engagement plan for the reduction of scope 3 emissions
- Roll out of new PCF and LCA methodology and introduction of a new tool to insource and automate PCF and LCA calculations
- Climate risk assessment with climate scenarios



2 Sustainability strategy



2.1 Our strategy and governance

2.1 Our strategy and governance

GRI [2-23]



At Jungbunzlauer, our vision reflects a commitment to doing business with integrity, accountability, and a long-term perspective.

Our approach to strategy and governance is rooted in responsible decision-making and ethical conduct, ensuring we remain a trusted partner to our stakeholders. Our values shape the way we operate and guide us in achieving sustainable success.

Values are embedded in the culture of any organisation, and they develop over time. Our values have been an essential element in building and growing our company, and defining where we come from, what we are and how we want to behave. They are also vital to how we position ourselves in the future. By acting in accordance with our values, we earn the trust of our customers, colleagues, shareholders, suppliers, and of the communities where we live and work. Commitment to our values exists throughout the whole Group.

Also embedded in our values is the fundamental expectation of compliance, ethical behaviour, integrity, and credibility. Compliant business conduct is covered by our “Code of Business Conduct” published on our intranet. For more information on our “Code of Business Conduct”, see chapter 3.1.

Ethical behaviour means for us that we treat everyone with dignity and respect and expect our employees and business partners to do the same with others. We consider it as a key priority to respect human rights across our value chain and seek for a positive impact on humanity. Our commitment to human rights is described in our “Corporate Social Responsibility Policy”.

We prohibit any form of modern slavery, including forced labour and child labour, and human trafficking within our organisation and supply chains as explained in the “Modern Slavery and Human Trafficking Statement of Jungbunzlauer Group for 2024”, available on our website.

Furthermore, we have a zero-tolerance for land grabbing and are dedicated to conducting our business in a manner that respects the rights and well-being of local communities.

How Jungbunzlauer creates sustainable economic value

Jungbunzlauer is committed to rigorous quality standards, as we guarantee the excellence, safety and sustainability of our products to our clients. Consequently, high-quality raw materials are essential for the production of our ingredients. Working with our partners, suppliers and customers is fundamental to driving sustainability.

Social standards play an important role in selecting suppliers at Jungbunzlauer. We aim to maintain a fair business environment throughout the supply chain according to the highest ethical and social standards. We carry out supplier self-assessments and audits, where applicable (see chapter 3.2).

We support our customers in resolving their commercial and technical challenges by adding new products and applications to our portfolio, tailor-made to their individual requirements. In doing this, we want to offer reliable solutions which are sustainable not only for our customers but also for the environment (see chapter 3.3).

2.1 Our strategy and governance

Our Application Development, Technical Support and Market Development teams support our customers in finding more sustainable and innovative solutions for their products. One approach is the manufacture of more environmentally friendly products, such as solid water-free tooth tabs which allow to eliminate plastic packaging and use of preservatives in the formulation. We have launched marketing materials and formula cards for many of these products, which are available for interested customers on our website: www.jungbunzlauer.com/en/company/services/downloads

We continuously invest in developing the organisation and our people in order to grow and strengthen our market position, as well as to create a more sustainable future. But our aspiration goes beyond this: our focus is on even more sustainable production processes through higher efficiency, transformation to low carbon and digitalisation. The use of new technologies and processes will also lead to lower consumption of resources and reduced emissions (see chapter 4).



Our Vision 2030

- Build on what we do best by continuing to grow existing ingredients portfolio and expanding to adjacent opportunities
- Three focus areas: Acidulants, Texturants, Minerals & Solutions
- Continue strengthening fermentation capacity and process optimisation in existing core products while accelerating growth through customer centric innovation, acquisitions and partnerships
- Further commit to sustainability goals, including scope 3
- Ensure organisation readiness to support further growth opportunities
- Facilitate cross-functional collaboration and accelerate digitalisation to support new ways of working



2.1 Our strategy and governance

Our organisational structure

GRI [2-9, 2-10, 2-11, 2-12, 2-13, 2-17]

Governing bodies

Jungbunzlauer Holding AG is a public limited company in Switzerland, in accordance with its current Articles of Association and the supplementary provisions of the Swiss Code of Obligations. It holds participations, directly and indirectly, in all subsidiaries of the Jungbunzlauer Group of companies worldwide.

Its governance structure comprises:

- the General Assembly;
- the Board of Directors; and
- the Auditors

General Assembly

Jungbunzlauer is a family-owned Group of companies. Therefore, the General Assembly of its Holding company is accountable only to the owning family, which is represented on the Board of Directors.

In accordance with the provisions of the Swiss Code of Obligations, the General Assembly has exclusive authority over the business. It is responsible for adopting and amending the Articles of Association, as well as for electing the members of the Board of Directors and the Auditors. Furthermore, the General Assembly appoints one or more Auditors for a period of one year at a time.

Board of Directors

Jungbunzlauer Holding AG is managed and represented by a Board of Directors, comprising one or more members who are generally elected for a period of office of typically one year and who can be re-elected. There are no limitations on re-election. The Board of Directors elects a Chair from among its members. It consists of non-executive members only, issued from the owning family and from external parties of whom some also hold board or executive positions within other companies in the field of life sciences, thereby bringing in competences and experience in related industry segments, including for sustainability topics.

The best possible candidates with suitable levels of competence and independence are selected and elected during Board meetings. Thereby, views of stakeholders as well as diversity are taken into account. There are no specific guidelines in place. In 2024, the Chair stepped down. The Board of Directors appointed the former Vice-Chair as Chair and elected a new Vice-Chair.

The Board of Directors is entrusted with the ultimate direction of Jungbunzlauer Holding AG and all subsidiaries of the Jungbunzlauer Group, the issuance of necessary directives and the supervision of the Executive Committee. It represents the company in dealings with third parties and attends to all matters which are not delegated to or reserved for another corporate body of the company by law, the Articles of Association or the regulations. Meetings are held four times per year or as required.

Its responsibilities are, among others:

- to determine the general organisational structure of the Jungbunzlauer Group
- to define the structure and principles of accounting, as well as financial controls and financial planning
- to appoint and dismiss the persons entrusted with the management and representation of the Group and to grant signing authority
- to ultimately supervise the persons entrusted with the management, in particular with respect to compliance with the law and with the Articles of Association, regulations and directives
- to evaluate the risk profile of the business
- to determine and modify the corporate strategy, including the sustainability strategy
- to define the Corporate Incentive System
- to prepare the annual financial report, the General Assembly and to implement the resolutions of the latter
- to pass resolutions on the consolidated budget, consolidated capital expenditure plan including sustainability investments, and consolidated financial statements

2.1 Our strategy and governance

GRI [2-9, 2-12, 2-13, 2-15, 2-19]

The composition of the Board of Directors with members from the owning family and external parties prevents and mitigates conflicts of interests. Remediation of conflicts of interest is covered in our “Corporate Social Responsibility Policy”, which applies to all employees and to the Board of Directors. Where a possible conflict of interest is identified, it must be communicated to the Chair of the Board of Directors. The Chair decides on any further steps to be taken. If necessary, information is forwarded to the shareholders.

Interactions with the Executive Committee

The Board of Directors delegates the management of the company's business, including interaction with stakeholders and the management of risks, opportunities and impacts, to a Chief Executive Officer (CEO). The CEO bears the ultimate responsibility towards Jungbunzlauer Holding AG and the shareholders for the subsidiaries of Jungbunzlauer Holding AG. The CEO manages the Jungbunzlauer Group. Between meetings of the Board of Directors, the CEO regularly briefs the Chair of the Board of Directors on the business development and all important events, and he aligns important decisions with the Chair. The Board of Directors appoints the CEO, and the members of the Executive Committee as proposed by the CEO.

During the quarterly Board meetings, the CEO reports to the Board of Directors on the business development of the Group, conformity with strategy, liquidity and the consolidated financial situation, and answers the Board's questions. Additionally, the CEO and members of the Executive Committee share background information and knowledge regarding sustainability-related topics, including materiality assessment updates, and progress on ongoing and new sustainability projects. The Board of Directors discusses the overall progress and direction of selected sustainability topics at every Board meeting.

In 2024, main sustainability topics discussed were the decarbonisation strategy for all scopes, 2025, 2027 and 2030 annual corporate targets for CO₂ emissions from natural gas combustion, scope 1 projects of our production sites, diversity, succession planning, and the scope extension of the Jungbunzlauer Incentive Plan including sustainability criteria in addition to financial performance criteria.

Interactions with the Boards and executive management of subsidiaries

Members of the Group companies' Boards and the executive management teams of Jungbunzlauer's subsidiaries are appointed by the Chair of the Board of Directors at the CEO's request. The full Board of Directors is notified of such changes.



2.1 Our strategy and governance

Board Committees

GRI [2-9, 2-16, 2-20]

Since 2023, the Board of Directors has two Committees, the Audit Committee and the newly formed Nomination and Remuneration (N&R) Committee, whose members are nominated within the circle of the Board of Directors. The majority of the members of each Committee is formed by Directors issued from external parties. To fulfil their duties independently, both Committees have unlimited access to all data and business documents, and they can call for support of the Group's staff and of external advisers.

Interactions with the Executive Committee

The N&R Committee supports the Board of Directors in overseeing the process for determining nominations as well as remuneration.

Its responsibilities are, among others:

- to monitor Executive Committee succession planning
- to propose to the Board of Directors the appointment and approval of officers of the Holding and Executive Committee members, and the therewith associated compensation and specifics of employment
- to propose to the Board of Directors the Corporate Incentive System

The N&R Committee meets at least twice a year before Board meetings, and reports to the Board of Directors at the subsequent Board meetings. In 2024, the N&R Committee proposed to the Board of Directors the extension of the scope of the Jungbunzlauer Incentive Plan to a large base of employees, and made proposals regarding external recruitment for the succession of long-standing Executive Committee members.

Audit Committee

The Audit Committee supports the Board of Directors in the preparation of the annual financial report and the control of Jungbunzlauer Group's business activities regarding conformity with the legal provisions, government regulations, statutes and internal rules.

Its responsibilities are, among others:

- to analyse in detail the financial statements and notes together with the CFO and the Auditors of Jungbunzlauer Holding AG
- to discuss the accounting standards and valuation principles
- to decide whether the Board of Directors may recommend the financial statements to the annual General Assembly meeting for resolution on the statements
- to monitor overall compliance with laws and regulations, and Auditors' performance
- to review annually the risk assessment prepared under the supervision of the CFO

The Audit Committee sets annual priorities for examination and additionally works on topics defined by the Board of Directors.

The Audit Committee meets at least twice a year before Board meetings and reports to the Board of Directors at the subsequent Board meetings. Any critical concerns are discussed at these meetings, or, in case of urgent concerns, additional meetings may be scheduled.

2.1 Our strategy and governance

CEO and the Executive Committee

GRI [2-13, 2-14]

The Executive Committee is the executive management team of the Jungbunzlauer Group. It is responsible for the daily operations and development of the Group in all aspects. Furthermore, it is responsible for developing and implementing the Group's strategy, plans and budgets, including the sustainability strategy and targets. The Executive Committee has the authority to take all relevant decisions within the "ordinary course of business" respecting all codes, policies and guidelines decided by the Board of Directors. This includes financial decisions for the defined scope and boundaries as well as non-financial decisions, including those related to the ESG pillars of the sustainability strategy. It ensures that the owners and the Board of Directors are aligned with and agree to the long-term business plan and financial plan as part of the ongoing process of evaluating the business and strategy. Decisions on specific sustainability topics are approved by the Board of Directors.

Each department is represented by one Executive Committee member. In 2024, a new CFO and a new EVP Operations joined Jungbunzlauer in the frame of our succession plan. As the management of the company's business is delegated to the CEO and the Executive Committee, personal targets are set annually for each member of the Executive Committee based on criteria such as budget, strategy plans and sustainability targets. Under the new Jungbunzlauer Incentive Plan decided by the Board of Directors in 2023, the targets are structured in three corporate targets, i.e. revenue, profit and sustainability, completed by individual targets. The new Jungbunzlauer Incentive Plan is applicable since 2024 to senior management levels, including the members of the Executive Committee, and will be rolled out to a large base of employees Group-wide in 2025. The corporate sustainability target is about annual CO₂ emissions from natural gas combustion.

The Executive Committee keeps special attention to:

- the financial development of the company
- work on developing and improving the competitive position and offering of the Group
- assess and manage the risks and opportunities to the Group
- the development of the governance, operating model, organisation and employees
- adhere to all laws, regulations and ESG practices
- the timely and on budget execution of investment projects
- role model the values and behaviours of Jungbunzlauer through their daily actions and decisions
- create the culture which will support the strategic ambitions
- identify, develop, and empower future leaders

The Executive Committee meets monthly (excluding the month of August). It monitors and discusses the progress and direction of selected sustainability topics, targets, measures and projects at least once per quarter, and takes any required decision within its scope of responsibility.

In 2024, to support our updated Vision 2030 to accelerate our growth journey, the Executive Committee took the decision to evolve the operating model. The main objectives were to increase our innovation, acquisition and partnership focus, reflect our focus set on three categories, continue to have our customers at heart and strengthen core capabilities required in this journey.

At the end of the year and for implementation in 2025, the Executive Committee defined five councils which will own on behalf of the Executive Committee a strategic topic for the Group. These are cross-functional groups sponsored by Executive Committee members which take an enterprise view on topics and are a development opportunity for talents.

2.1 Our strategy and governance

GRI [2-9, 2-13, 2-14, 2-18]

Furthermore, the Executive Committee approves the Corporate Sustainability Report, which is also presented to the Board of Directors before publication.

If any breach of the “Code of Business Conduct” is observed by an Executive Committee member, or if any other matter is deemed relevant by the CEO or another Executive Committee member, the Executive Committee member in question brings the matter to the attention of the CEO, or, if it concerns the CEO, to the attention of the Chair of the Board of Directors.

Details regarding remuneration of the Board of Directors and the Executive Committee are confidential. The compensation of the highest governance bodies is proposed by the N&R Committee and approved by the Board of Directors. The performance of the highest governance body (Board of Directors) is currently not evaluated regarding the Group’s impacts on economy, environment and people.

General information, such as the composition of the Jungbunzlauer Board of Directors, the Board Committees and the Executive Committee, as well as the genders and areas of responsibility of their members, can be found on our website.

Board of Directors (including Audit Committee and N&R Committee):
www.jungbunzlauer.com/en/company/profile/board-of-directors

Executive Committee:
www.jungbunzlauer.com/en/company/profile/management-committee

Sustainability Management Team

The Sustainability Management Team, led by the Corporate Sustainability Director reporting to the EVP Operations, continued professionalising in 2024. The number of full-time dedicated sustainability experts increased while the number of representatives from other functions working part-time on sustainability decreased.

The creation of three new positions with specific scopes of responsibility and fields of expertise was decided: Carbon Footprint and LCA, Supplier Engagement, and Sustainability Reporting. The recruitment of the first two positions was completed in 2024, the last one was put on hold beginning of 2025 due to the upcoming uncertainties around the CSRD and its future applicability to Jungbunzlauer.

The team is organised in corporate and production site sustainability functions, with focus and expertise in specific parts of the value chain (upstream, own operations, downstream), or in a specific field like carbon footprint and LCA. The Sustainability Management Team prepares sustainability information to be discussed in the Executive Committee and Board of Directors meetings.

The Sustainability Management Team administers material impacts, risks and opportunities, codes and policies. It proposes and executes the sustainability strategy and targets, and deploys and monitors impactful sustainability measures, projects and KPIs. Furthermore, the team manages the ESG reporting (Corporate Sustainability Report, ESG performance rating platforms like EcoVadis and CDP), the training of employees on sustainability and customer communication on sustainability topics. It also takes care of technological, legal and market sustainability intelligence. Meetings are held regularly and information is also continually exchanged between team members outside of these regular meetings.

In 2025, in line with the governance and operating model evolutions decided by the Executive Committee in 2024 to get to a shared and cross-functional ownership, a Sustainability Council including members of the Sustainability Management Team and stakeholders from other departments will be created. It will own Jungbunzlauer’s sustainability strategy on behalf of the Executive Committee.

These developments show the Group’s strong commitment to sustainability.

2.1 Our strategy and governance

Company organisation

GRI [2-9]

Jungbunzlauer's flat organisational structure enables fast decisions on a Group-wide basis. We very often know each other across functions, levels and geographical locations, making communication and collaboration straightforward.

The organisational structure of Jungbunzlauer continued to evolve during the latest reporting period. A new operating model was introduced for Product Management, Corporate Development, Sales and HR, affecting the organisational set-up of these departments.

In Product Management, the former seven product groups were combined into three categories, i.e. Acidulants, Texturants and Minerals & Solutions. Strategic Marketing and Commercial Excellence functions were created.

A Communications function encompassing our former Marketing team was created under HR to develop our corporate communication capabilities. Application Development and different R&D units were combined into a new global R&D department under Corporate Development. Market Development became a function of Sales, and the North America and Latin America Sales regions were merged into one Americas Sales region.

A review of the Operations operating model was initiated by the new EVP Operations towards the end of 2024 for implementation in 2025.

| CEO Bruno Tremblay | | | | | |
|--|------------------------------|---|-----------------------------------|--|--------------------------------|
| CEO Office Agathe Keim | | | | | |
| Corporate Development Rasmus von Gottberg | Finance Sara Merian | Human Resources Sarah Egan | Operations Michael Pohlscheidt | Product Management Franck Ueberschlag | Sales Stephan Mueller |
| Research and Development | Accounting and Tax | HR Business Partnering | Plant Management | Category and Product Management | Sales Management |
| Business Development | Controlling | Total Rewards | Sustainability | Strategic Marketing | Key Account Management |
| Mergers and Acquisitions | Treasury, Risk and Insurance | Talent, Organisational Development, DE&I ^a | Quality Management | Technical Support | Market Development |
| New Business | Group IT | Communications Public Relations | Procurement | Commercial Excellence | Sales Service Order Processing |

^a Diversity, Equity and Inclusion

2.2 Our sustainability targets and achievements

2.2 Our sustainability targets and achievements

The three pillars of our sustainability strategy

GRI [2-23]



Environment

We tackle climate change, improve water efficiency, reduce waste and preserve biodiversity to protect the environment



Social

We create a safe, diverse and equal work environment where all employees can develop to their full potential



Governance

We offer safe and sustainable products, and promote responsible business conduct and resource use together with our business partners

Our sustainability targets and achievements

| Topics | Main targets for 2024 | Progress and achievements in 2024 | Targets for 2025 and beyond |
|---|--|--|---|
| Corporate behaviour (including anti-corruption and anti-competitive behaviour) | Conduct compliance trainings | Compliance training conducted for all relevant employees | Continue compliance trainings for all relevant employees |
| | New "Code of Conduct" | Merger of "Code of Business Conduct" and "Corporate Social Responsibility Policy" into new "Code of Conduct" close to completion | Implement new "Code of Conduct" |
| | Zero corruption and unethical business conduct | Zero confirmed incidents of corruption and unethical business conduct recorded | Continue the zero-cases record on corruption and unethical business conduct |
| Resources and materials | Conduct supplier approval process | 100% of new suppliers compliant with the "Supplier Code of Conduct" | Implement new "Supplier Code of Conduct" and "Sustainable Procurement Policy" |
| | Zero child and forced labour in the manufacturing of Jungbunzlauer production inputs | No reasonable ground to suspect child or forced labour cases in screening of factories having manufactured production inputs for Jungbunzlauer | Continue the zero-cases record on child and forced labour |

2.2 Our sustainability targets and achievements

| Topics | Main targets for 2024 | Progress and achievements in 2024 | Targets for 2025 and beyond |
|-------------------------------------|---|---|--|
| Product responsibility | Zero justified complaints in the defect class “food safety – critical” Reduction of number of complaints | Zero justified critical food safety complaints recorded Complaints monitored and evaluated, and corrective actions implemented where necessary | Continue the zero-cases record on critical food safety complaints Continue implementing impactful corrective and preventive actions (CAPAs) |
| Data security and cyber risk | Establish robust risk assessment and management process in information security | Risk management started, thorough initial risk assessment completed for all new applications and systems, risk owners defined | Continue developing risk management in information security, implement new IT and cybersecurity policies |
| Climate and energy | Achieve annual corporate target for CO ₂ emissions from natural gas combustion Progress towards 2030 SBTs Continue developing transition plan towards net-zero | First incentivised annual corporate target for CO ₂ emissions from natural gas combustion overachieved Overachieved scopes 1+2 25% reduction target, ahead of categories 3.3+3.4 12.3% reduction target, tremendously behind category 3.1 suppliers engagement target of 70% of by emissions Several scopes 1+2 emissions reduction projects evaluated, in implementation or completed, strategy developed for scope 3 emissions hot spots and roadmap started with key corn suppliers | Pursue an ambitious 2025 corporate target for CO ₂ emissions from natural gas combustion Evaluate alignment of emissions reduction targets with the 1.5°C pathway and setting of long-term targets and a net-zero year Continue developing transition plan towards net-zero: design and implement further scopes 1+2 decarbonisation projects, develop scope 3 roadmap and supplier engagement plan for reduction of corn and top chemicals emissions |
| Water and wastewater | Save water by implementing efficiency and recycling projects | Several water efficiency and recycling projects completed, expected Group-wide water savings of 340,000 m ³ /y | Create a corporate water policy, implement further water saving projects to reduce water withdrawals by 100,000 m ³ /y and develop new projects |
| Waste | Reduce waste by implementing individual projects | Ongoing evaluation of alternative technologies aimed to eliminate landfilling of residual gypsum waste in Austria and filter aid waste in Canada | Progress further in ongoing evaluation of alternative technologies |

2.2 Our sustainability targets and achievements

| Topics | Main targets for 2024 | Progress and achievements in 2024 | Targets for 2025 and beyond |
|-------------------------------|---|---|---|
| Biodiversity | Gather knowledge about biodiversity and impacts along the value chain | Engaged in the development of a sector-specific biodiversity check for the chemical industry, identified regenerative agriculture as a holistic, outcome-based approach of sustainable farming practices to preserve biodiversity | Define strategy on biodiversity including targets for 2030 Work towards implementing regenerative agriculture practices for corn |
| Education and training | Develop new HRIS to plan and track development and learning activities | HRIS implementation ongoing | Complete implementation of new HRIS Focus on developing leadership skills |
| Health and safety | Maintain Lost Time Injury Frequency Rate (LTIFR) below 3 | Target not met with LTIFR of 3.96 | Introduce Safety Council, "Life-Saving Rules", Group-wide safety initiative against "slips, trips & falls" and cross audits |
| Diversity and equality | Increase female representation in leadership positions Complete Group-wide compensation review | Female representation in Executive Committee increased from 14% to 38% Compensation review finalised in 2024 | Continue increasing diversity in leadership positions Attract, retain and promote talented, diverse employees across the Group |









2.3 Our contribution to the Sustainable Development Goals

2.3 Our contribution to the Sustainable Development Goals










Compass 2030

The SDGs are part of a global action plan initiated by the UN to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030. Jungbunzlauer supports the SDGs and we contribute to multiple ones





through our sustainability approach. We aim to develop new targets aligned with the SDGs in 2025.

| Focus | | Period | |
|---|--|--|--|
| | | 2020 – 2025 | 2026 – 2030 |
| Good health and wellbeing  | Targets  | <ul style="list-style-type: none"> Healthcare services for employees Reduce hazardous chemicals LTIFR below 3 | <ul style="list-style-type: none"> Continue developing healthcare services for employees Continue reducing hazardous chemicals New safety targets |
| | Achievements  | <ul style="list-style-type: none"> Reduced use of hazardous chemicals LTIFR target reached for the first time in 2023, not reached in 2024 Regular SMETAs | |
| Quality education  | Targets  | <ul style="list-style-type: none"> Annual appraisal process for each employee Implement a global HRIS Introduce a new training and development programme | <ul style="list-style-type: none"> Develop leadership skills Attract, retain and promote talented, diverse employees across the Group |
| | Achievements  | <ul style="list-style-type: none"> HRIS implementation ongoing, completion planned in 2025 | |







2.3 Our contribution to the Sustainable Development Goals

| Focus | | Period | |
|---|--|--|--|
| | | 2020 – 2025 | 2026 – 2030 |
| Gender equality  | Targets  | <ul style="list-style-type: none"> Implement “Equality, Diversity and Inclusion Policy” Report on diversity criteria within the Group, including the highest governance bodies Increase female representation in leadership positions Perform Group-wide compensation review | <ul style="list-style-type: none"> Create a more diverse workforce Provide equal development opportunities for all employees Ensure fair wages and develop a competitive Total Rewards approach |
| | Achievements  | <ul style="list-style-type: none"> “Equality, Diversity and Inclusion Policy” since 2021 GRI 405-1 reported since 2023 Female representation in Executive Committee increased from 0% in 2020 to 38% in 2024 Compensation review finalised in 2024 | |
| Clean water and sanitation  | Targets  | <ul style="list-style-type: none"> Reduce water withdrawal through increased water use efficiency and recycling | <ul style="list-style-type: none"> Continue reducing withdrawal of water |
| | Achievements  | <ul style="list-style-type: none"> Close to 1,000,000 m³/y total water savings from completed projects Reporting on water security on the CDP platform | |
| Affordable and clean energy  | Targets  | <ul style="list-style-type: none"> Improve energy efficiency Decarbonise production processes Purchase 100% renewable electricity in Austria and Germany Increase own generation of renewable energy | <ul style="list-style-type: none"> Continue improving energy efficiency Continue decarbonising production processes Increase substantially the share of own generated and purchased renewable energy Group-wide |
| | Achievements  | <ul style="list-style-type: none"> Energy efficiency improved significantly Emissions reduction projects implemented, further ones ongoing, planned or in evaluation Purchase of 100% renewable electricity in Austria and Germany Increase of own solar power and biogas production | |





2.3 Our contribution to the Sustainable Development Goals

| Focus | | Period | |
|---|--|---|--|
| | | 2020 – 2025 | 2026 – 2030 |
| Decent work and economic growth  | Targets  | <ul style="list-style-type: none"> Local production and sourcing Secure, fair and sustainable working conditions for all employees Compliance of suppliers with the “Supplier Code of Conduct” Zero child and forced labour in the manufacturing of Jungbunzlauer production inputs | <ul style="list-style-type: none"> Continue producing and sourcing locally Become a “Great Place to Work” (certification) Ensure fair wages and develop a competitive Total Rewards approach Implement supplier engagement and comprehensive due diligence programmes Continue the zero-cases record on child and forced labour |
| | Achievements  | <ul style="list-style-type: none"> Production sites located close to our customers, 95% of local purchasing spend More than 95% of employees with permanent contract, 90% of employees in production sites covered by collective bargaining agreement, regular SMETAs 100% of new suppliers compliant with the “Supplier Code of Conduct” No reasonable ground to suspect child or forced labour in screening of factories producing inputs for Jungbunzlauer | |
| Industry, innovation and infrastructure  | Targets  | <ul style="list-style-type: none"> Upgrade and expand our production sites Diversify product portfolio | <ul style="list-style-type: none"> Continue upgrading and expanding our production sites for more efficient production and greater adoption of clean and environmentally sound technologies |
| | Achievements  | <ul style="list-style-type: none"> More than CHF 100 m annual investments into our production sites, including decarbonisation projects First product portfolio diversification acquisition in 2024 as result of new merger and acquisition strategy | |

2.3 Our contribution to the Sustainable Development Goals

| Focus | | Period | |
|--|--|---|--|
| | | 2020 – 2025 | 2026 – 2030 |
| Responsible consumption and production  | Targets  | <ul style="list-style-type: none"> Renewable raw materials and biodegradable products Local sourcing Long-lasting relationships with suppliers and customers Sustainable management of resources and reduction of waste Continuous improvement of our production processes | <ul style="list-style-type: none"> Protect and nurture circular business model as key asset Continue sourcing locally and sustainably Develop sourcing of corn grown under sustainable agricultural practices Further develop energy and water stewardship Eliminate landfilling of waste hot spots |
| | Achievements  | <ul style="list-style-type: none"> All products based on corn and fully biodegradable 95% of local purchasing spend Long-lasting relationship with most business partners Continuous reduction of fossil fuel and water consumption, and of waste through individual projects and design of production processes to generate valuable by-products instead of waste next to the intentional products Continuous monitoring of complaints and implementation of impactful CAPAs | |
| Climate action  | Targets  | <ul style="list-style-type: none"> Set near-term SBTs Decarbonise production processes Reduce GHG emissions in supply chain Link remuneration of management to GHG emissions mitigation targets Further targets under affordable and clean energy | <ul style="list-style-type: none"> Review near-term SBTs, define long-term SBTs and net-zero target year Continue developing transition plan towards net-zero: design and implement further scopes 1+2 decarbonisation projects, scope 3 roadmap and supplier engagement plan Further targets under affordable and clean energy |
| | Achievements  | <ul style="list-style-type: none"> Annual calculation of CCF and PCFs 2030 SBTs validated, ABS1 overachieved, ahead of ABS2, far behind O1 Emissions reduction projects implemented, further ones ongoing, planned or in evaluation Strategy developed for scope 3 emissions hot spots and roadmap started with key corn suppliers Senior management incentivised on annual corporate target for CO₂ emissions from natural gas combustion since 2024 Further achievements under affordable and clean energy | |










2.3 Our contribution to the Sustainable Development Goals

| Focus | | Period | |
|---|--|--|---|
| | | 2020 – 2025 | 2026 – 2030 |
| Life on land  | Targets  | <ul style="list-style-type: none"> Achieve a better understanding of biodiversity, how it affects Jungbunzlauer and our impact on it Develop a biodiversity strategy | <ul style="list-style-type: none"> Support sustainable agricultural practices for corn growing |
| | Achievements  | <ul style="list-style-type: none"> Evaluation of direct and indirect impacts on biodiversity along the value chain in progress Materiality assessment according to Science Based Targets Network (SBTN) conducted Engaged in the development of a sector-specific biodiversity check for the chemical industry Regenerative agriculture identified as a holistic, outcome-based approach of sustainable farming practices to preserve biodiversity | |
| Peace, justice and strong institutions  | Targets  | <ul style="list-style-type: none"> Compliance training programme for employees New “Code of Conduct”, “Supplier Code of Conduct” and “Human Rights Policy” Zero corruption and unethical business conduct Zero child and forced labour at tier one suppliers Continuation of Corporate Social Responsibility (CSR) initiative with Karl Kahane Foundation | <ul style="list-style-type: none"> Continue developing compliance training programme Zero corruption and unethical business conduct Implement a comprehensive supplier assessment framework beyond zero child and forced labour Direct funding by Jungbunzlauer of own CSR initiatives close to our communities |
| | Achievements  | <ul style="list-style-type: none"> Regular compliance trainings conducted for all relevant employees, including social compliance and whistleblowing, 95% completion rate New “Code of Conduct”, “Supplier Code of Conduct” and “Human Rights Policy” close to completion, implementation in 2025 Zero confirmed incidents of corruption and unethical business recorded No reasonable ground to suspect child or forced labour cases in screening of factories having manufactured production inputs for Jungbunzlauer Continuous donations to Karl Kahane Foundation, totalling CHF 60 million since 1991 | |

2.3 Our contribution to the Sustainable Development Goals

Connection between SDGs and Jungbunzlauer's material topics

| Material topic | Related SDGs |
|---|--|
| Corporate behaviour (including anti-corruption and anti-competitive behaviour) |  |
| Resources and materials |     |
| Product responsibility |  |
| Data security and cyber risk |  |
| Climate and energy |     |
| Water and wastewater |   |

| Material topic | Related SDGs |
|------------------------|---|
| Waste |  |
| Biodiversity |  |
| Education and training |    |
| Health and safety |   |
| Diversity and equality |   |

2.4 Our sustainability approach

2.4 Our sustainability approach

GRI [2-25]

As fermentation is our core competence and the base of Jungbunzlauer's success story, it lies in the nature of our business to be sustainable in the way we produce. Our ingredients typically provide key functionality as components of a final product manufactured by our customers. With our ingredients, we can contribute to healthier and safer products in everyday use. This shows the benefits of our company to the economy, society and the environment. Alleviating any negative impacts of our business activities along our value chain is not just an obligation for us; it is also an important factor in our future competitiveness. Employees are encouraged to share concerns with management or through the whistleblowing system which is managed by a third party. We plan to extend our grievance mechanism to external stakeholders in 2025.

Compliance with relevant social and environmental requirements is handled in each production site individually, depending on national legislation. Current and potential future requirements are evaluated in the quarterly meetings of the local Boards of the production sites. Responsible Care® Reports are produced annually.

A risk analysis, which includes environmental risks, is performed at each production site, to prepare action plans and implement measures to mitigate risks. The senior management team of each production site is responsible for the risk analysis, which is also communicated to the local Board of each production site. We at Jungbunzlauer developed our mission statement in accordance with our sustainability vision, as we want to do our part to preserve the environment we live and operate in.



Throughout Jungbunzlauer's history, the company has sought to make sustainability a keystone of its strategy and value proposition and has successfully developed and adapted to the requirements of a continuously changing economic and social environment.

To ensure high ESG standards, we choose business partners who support our vision. Our business partners must adhere to our "Supplier Code of Conduct" (see chapter 3.2). We are dedicated to sustainability and to improving society, the environment and the economy.

2.5 Materiality analysis

2.5 Materiality analysis

GRI [3-1]

Methodology

In 2022, Jungbunzlauer conducted an extensive re-evaluation process to review and update the company's material topics, taking into account regulatory developments in Switzerland and the European Union, trends and the updated GRI Standards.

The concept of double materiality is essential for sustainability reporting – in particular, to meet the requirements under the CSRD and ESRS. In 2024, we decided to update the DMA to fully align with CSRD and limited assurance requirements which were expected to be mandatory for some of Jungbunzlauer's production sites from financial year 2025. The recent Omnibus simplification proposal of the European Union and its decision to postpone the enforcement and potentially reduce the number of companies in scope, has brought a lot of uncertainty. Jungbunzlauer decided not to apply the CSRD-aligned materiality results until the course of the EU is clear. Even though the new results will not be shared at this point, they will nevertheless serve as the basis for determining our approach to sustainability and appropriate future sustainability targets and measures. Updating our materiality analysis also serves to ensure that our strategy and actions remain suited to current circumstances.

The 2022 materiality analysis involved four steps:

1. Compilation of sustainability topics
2. Impact assessment and analysis of risks and opportunities
3. Consolidation of key topics and determination of material topics
4. Validation and implementation of material topics

As a first step, a long list of sustainability topics was compiled. The topics were validated by a group of experts from various key departments and by secondary research, taking into consideration the opinions and inputs of our internal and independent external partner specialising in sustainability strategy

and reporting. The results were subsequently validated by an internal group of experts from relevant divisions of the company, which included participants from diverse functions like Product Management, Sales, Operations, Finance and Administration. The topics were evaluated with regard to their actual and potential impact resulting from Jungbunzlauer's business activities along the value chain, as well as to the risks and opportunities from sustainability topics that might affect the company's business success. After the workshop evaluation, the ranking of the topics was reviewed, the final material topics were determined, and these were then validated by the Executive Committee. The material topics apply to all subsidiaries of the Jungbunzlauer Group included in the scope of this report.

In 2023, a short review of our materiality assessment was performed in order to reflect current business activities, regulatory frameworks and stakeholder interests. Certain data were reassessed, which led to a new material topic "Diversity and equality".

Strategic material topics

Our selected material topics represent those sustainability topics on which our business activities have the highest impact and/or which might present the greatest risks and opportunities for our business. With this approach, we can establish a strategy that focuses on our ongoing aspiration to provide sustainable and safe products to our customers. Using this strategy, we will be able to measure our efforts against our sustainability targets.

Increasing interest from customers, regulators, investors, international institutions and the public shows that Jungbunzlauer is clearly on the right track with its approach to further developing corporate sustainability management.

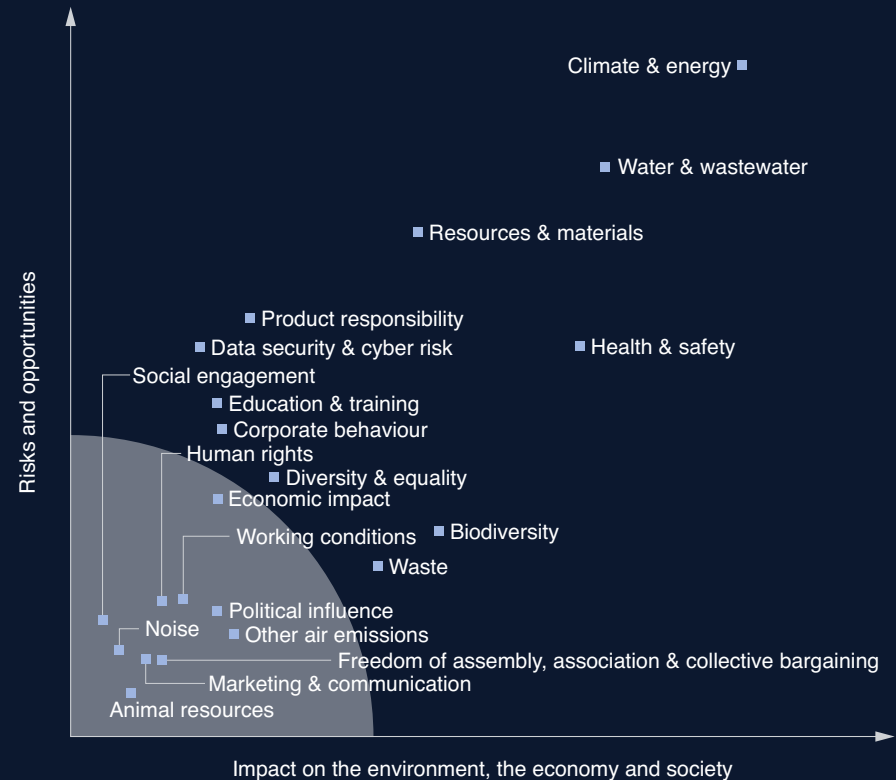
2.5 Materiality analysis

GRI [3-2]

Our eleven material topics are:

1. Climate and energy
2. Water and wastewater
3. Resources and materials
4. Health and safety
5. Biodiversity
6. Product responsibility
7. Education and training
8. Waste
9. Data security and cyber risk
10. Diversity and equality
11. Corporate behaviour, including anti-corruption and anti-competitive behaviour

In 2025, we will focus on the further implementation of the new CSRD-compliant DMA and define the next steps in order to align with new legislative developments.



2.6 Stakeholder engagement

2.6 Stakeholder engagement

GRI [2-29]

Our stakeholders are affected by our business activities and, in turn, affect our own activities. This was taken into account when identifying our relevant stakeholder groups. By acting in accordance with our values and working

towards our goals, we earn the trust of our owners, customers, employees, suppliers and other business partners and the communities where we live and work.

Our key stakeholder groups

| Stakeholder | Key concerns | Form of engagement | Concerns raised in 2024 |
|--|---|--|--|
| Customers and potential customers | Product quality and safety Supply security Legal compliance Competitiveness Sustainability | Customer survey (each year) Customer meetings Customer support | Low carbon products Regenerative agriculture Responsible sourcing ESG Risk Management |
| Employees and future employees | Secure working environment Fair wages Employee development Sustainability | Employee survey Kaizen continuous improvement programme Intranet and website Appraisal process | Purpose and impact of company and job Guidelines on supply chain due diligence Work-life balance Internal training on ESG topics |
| Suppliers | Business practices Reliability Supply security Long-lasting partnerships | Supplier approval and evaluation (risk and performance) Supplier meetings On-time payment | Competitiveness of European production Legislative burden on sustainability ESG expectations from customers |
| Governing bodies | Growth Profitability Sustainability Competitiveness Compliance and ethics Costs and availability of key production inputs Fair compensation | Meetings (monthly for Executive Committee, quarterly for Board of Directors) Definition of governance, strategy and targets | Inorganic growth Health and safety Diversity and equality Succession planning Talent development Reduction of scope 3 emissions |

2.6 Stakeholder engagement

Our key stakeholder groups

GRI [2-29]

| Stakeholder | Key concerns | Form of engagement | Concerns raised in 2024 |
|--|--|--|---|
| Owner family | Growth Profitability Sustainability Reputational risks | Chair and representation in the Board of Directors | Acceleration in business growth Acceleration in reduction of GHG emissions Diversity and equality |
| Legislature | Legal compliance | Constant monitoring of laws and regulations Influencing for selected topics | Changes in regulatory landscape around sustainability |
| Local governments | Legal compliance Cooperation | Meetings and exchange as appropriate | Sustainability |
| Local community | Positive influence (e.g. jobs, infrastructure) Sustainability | Meetings and exchange as appropriate | Biodiversity Water withdrawals |
| Other business partners | Sharing experience, knowledge and innovation Business practices | Meetings Joint projects | Exchanges on best practices, sustainability and innovation |
| Industry associations | Sharing experience and knowledge Regulatory changes | Memberships Regular exchange and meetings Newsletters | Regulatory developments Biodiversity |
| Academic institutes | Sharing knowledge and innovation | Cooperation with institutions (R&D projects, theses) | Starting new collaborations and projects |
| Global sustainability framework initiatives | Commitments Alignment with targets Application of standards | Commitment Targets Use of standards | Achievement of existing targets New commitments More ambitious targets / standards |
| ESG performance rating platforms | Continuous improvement towards excellence | Yearly assessment of ESG performance | Supply chain due diligence Policies Biodiversity |

2.6 Stakeholder engagement

Membership associations (non-exhaustive list)

GRI [2-28]

- Sedex
- EU Specialty Food Ingredients (EU SFI)
- Biopolymer International
- Food Federation Germany (Lebensmittelverband)
- Flavor and Extract Manufacturers Association (FEMA)
- Association for Dressings and Sauces (ADS)
- Council for Responsible Nutrition (CRN)
- EU Association of Specialty Feed Ingredients and their Mixtures (FEFANA)
- European Chemical Industry Council (CEFIC)
- Austrian Chemical Industry Association (Fachverband der Chemischen Industrie Österreichs)
- Chemistry Industry Association of Canada (CIAC)
- French Chemical Industry Association (France Chimie)
- German Chemical Industry Association (Verband der Chemischen Industrie, or VCI)
- Swiss Chemical Industry Association (scienceindustries)
- The European Federation for Cosmetic Ingredients (EFfCI)
- American Cleaning Institute (ACI)

Global sustainability framework initiatives

- UNGC (since January 2025)
- SBTi
- Global Reporting Initiative (GRI)

ESG performance rating platforms

- EcoVadis
- CDP

Civic partnerships

We recognise our social responsibility to the communities in which we operate. In our role as a corporate citizen, we strive to create long-term value for these communities. Our commitment to our existing manufacturing locations in Europe and North America supports maintaining and increasing employment. As a result, our facilities contribute to the economic and social health of the local communities where they are located. We aim to provide positive value to society and to meet the expectations of our stakeholders, and believe that our business practices create added value for society and our company.

Since 1991, Jungbunzlauer made in total CHF 60 m donations to the Karl Kahane Foundation as the main CSR initiative. The Kahane Foundation is an independent, privately funded, non-political and non-religious charitable foundation which works with diverse charitable organisations in various fields.

From 2025 onwards Jungbunzlauer will fund directly its own CSR initiatives, by supporting projects close to our communities and resonating with our mission and values.



KARL KAHANE
FOUNDATION

HELPING PEOPLE TO CREATE A DIGNIFIED
AND PEACEFUL LIVING ENVIRONMENT.
FOR THEMSELVES. AND THEIR NEIGHBOURS.

* The Karl Kahane Foundation is a separate and independent body of the Jungbunzlauer Group

3 Governance



3 Governance

Our perspective

GRI [3-3]



We operate with integrity, ensuring responsible business practices, transparent governance and sustainable supply chains, while driving long-term value for all stakeholders.

Compliance with laws, regulations and our own standards, ethical behaviour, integrity and credibility are central to our business conduct, as well as to our long-term sustainability as a Group. As one of the world's leading companies within our industry, we have a responsibility to set high standards regarding business ethics. Jungbunzlauer does business globally and that means our business and our employees are subject to the laws and regulations of multiple jurisdictions.

Since Jungbunzlauer produces its ingredients in four countries and delivers the products to customers worldwide, we have a significant impact on people, on the environment, and on the global economy. Three of our four production sites are located in Europe, which is also our biggest market and the region where we have the most impact.

Product quality and safety are of considerable importance to us and our stakeholders. In addition, digitalisation of processes in all areas within the company means that the risk of a data breach or a cyberattack is a crucial emerging topic. This requires the implementation of different security programmes and processes. The protection of data and IT systems is essential to remaining operational and safeguarding our business.

We want to be the preferred and most reliable partner in all aspects of business, i.e. the topics corporate behaviour (see chapter 3.1), resources and materials (see chapter 3.2), product responsibility (see chapter 3.3), as well as data security and cyber risk (see chapter 3.4) have a high priority.

These elements all have a direct influence on the success and reliability of our business and on our reputation.



3.1 Corporate behaviour including anti-corruption and anti-competitive behaviour

3.1 Corporate behaviour including anti-corruption and anti-competitive behaviour

GRI [3-3, 2-16, 2-23, 2-24, 2-25, 2-26]



Our ambition

The Jungbunzlauer Group is active in all important markets throughout the world, so compliance with different laws and regulations is essential for our business activities. Following the Jungbunzlauer “Code of Business Conduct” guarantees that our reputation is maintained.

Our approach

Our Group’s reputation is built on our tradition of high integrity, good business conduct, dedication, and the unbiased excellence of the people who work here and who are fundamental to our achievements. Exhibiting responsible corporate behaviour is key in order to ensure our future economic success on a sustainable basis.

By applying high standards of business ethics and fostering integrity and credibility, we can positively influence our interactions with stakeholders, such as our customers and suppliers, thus preserving our reputation.

For us, ethical behaviour means a commitment to responsible personal and business conduct, including the commitment to the Ten Principles of the UNGC, the International Labour Organization’s (ILO) Fundamental Conventions and the Universal Declaration of Human Rights.

In 2024, we evaluated joining the UNGC, the world’s largest corporate sustainability initiative, to underscore publicly our commitment to align operations and strategies with its Ten Principles in the areas of human rights, labour, environment, and anti-corruption. Our participation became effective beginning of 2025.

Our commitment to human rights – in particular, compliance with the ILO conventions on child labour and the UN Convention on the Rights of the Child – is described in our “Corporate Social Responsibility Policy”.

Furthermore, we prohibit any form of modern slavery, including forced labour and child labour, and human trafficking within our organisation and supply chains as explained in the “Modern Slavery and Human Trafficking Statement of Jungbunzlauer Group for 2024”, which is available on our website:

www.jungbunzlauer.com/en/sustainability/social

This approach means that we expect our employees and business partners to treat everyone with dignity and respect, in line with our core values forming an integral part of our onboarding trainings and annual appraisal process. We therefore expect that, while at work, all employees refrain from agitating for any particular belief (e.g. culture, religion or political views) within the company. We have specified this in the Jungbunzlauer “Equality, Diversity and Inclusion Policy”, which was implemented in 2021.

With the Group-wide “Code of Business Conduct”, “Health, Safety, Environmental and Sustainability Policy” and “Corporate Social Responsibility Policy”, shared with all employees and all members of the governance bodies and available on our intranet, Jungbunzlauer’s management takes its responsibility for ensuring good business practices seriously. In case of questions or advice needed regarding the implementation of our codes and policies, employees can contact their direct supervisor or any other manager, including the HR manager, the executive management of their company or the Executive Committee of the Group. A third-party whistleblowing system is also in place in case of wish to report anonymously.

We also have a specific “Supplier Code of Conduct” which is shared with every relevant supplier. More details on this can be found in chapter 3.2.

Our “Health, Safety, Environmental and Sustainability Policy” and our “Corporate Social Responsibility Policy”, which summarises our “Code of Business Conduct”, are both publicly available on our website:

www.jungbunzlauer.com/en/sustainability/social

3.1 Corporate behaviour including anti-corruption and anti-competitive behaviour

GRI [3-3, 2-15, 2-16, 2-23, 2-24, 2-25, 2-26]

Code of Conduct

The Jungbunzlauer “Code of Business Conduct”, which was updated in 2022, provides practical and easy-to-understand explanations of many of the basic rules and principles that apply to our businesses. Two important topics for our stakeholders – corruption and bribery – are addressed, together with the topics of anti-competitive behaviour, antitrust and fraud, conflicts of interest, and whistleblowing.

The Code applies to the Jungbunzlauer Group and all of its subsidiaries, branches and representative offices worldwide, and covers members of the Board of Directors, executives, officers and employees, regardless of location. The management team of each Jungbunzlauer company is responsible for observing the guidelines of the Code and ensuring that their employees understand and comply with it. Depending on local regulations, different Jungbunzlauer entities may have their own guidelines and/or policies in addition to those mentioned in the Code.

Corporate Social Responsibility Policy

This policy focuses on Jungbunzlauer’s responsibility towards its stakeholders regarding health and safety conditions, business practices and the safety of our products. It is reviewed at least every five years by the Executive Committee. Observance of this policy is the responsibility of the management of each Jungbunzlauer subsidiary. The managers and executive Boards of Group companies immediately report any arising problem or non-compliance to the CEO. Our “Corporate Social Responsibility Policy” is also applicable in the workplace.



3.1 Corporate behaviour including anti-corruption and anti-competitive behaviour

| Topics in our “Corporate Social Responsibility Policy” | | |
|--|--|-----------------------|
| Workplace | Business practices | Products and services |
| Residence and work permits | Compliance with local laws and regulations | Product safety rules |
| Employment contracts | Conflicts of interest | Legal requirements |
| Responsibility to employees | Bribery and corruption | Quality standards |
| Health and safety conditions | Facilitation payments | |
| | Gifts and entertainment | |
| | Competition and antitrust | |
| | Money laundering | |
| | Market intelligence | |
| | Intellectual property rights | |
| | Government relations | |
| | Reporting violations | |

Compliance training

GRI [3-3]

Compliance trainings help us to overcome legal and ethical challenges, provide orientation, and strengthen confidence in our performance and integrity.

Upon starting work at Jungbunzlauer, a set of online compliance training courses must be completed by all relevant employees, as well as by members of the Executive Committee and Board of Directors. Since 2021, all relevant employees, including members of the Executive Committee, have been required to undergo refresher compliance training every two years.

Our training covers the following topics: information security, compliance basics, social compliance (anti-discrimination), preventing corruption, fair competition, data protection, and responsible exporting. In 2023, a new training course on whistleblowing was added.

| Compliance training courses planned for 2025 | |
|--|---|
| Training | Who has to participate |
| Information security Compliance basics Social compliance (anti-discrimination) Whistleblowing | All employees with an email address |
| Preventing corruption Fair competition Data protection Responsible exporting | Relevant employees from Administration and Management, Operations, Product Management, Sales and Corporate Development |

3.1 Corporate behaviour including anti-corruption and anti-competitive behaviour

GRI [3-3, 2-16, 2-26]

Whistleblowing system

Jungbunzlauer takes reports of potential misconduct very seriously, which is why we have established a transparent and fair whistleblowing system available to our employees to manage concerns and complaints. Any suspected misconduct or potential ethical or legal violations should be communicated to a superior or a Jungbunzlauer contact directly, if possible. In case of concerns, suspicions can also be communicated anonymously via our third-party whistleblowing system. The system can be used to communicate serious risks affecting individuals, our company, society or the environment.

Jungbunzlauer encourages employees and external parties to inform the company of any concerns so that any matter can be investigated and resolved. We live for open and transparent communication, and we encourage problems to be brought to our attention by setting an example and fostering open discussion.

Any issues which arise are thoroughly investigated by the internal whistleblowing team (CEO, CFO and HR) and looked at by external parties, if necessary, minimising damage to any innocent parties. The key objective in any investigation is to put a stop to wrongful actions.

In 2024, two cases of misconduct (one substantiated and one not substantiated) were reported via our whistleblowing system. The cases were solved. No more details on the incidents can be shared for confidentiality reasons. During 2024, no other critical concerns were brought to the attention of our management and no critical concerns were reported to the Board of Directors.

Our executive managers and Board members of the individual Group companies report any such complaints or concerns to the CEO, or report on the overall situation regarding such issues at least once a year. Reports of potential misconduct towards the CEO or a member of the Board of Directors are directed to the Chair of the Board. The CEO provides the Board of Directors or Audit Committee with a summary report on any such issues that have arisen.

The investigation process:

1. Notification received through the whistleblowing system
2. Access granted to authorised persons (whistleblowing team)
3. Decision made on whether to accept or decline the notification
4. Investigation carried out and actions documented
5. Investigation closed

The procedure is described in detail on our intranet and is thus available to all employees. This external whistleblowing system provides confidentiality and anonymity and ensures that information is sent to the right recipient. It minimises controls, creates trust and helps to prevent non-compliance. In general, it is recommended that any problems noted or suspected by whistleblowers are handled by the units, departments or persons in charge of the relevant matters to ensure efficiency.

3.1 Corporate behaviour including anti-corruption and anti-competitive behaviour

GRI [3-3]

Export control

Violating prohibitions or failing to obtain necessary authorisations can lead to considerable penalties, such as fines, revocation of authorisations, contractual penalties and reputational damage. Consequently, a new export control management system was implemented Group-wide in 2019.

The export control coordinator of the Jungbunzlauer Group is responsible for establishing uniform criteria and standards for export control for the Group, and further strategic development of these controls. The export control management system includes sanctions list checks, embargo checks, checks on goods including software and technology, and checks relating to use of the material.

The organisational Export Control Guidelines describe the export control management system in terms of internal responsibilities and related processes. They are available to all employees on our intranet. In addition, every sales organisation has established its own export control procedures which are also available on our intranet.

Internal control system

An internal control system (ICS), initiated by the Board of Directors and the Executive Committee, is in place for the whole Jungbunzlauer Group, covering all processes, methods and actions which are necessary to ensure that operations are duly executed. It meets the requirements of the Swiss Code of Obligations. With this system, reliability of the financial reporting and the observance of relevant regulations are assured. It is important for preventing and detecting fraud, and protecting Jungbunzlauer’s resources.

The Board of Directors is responsible for the implementation of an effective ICS within the Group. The Executive Committee defines the requirements and ensures the necessary organisational actions in order to perform and to assess the ICS effectively. The management of the Group companies is responsible for the implementation of the ICS in the different entities of the Group.

The effectiveness of the system is regularly controlled by a self-assessment or an external ICS audit, conducted at each of our larger entities. The Financial Officer of the entity reports on the results at the last Group company Board or Audit Committee meeting of the business year.

3.1 Corporate behaviour including anti-corruption and anti-competitive behaviour

Key topics

Compliance training, anti-corruption, anti-competitive behaviour, whistleblowing system, export control, ICS

Guidelines and certifications

“Code of Business Conduct”, “Health, Safety, Environmental and Sustainability Policy”, “Corporate Social Responsibility Policy”, Whistleblowing Guidelines, Export Control Guidelines, “Internal Control System Policy”

Outlook

A new “Code of Conduct” and new policies will be introduced in 2025. Compliance training will continue every two years for all relevant staff. Internal and external audits regarding export control will be carried out on a regular basis.

Key measures and evaluation

GRI [3-3, 2-27, 205-3, 206-1]

Business practices and potential issues are regularly discussed by the Executive Committee and, if necessary, remedial measures are taken.

| Measures | Targets for 2024 | Progress and achievements in 2024 |
|---|---|---|
| Online compliance training | Continued online compliance training for all relevant employees, including management | 95% of employees completed the compliance training assigned to them |
| “Code of Business Conduct” | Zero cases of corruption Zero incidents of unethical business conduct ^a | Zero confirmed incidents of corruption were recorded Zero confirmed incidents of unethical business conduct were recorded |
| “Corporate Social Responsibility Policy” | Review | Ongoing merger of the “Code of Business Conduct” and the “Corporate Social Responsibility Policy” into a new Jungbunzlauer “Code of Conduct” covering all ESG pillars |
| Export control procedure | Continued training of employees on export control procedure | 92% of employees completed the export control training assigned to them |
| Whistleblowing system | Monitoring of whistleblowing procedure | Two cases of misconduct (one substantiated and one not substantiated) were reported via our external whistleblowing system |

^a Anti-competitive behaviour and violations of antitrust and monopoly regulations

3.2 Resources and materials

3.2 Resources and materials

GRI [3-3, 2-6, 2-23, 2-24]

Our ambition

Securing a continuous, responsible supply of materials is fundamental not only to the resilience of our operations, but also to safeguarding our reputation and long-term value as a trusted partner. We recognise that disruptions in supply chains can significantly impact both the performance of our business and the confidence of our customers. As such, we are committed to proactively identifying and mitigating risks that could compromise our ability to guarantee a secure supply of our products.

Our ambition is to ensure that our procurement is compliant, ethical, socially and environmentally conscious, and resilient to any disruptions. Through the implementation of robust policies and a comprehensive supplier assessment framework, we work to ensure that the sourcing of our materials aligns with principles of regulatory compliance, social responsibility, and environmental stewardship. We strive to build and maintain long-lasting partnerships with regional suppliers who share our values and contribute to a more sustainable value chain.

Our approach

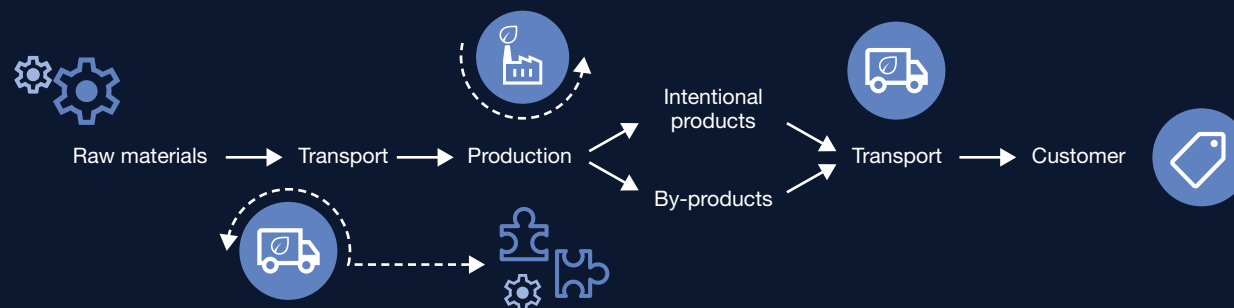
Sustainable sourcing is a foundational pillar of our corporate strategy and our potential impact throughout the supply chain must be considered when making sourcing decisions. Various raw materials and chemicals are needed for the manufacture of our products.

In the context of the chemical industry, the responsible use of raw materials is key. It enables us to safeguard resource availability, minimise environmental impact, and maintain cost competitiveness in a market that is shaped by sustainability standards and stakeholder expectations.

We recognise that every sourcing decision is impacting not only our operational continuity and cost structures, but also the broader environmental, social, and economic systems in which we operate.

On-site production of our fermentation raw material, glucose syrup, lowers our environmental footprint by reducing transportation and energy use for production. Direct sourcing of corn and contracts with regional farmers increases the proximity to our raw material suppliers and supports local economies. We have established long-term, trust-based relationships with many suppliers which contribute to both business continuity and transparency in the value chain.

We actively pursue circular economy principles across our operations. By-products from corn processing, fermentation mother liquors, and biomass from production or wastewater treatment are directed into industries, including animal nutrition, construction, agriculture, and biogas generation. This integrated approach not only minimises waste but creates additional value streams, enhancing the sustainability of our production processes.



3.2 Resources and materials

GRI [3-3, 2-24]

Our procurement and supplier engagement practices are guided by a clear framework of policies including social, environmental and legal compliance. These guidelines are embedded in our corporate culture and communicated across all levels of the organisation. By ensuring consistent, responsible conduct in all interactions with business partners, we reinforce our commitment to ethical business and long-term stakeholder trust.

Full compliance with local laws and regulations is imperative and a prerequisite for all business transactions. This includes, but is not limited to, compliance with regulations on financial accounting and reporting, competition law, employment law, anti-corruption regulations, export controls and trade restrictions. Jungbunzlauer is committed to meet its customers' and other stakeholders' expectations that we supply high-quality products which are manufactured in a fair, ethical and environmentally responsible way, using production inputs manufactured in a similar way.

According to the UNGC, the world's largest corporate sustainability initiative, compliance with labour standards and the fight against corruption are among the most important global challenges for businesses. While some sub-categories of these topics – such as human rights abuses, forced labour or child labour – are key challenges on a global scale, they are less relevant to Jungbunzlauer since we employ all our staff and source the vast majority of our production input materials in countries where working conditions are comprehensively regulated and where non-compliance with these laws will consistently result in legal action.

We at Jungbunzlauer use a variety of tools to assess and manage the far-reaching impact we have. For example, to monitor our upstream supply chain, we have subscribed to the AB membership of the Sedex platform. We are also using a tool to screen our supplier base for any adverse media incidents.

Compliance with laws and regulations

We make sure that we adhere to all relevant laws, regulations and ethical practices, and we include sustainability in our corporate strategies. This supports us in positively influencing our collaboration with business partners and the communities in the regions where we source our materials.

We comply with the UK Modern Slavery Act 2015, the California Transparency in Supply Chains Act 2015, the Australian Modern Slavery Act 2018, the Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour 2021 (DDTrO) and the Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023 (S-211).

In compliance with the DDTrO of the Swiss Code of Obligations (Art. OR 964), Jungbunzlauer performed a due diligence assessment to determine whether there are reasonable grounds to suspect child labour in the manufacturing of goods needed by our production sites to manufacture our products. In a risk-based approach and according to the best effort principle, the producers of goods originating in countries rated as “enhanced” or “heightened” by UNICEF in its Children's Rights in the Workplace Index, i.e. with a higher risk of child labour, have been assessed with an adverse media screening tool in 2024. No media controversies relating to child labour were found. Furthermore, we assessed additional suppliers with the same tool on a number of ESG risks, including forced labour and human trafficking. We concluded that there are no reasonable grounds to suspect child labor, forced labour or human trafficking in the production sites of the goods sourced by Jungbunzlauer. The results of the due diligence assessment were presented to the Audit Committee of the Board of Directors, and reported in the “Modern Slavery and Human Trafficking Statement of Jungbunzlauer Group for 2024”.

Furthermore, we do not import or process gold, tin, tungsten or tantalum in quantities exceeding the thresholds specified in the DDTrO. We therefore concluded that we are exempt from further due diligence and reporting obligations in relation to minerals and metals from conflict-affected areas.

3.2 Resources and materials

GRI [3-3, 2-24]

Supplier approval and evaluation process

In order to maintain a fair business environment throughout the supply chain, we select our suppliers carefully, and take into consideration social and environmental standards, such as the UNGC’s Ten Principles and the ILO Conventions.

We categorise suppliers into different groups based on their impact on our business. The most relevant suppliers are our raw material, energy, chemical and packaging suppliers, as they have a direct influence on the quality and safety of our products and/or on our competitiveness. The relevance of other suppliers is ranked depending on the amount spent and the origin of the goods or services purchased. Relevant suppliers regularly undergo a social compliance check, first in the form of a questionnaire during their approval process.

The supplier questionnaire also includes a declaration of compliance with our “Supplier Code of Conduct” which must be met when supplying us with production inputs, e.g. raw materials, chemicals and packaging. This “Supplier Code of Conduct” is based on the Ten Principles of the UNGC. All relevant new suppliers must undergo the approval process.

The process for approving a new supplier is as follows:

1. Gathering of specifications and other documents
2. Sample qualification
3. Quality agreements and audits, if necessary
4. Thorough checks of first deliveries

Our suppliers are evaluated for their reliability, service, quality, sustainability and compliance with specifications. We measure supplier performance on the basis of data from incoming goods inspections, in-process controls, data analysis (where available), complaint statistics, feedback from the quality department and results from on-site audits conducted by our quality and procurement departments.

We review our supply chain internally on a yearly basis and conduct supplier self-assessments and audits, where necessary, to ensure ourselves of all aspects of our suppliers’ social compliance efforts and commitments. The responsibility for coordinating the supply chain management for strategic products lies with the Corporate Supply Manager. In 2025, a position of “Global Head of Procurement” will be created to drive the direct and indirect procurement strategy for the whole Group.

Sustainability communication in the value chain

We recognise the strategic importance of sustainability in the value chain and are strengthening partnerships with our suppliers to advance common goals.

Additionally, we discussed possibilities to measure the PCF of corn at farm-level with key suppliers of our Austrian production site, and aim to gather such data from the 2025 harvest onwards.

We are also deepening our collaboration with customers to align on sustainability goals and to implement sustainable solutions together.

By facilitating regular sustainability-focused dialogues with both suppliers and customers, we aim to promote knowledge sharing and foster joint progress towards a more sustainable value chain.

3.2 Resources and materials

Business continuity

GRI [3-3]

To strengthen Jungbunzlauer's ability to avoid interruptions and disruptions in production and to ensure that we can act rapidly in crisis situations and thus continue to supply our customers, a "Business Continuity Plan" has been incorporated into our corporate strategy. This plan helps us to prepare and to continue operating in the event of sudden economic changes, incidents and crises, all of which could affect our production and thus security of supply to our customers.

Robust risk assessment is fundamental to a successful "Business Continuity Plan". Business continuity management provides a structure for an effective response in emergency situations and therefore helps to minimise damage to the company, stakeholders and customers. Different departments, such as Operations or IT, are responsible for different areas of business continuity management. We conducted a risk analysis for all our production sites to identify the most relevant risks, and response plans have been implemented.

All aspects thereof and procedures contained in Jungbunzlauer's "Business Continuity Plan" are reviewed regularly by all responsible parties. Contingency planning is regularly discussed in Executive Committee meetings.

All our production sites are located in politically stable countries, making any disruption to production less likely. Additionally, since most of our customers are in close proximity to our production sites, supply is less dependent on complex logistics.



Key topics

Responsible sourcing, environmental and social compliance along the supply chain, assuring supply security for our customers through sound risk assessment and planning, business continuity, process and raw material efficiency

Guidelines and certifications

"Supplier Code of Conduct" and social compliance questionnaire, "Business Continuity Plan", contracts and agreements with suppliers and customers, "Modern Slavery and Human Trafficking Statement of Jungbunzlauer Group for 2024"

3.2 Resources and materials

Key measures and evaluation

GRI [3-3, 414-1]

| Measures | Targets for 2024 | Progress and achievements in 2024 |
|---|--|---|
| Supplier social compliance check | <p>Conduct supplier approval process for all relevant new suppliers</p> <p>Evaluation of the risk of child labour or forced labour in the manufacturing of Jungbunzlauer production inputs</p> | <p>100% of new suppliers compliant with the requirements of the "Supplier Code of Conduct"</p> <p>No reasonable ground to suspect child labour or forced labour in screening of factories having manufactured production inputs for Jungbunzlauer</p> |
| Science-based supplier engagement target | Jungbunzlauer commits that 70% of its suppliers by emissions covering purchased goods and services will have SBTs by 2026 | 10% of suppliers by emissions had SBTs in 2024 |

Outlook

We will continue to regularly review and update our supply chain management approach and risk assessments, where necessary, to ensure business continuity in the face of evolving challenges and legal requirements. Ongoing collaboration with our business partners will remain a priority.

We plan to further strengthen our responsible sourcing framework. This includes updating our supplier approval process and revising the Supplier Code of Conduct to reflect current expectations and standards. Additionally, we will define a new Sustainable Procurement Policy to guide our long-term purchasing practices.

We will reinforce our focus on ESG topics and performance in the supply chain through our Supplier Engagement Sustainability Manager, a new position created and filled end of 2024. We also plan to expand our PCF collection efforts, both across the broader supply chain and specifically at the farm-level.

We will evaluate the ESG performance of relevant suppliers using third party platforms or ESG rating agencies such as Sedex or EcoVadis. In addition, we will integrate ESG risk indices into our supplier evaluation process to better inform decision-making and enable risk mitigation.

Finally, we will continue open dialogue with all value chain partners, both upstream and downstream, to strengthen collaboration and drive progress on shared sustainability goals.

3.3 Product responsibility

3.3 Product responsibility

GRI [3-3, 2-25]



Our ambition

We deliver high quality products and services which are safe, compliant, sustainable and reliable at competitive prices. This is achieved by a state-of-the-art quality management system and exhaustive quality control in all sectors of the company and embedded in our quality culture.

Our approach

Jungbunzlauer is committed to providing its customers with a positive experience and establishing itself as a trustworthy, reliable and professional partner. As a supplier serving industries such as food and beverage, health and personal care, as well as cleaners and detergents, we acknowledge our responsibility for the safety of our ingredients.

Failure to ensure product safety could result in serious damage to our company's reputation and brand, which in turn could lead to a loss of trust among stakeholders. The quality of our products also has a profound impact on the quality of our customers' end products and a potential impact on consumer health and safety. This is why we supply our customers with high-quality, safe and specification-compliant products.

In order to meet high quality and safety standards, production sites have established a quality and food safety system which is based on and certified according to the principles of ISO 9001 and FSSC 22000. Adherence to these management systems is audited by a third party every year. Additional production site specific product safety or quality standards complement requirements of certain industries like feed or health care.

The Group follows guidelines stated in our "Food Safety and Quality Policy". It is the responsibility of the management of our production sites to ensure the implementation of this policy, adapted to local circumstances.



How we assure high standards of product quality and safety:

- Foster a product safety and quality culture on all levels of the organisation
- Continuous improvement of product safety and quality through suitable objectives
- Qualified employees apply their know-how according to their responsibilities
- Open communication to all stakeholders
- Regular evaluation of the effectiveness of our product safety and quality management systems
- Regular assessment of the maturity of our product safety and quality culture

3.3 Product responsibility

GRI [3-3]

As these are complex topics, the responsibilities regarding product quality and safety are shared between management and all our different departments:

| Department | Responsibility |
|----------------------------|--|
| Executive Committee | Reviewing food safety topics and complaints every month during their regular meetings |
| Finance and IT | Implementing IT structures and relevant systems for regular monitoring and control Maintaining an ERP-based complaints system and operational processes, e.g. production, laboratory and maintenance |
| Sales | Transferring information from customers about complaints in a timely manner |
| Product Management | Technical Support: responsible for monitoring regulations, handling quality-related complaints, designing and reviewing packaging and labelling, creating and maintaining safety data sheets and other relevant documentation required by regulations, communicating change notifications to customers |
| Operations | Safe manufacturing of our products, in-process controls, implementing safety measures Maintenance: performing preventive and corrective maintenance Quality management: implementing CAPAs, documentation, quality control, internal audits, product release Regular exchange between quality management of production sites on group and production site specific topics Complaint statistics and evaluation in place for all production sites to adequately track complaints |

To provide products with the highest levels of food safety, Jungbunzlauer is committed to complying with all relevant legal and regulatory obligations, as well as contractual agreements with customers.

Based on this, we constantly assess our quality and food safety systems in order to assure continuous improvement. We systematically review the effectiveness, efficiency and safety of our processes, and we implement CAPAs where necessary by different processes based on our quality management system. There are also monthly Operation Review Meetings where quality-related KPIs are reviewed.

In addition, the senior management team of every production site implements a “Food Safety and Quality Policy” based on the Food Safety and Quality Policy of Jungbunzlauer Group. The policies are regularly checked for adequacy and effectiveness and are revised where necessary.

Where applicable, all relevant Jungbunzlauer products are registered under EU REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals), the European chemicals regulation. Safety data sheets, compliant with chemical regulations, are maintained by Technical Support and are automatically distributed via our Enterprise Resource Planning (ERP) system. To stay up to date with the relevant laws and regulations worldwide, our Technical Support team monitors them regularly and works in close cooperation with organisations and consultants, as well as with distribution partners.

Quality goes beyond manufacturing. Strict regulations in packaging and logistics ensure delivery is on schedule without any loss of quality. Our consistently high quality and purity standards minimise the risk of quality deficiencies in our customer's products to ensure consumer safety and prevent damage to our brand and image.

Complaint management is an integral part of our processes. We operate an ERP-based complaint management system, and suitable procedures are in place for all production sites to adequately track complaints.

3.3 Product responsibility

GRI [3-3]

The procedures include: receiving and registering complaints, investigating complaints and creating a complaint report (if quality-related). Further steps, such as CAPAs, and responsible persons are documented in the system.

Complaints are classified according to their nature, and their status and outcomes is regularly monitored and evaluated. Food safety-critical complaints are reviewed by management during their monthly meetings, where CAPAs are also discussed. By implementing CAPAs, quality deficiencies can be minimised or prevented.

Complaints statistics are compiled and discussed during the Executive Committee meetings as well as during the regular quality management meetings, supervised by the Corporate Quality Manager.

The processes within the company with respect to product quality and safety are continuously being improved as part of our quality management system and our continuous improvement system. Furthermore, we constantly optimise product-related processes and equipment as part of our product excellence programme.

Key topics

Quality management and product quality, food safety, quality of packaging and delivery, compliance with regulations and values

Guidelines and certifications

“Food Safety and Quality Policy”, HACCP principles (according to the seven Codex Alimentarius principles), FSSC 22000, ISO 9001, EU REACH registration, Product Defence Statement, SOPs for all processes (e.g. complaint handling), ICH Q7 Good Manufacturing Practice for Active Pharmaceutical Ingredients for our dedicated APIs produced in Ladenburg, other relevant regulations for our products, e.g. CLP (Classification, Labelling and Packaging) regulations, food additive regulations

A new KPI for the monitoring of returned goods was implemented within the Group in the second half of 2023. For 2024, the return rate was monitored and evaluated on a quarterly basis. The basis of this KPI is all necessary customer returns regardless of the reason for returning. Reasons for returns might be complaint-related or other commercial-related reasons.

Outlook

In 2025, we ambition to continue reducing the number of justified customer complaints and preventing justified complaints in the defect class “Food safety - critical”. We aim to constantly improve our processes to guarantee the highest standards of product quality and safety.

Key measures and evaluation

| Measures | Targets for 2024 | Progress and achievements in 2024 |
|------------------------|--|--|
| Complaint management | Reduction of number of complaints | Complaints were monitored and evaluated, and corrective actions were implemented where necessary |
| | Evaluation of the KPI for the monitoring of returned goods | The KPI for monitoring of returned goods was evaluated on a quarterly basis; the rate of returned product for the year 2024 was 0.17% |
| Continuous improvement | Implement measures for improvements at production sites | Continuous improvement was achieved based on customer feedback, internal and external audits, and our operational excellence programme |

3.4 Data security and cyber risk

3.4 Data security and cyber risk

GRI [3-3]



Our ambition

Confidentiality, availability and integrity of data must be maintained within the whole Jungbunzlauer Group to guarantee compliance with any applicable legislation and internal guidelines, and to safeguard our reputation. Our ambition is to continuously improve the security of our processes and systems to reduce the threat posed by cyber risks.

Our approach

Digitalisation of processes and activities can have numerous advantages and makes work easier. However, increased digitalisation also increases the risk of cyberattacks. This means that protecting digital systems and infrastructure is crucial for companies. In addition, data, including customer data, also need to be secured.

Cyberattacks can have a profound impact on a company and its businesses, what can result in production shutdowns, supply disruption, and breaches or loss of personal data. Naturally, this also risks a loss of reputation.

Our employees and all business partners, including our customers, rely on the measures and prerequisite programmes implemented throughout the Jungbunzlauer Group to safeguard systems and data and minimise the risk of data breaches and cyberattacks.

Compliance with applicable data protection laws is key to building on Jungbunzlauer's success and increasing the confidence of our customers in the quality of our services. It is also crucial for increasing our employees' and contractors' trust in us as an attractive employer and partner.

We implement robust measures in order to ensure a high level of data protection. Human behaviour plays one of the most important roles in cyber risk management and data security. This is why we focus on training our employees. We want to achieve an open culture. We talk about cybersecurity and we act attentively and responsibly.

Our high safety standards for our IT systems safeguard our digital infrastructure and reduce the risk of cyberattacks. Operational excellence is ensured by our Operational Technology (OT) systems.

Cyber risk

At Jungbunzlauer, we acknowledge that robust defences against cybersecurity incidents are a crucial factor in protecting our business. We have chosen a holistic approach to managing cybersecurity risks, using the well-known US National Institute of Standards and Technology (NIST) Cybersecurity Framework.

In order to manage cybersecurity and associated risks group-wide, we have divided our approach into four fields:

- Data: refers to data at rest and data in motion and includes all risks of loss, theft or unauthorised copying of data. Incidents in this area may affect data confidentiality, availability or integrity
- People: refers to the human factor in cybersecurity and includes all inappropriate human behaviour that might affect digital information
- IT: refers to cybersecurity in all IT systems that are not involved in production, such as administration, marketing or finance
- OT: refers to cybersecurity in OT networks and how such systems are accessed, minimising any possible influence from IT systems, to guarantee operational excellence

Our cybersecurity organisation

We have established a team of persons and technology to overcome cybersecurity incidents. This team is called the Computer Security Incident Response Team (CSIRT) and is using a digital platform independent from standard Jungbunzlauer systems for collaboration and communication in case of an incident.

3.4 Data security and cyber risk

GRI [3-3]

We actively maintain a list of members, and we conduct tests periodically to ensure operational readiness in case of an emergency. Members include IT and security staff and all relevant stakeholders from various departments. The Executive Committee is also represented on the team.

Our training to increase user awareness

People's knowledge is one of the most important factors for keeping us incident-free. We constantly raise awareness along all our employees in various domains of cybersecurity. Every employee undergoes training sessions on cybersecurity. These may be direct training sessions, or sessions initiated through test phishing campaigns. The phishing campaigns are used to test our employees and to track the effectiveness of our training. Such campaigns are conducted every quarter and are supervised by the IT-Panel. During compliance training, employees must also take part in data security training. For more information, see chapter 3.1.

Audits

Jungbunzlauer audits all relevant aspects of cybersecurity yearly based on focus areas. The results are shared with all global and local management organisations and, where clear recommendations are made in the audits, we take relevant measures. This is done for IT and OT environments separately.

The Jungbunzlauer Cyber Security Board reports monthly to all relevant internal stakeholders with a dashboard of KPIs covering various aspects of cybersecurity. Detailed KPIs are not disclosed through this report in order to prevent focused cyberattacks.

Data security

Data protection concerns all employees, contractors and executives at Jungbunzlauer. We only collect business-relevant personal data from our contacts at current or prospective customers, suppliers or service providers.

We protect the integrity and accessibility of personal data by means of organisational and technical security measures that reduce the risk of accidental or unlawful destruction, loss or alteration, or unauthorised disclosure or access.

Our focus areas based on the NIST cybersecurity domains



Identify focus areas

Inventory of all hardware assets
Inventory of all software assets

Protect focus areas

100% coverage of malware and threat hunting technology
Strict network segmentation and traffic control

Detect focus areas

24/7 secure operations centre
State-of-the-art use cases to identify breaches

Respond to focus areas

CSIRT organisation
Contracted partners

Recover focus areas

Backup and connections
Table-top exercises

3.4 Data security and cyber risk

GRI [3-3, 418-1]

We acknowledge and respect the fact that, under many applicable data protection laws, in particular the EU General Data Protection Regulation (GDPR), the use of personal data is prohibited unless a statutory requirement, the performance of a contract, the consent of the person concerned or a legitimate interest of Jungbunzlauer require or allow it. Beyond covering the topic in the “Code of Business Conduct”, Jungbunzlauer has implemented the “Jungbunzlauer Global Data Protection Policy”, the “Jungbunzlauer Global Personal Data Breach Policy”, and data protection sections in legal entity HR guidelines. The aforesaid policies are available to all employees and contractors and are uploaded to our intranet.

All employees and contractors at any Jungbunzlauer Group company must comply with these policies and with applicable data protection laws. Data protection is organised on a legal entity basis. The Group Controller coordinates data protection measures Group-wide. The Financial Officers of the Group companies report any data breaches immediately to the Group Controller. If in doubt, the Group Controller informs the CFO and, where necessary, the CFO informs the CEO. A consolidated report on the company’s data protection status is provided to the Executive Committee annually by the Group Controller. Any required action is taken by the Executive Committee.

In 2024, we received three complaints from third parties on breaches of customer privacy, all relating to one substantiated leak of email addresses. The case was solved and reported to national authorities in the country of occurrence.

Outlook

In 2025, we will introduce several policies covering Information Security, Backup and Restore, and the usage of Artificial Intelligence (AI) at Jungbunzlauer. We will continue monitoring constantly current and potential challenges to adapt to changing circumstances. Our cybersecurity programme will be further expanded with the implementation of various projects and measures for robust risk management.

| Key topics |
|--|
| Identification of risk groups, protection of digital systems, monitoring and implementation of control measures, CSIRT, employee awareness and training, GDPR, compliance training including data protection |
| Guidelines and certifications |
| NIST Cybersecurity Framework, “Jungbunzlauer Global Data Protection Policy”, “Jungbunzlauer Global Personal Data Breach Policy”, “Global Personal Data Access Request Procedure”, “Jungbunzlauer IT Password Policy”, “Code of Business Conduct” |

Key measures and evaluation

| Measures | Targets for 2024 | Progress and achievements in 2024 |
|--|--|--|
| Business process owner definition | Define business process owners for classification and regular assessment of assets | All business process owners defined, all assets classified |
| Risk management | Establish robust risk assessment and management process in information security | Risk management started, thorough initial risk assessment completed for all new applications and systems, risk owners defined |
| IT and cybersecurity policies | Elaborate new IT and cybersecurity policies | All internal measures updated from NIST Cybersecurity Framework version 1.1 to 2.0, several policies prepared for implementation in 2025 |

4 Environment



4 Environment

Our perspective

GRI [3-3]



The global challenges of climate change, water security, waste generation and access to affordable and clean energy have become of utmost importance in recent years. Jungbunzlauer's business activities both affect our environment and are affected by the risks and opportunities related to climate change. We are well aware of our responsibility towards the environment and to work together proactively for a more sustainable future.

In our 2022 DMA, we have identified several significant environmental aspects in relation with the global nature and resource intensity of our business. Our key concerns focus on climate and energy (see chapter 4.1), water and wastewater (see chapter 4.2), waste (see chapter 4.3) and biodiversity (see chapter 4.4), which create opportunities for us to have a positive impact on our environment. This in turn influences all our stakeholders, from our customers, our suppliers and our employees to local communities.

We are committed to incorporating sound environmental risk assessments and management practices into all aspects of our business. All Jungbunzlauer production sites have implemented a "Health, Safety, Environmental and Sustainability Policy", which includes topics such as energy, water, waste and pollution management, and occupational health and safety (OHS). All our production sites adhere to the Responsible Care® principles to monitor our environmental impacts and improve our environmental performance. They have adequate resources in place for implementing appropriate measures and monitoring related KPIs in their environmental management system.

The environmental management system of one production site is ISO 14001 certified. Furthermore, energy management systems are in place in all production sites, three of which being ISO 50001 certified, the fourth preparing for certification.

In view of the considerable importance of the material topic climate and energy from both a risk and opportunity perspective and an impact perspective, Jungbunzlauer has committed to the SBTi and has set near-term SBTs approved by the SBTi.

Targets and performance on environmental topics are reported by each production site in the annual Responsible Care® Report. In addition, we participate annually in CDP's global environmental disclosure system by reporting on "Climate Change" and "Water security".

Key topics

Environmental management, energy management and efficiency, GHG emissions reduction, water and wastewater, waste and pollution management, continuous improvement of production processes, waste heat recovery, electrification, decarbonisation, renewable energy sourcing and production, water efficiency and recycling projects, generation of valuable by-products

Guidelines and certifications

"Health, Safety, Environmental and Sustainability Policy", environmental management system, Responsible Care® programme, ISO 14001 environmental standard certification for our production site in Germany, ISO 50001 energy management system certification (in preparation for Canada), GHG inventory according to GHG Protocol and ISO 14064 (scopes 1, 2 and 3 externally verified), PCFs according to ISO 14040/44

4.1 Climate and energy

4.1 Climate and energy

GRI [3-3]



Our ambition

Jungbunzlauer recognises that GHG emissions are a root cause of climate change. As a predominantly European company in terms of manufacturing footprint and sales, we support the European Green Deal of 2019 aiming for climate neutrality by 2050, but also the Antwerp Declaration for a European Industrial Deal of 2024 calling for urgent actions to complement the Green Deal in order to restore competitiveness and keep high quality jobs in Europe. We therefore closely follow the associated changes to regulations on the European level and on national level in Austria, France and Germany.

To contribute to the mitigation of climate change, we aim to reduce our GHG emissions significantly to achieve our 2030 near-term SBTs. Actually, for scopes 1 and 2 we aim to outperform our current near-term SBT and to make it more ambitious in the near future by defining near-term and long-term targets aligned with the 1.5°C pathway, achieving net-zero latest by 2050.

To realise this objective, our strategy is to continuously improve the energy efficiency of our production processes, and to decarbonise their heat and electricity consumptions through carbon-free or low-carbon technologies, and to replace fossil energy sources by renewable ones, either purchased or self-generated.

With the long-term industrial vision and strong support of our owners, we aim to invest 30-40% of our capital expenditures in sustainability projects in the next five years, predominantly to make our production sites net-zero for scopes 1 and 2 between 2030 and 2040 depending on the site.

Our approach

The production of our ingredients needs to be large scale to ensure long-term competitiveness in a globalised economy, requiring large investments in infrastructure and equipment, and consuming considerable amounts of raw materials, processing aids and energy.

Therefore, our business activities are dependent on reliable and affordable access to corn, water, chemicals, natural gas, electricity and transport. Thereby, they generate large amounts of GHG emissions and have an impact on climate change. The greatest contribution comes from fossil energy for stationary and mobile combustion, corn and chemicals.

To monitor closely their energy consumption and improve their energy efficiency, our production sites in Austria, France and Germany have implemented ISO 50001 certified energy management systems. The production site in Canada is preparing for the same certification to be completed in 2025. GHG emissions data collection and reduction measures are coordinated by our Sustainability Management Team.



4.1 Climate and energy

Main GHG emissions contributors

GRI [3-3]

Corn and chemicals

Corn is one of the large commodities of the Forest, Land and Agriculture (FLAG) sector globally, thus associated with large amounts of GHG emissions related to fertiliser production and usage for crop yield optimisation, field work, irrigation where applicable, grain drying and transportation. Corn has the largest single contribution to our scope 3 emissions. At the same time, corn is a crop needing significant amounts of water to grow, therefore the availability of our main raw material is vulnerable to climate change.

Certain chemicals consumed as processing aids or raw materials in our high-volume production processes are the outputs of energy intensive processes. Therefore, they produce sizeable amounts of GHG emissions and are material contributors to our scope 3 emissions as well.

Natural gas

Natural gas is needed in large amounts to produce the steam used in our production processes. Fermentation processes are steam intensive to guarantee infection-free operations, and to concentrate and purify the targeted products until their final commercial form, which must meet the stringent legal requirements of the food, personal care or health care products in which they are used. Thus, large quantities of water need to be evaporated, what our production sites normally realise with steam produced in conventional boilers or combined heat and power (CHP) installations burning natural gas. This fossil fuel represents more than 90% of our scope 1 emissions. Furthermore, it is the source of our scope 2 emissions related to fossil-based steam that we purchase from a utilities company, in which Jungbunzlauer is a minority shareholder and which is operated by a third party. Lastly, natural gas also represents a sizeable share of our scope 3 emissions as its production and transportation upstream from our operations is associated with significant GHG emissions.

Electricity

Electricity is consumed in very large amounts to operate our utilities facilities, production processes and wastewater treatment plants. While a share of the electricity consumed in our production sites is generated in on-site CHP installations, the majority is sourced from the national grids in the countries we operate. Depending on the national production mix, the electricity may be more or less decarbonated and thus higher or lower in emissions. Since we have taken the decision to buy GOs associated with the electricity we purchase in countries where grid power has a higher carbon footprint, our electricity-related scope 2 emissions have already reached a low level in the market-based method.

Transport

Our large-scale production generates corresponding flows of production inputs from our suppliers to our production sites, as well as similar flows of intentional products and by-products from our production sites to our customers, making inbound and outbound transport a significant contributor to our scope 3 emissions. With the introduction of a new, more accurate methodology to calculate transport emissions in 2024, their weight in our CCF however got significantly lower than it was used to be in the past.

4.1 Climate and energy

Near-term SBTs

GRI [3-3]

Jungbunzlauer has committed to the SBTi and to set group-wide near-term SBTs in line with a well-below 2°C ambition level in 2021, based on version 4.2 of the SBTi Criteria and Recommendations. Our near-term SBTs were approved by the SBTi in 2023. Jungbunzlauer has not yet set a net-zero SBT, but we aim to do so in the near future, by defining near-term and long-term targets aligned with the 1.5°C pathway, achieving net-zero latest by 2050.

While corn is the largest single contributor to our scope 3 emissions, the assessment of our FLAG GHG emissions done in 2023 for our base year 2020 showed that our FLAG-related emissions were below the threshold of 20%, above which target setting for FLAG emissions would be mandatory. Mindful of using best our human resources, we decided not to set voluntary targets immediately, but to use the resources that would have been needed for a FLAG target setting project to work more intensively with corn value chain partners to be able to use primary data instead of secondary emissions factors from databases in the future, and to determine appropriate GHG emissions reduction measures at field level.

| Target ID | Scope coverage | Type | Description |
|-------------|----------------|---------------------|--|
| ABS1 | Scopes 1+2 | Absolute | Jungbunzlauer International AG commits to reduce absolute scope 1 and scope 2 GHG emissions 25% by 2030 from a 2020 base year* |
| ABS2 | Scope 3 | Absolute | Jungbunzlauer International AG also commits to reduce absolute scope 3 GHG emissions from fuel- and energy-related activities and upstream transportation and distribution 12.3% by 2030 from a 2020 base year |
| O1 | Scope 3 | Supplier engagement | Jungbunzlauer International AG further commits that 70% of its suppliers by emissions covering purchased goods and services will have science-based targets by 2026 |

*The target boundary includes biogenic emissions and removals from bioenergy feedstocks

Remarks:

The absolute scopes 1 and 2 reduction target (ABS1) refers to the sum of the scope 1 and scope 2 emissions, not to each scope individually. Net CO₂ biogenic emissions from bioenergy combustion are estimated to be 0 mt as the consumed biogas is produced on-site from a wastewater stream containing essentially substances originating from corn, an annual crop, purchased and processed by us within 12 months after harvest, and the corn emissions factor used to calculate the emissions of the processed corn does not include any removals of CO₂ from the atmosphere through the cultivation of the corn. The absolute scope 3 target (ABS2) refers to the sum of the emissions of categories 3.3 (fuel- and energy-related activities) and 3.4 (upstream transportation and distribution), not to each category individually and not to category 3.9 (downstream transportation and distribution), the target language for Jungbunzlauer in the dashboard of the SBTi website stating incorrectly "downstream" instead of "upstream" due to a confusion between outbound transport and downstream transportation. Outbound transport is mainly organised by Jungbunzlauer, and this part of outbound transport is included in upstream transportation. The scope 3 supplier engagement target (O1) is applicable to category 3.1. Suppliers are considered having SBTs from the date on which they have committed to set SBTs by filing the Target Submission Form at the SBTi

4.1 Climate and energy

GRI [3-3]

Decarbonisation strategy for scopes 1 and 2

Jungbunzlauer belongs to the energy-intensive process industries. Due to their considerable energy consumption for medium-sized companies, our production sites are directly or indirectly subject to the Emissions Trading Systems (ETs) of the EU and Canada. Therefore, it has been core to our strategy for decades already to continuously improve our energy efficiency, develop robust energy management systems and generate energy on site, as an important lever to ensure cost competitiveness in a globalised commodity market.

We consider ISO 50001 certified energy management systems as the foundation to achieve our emissions reduction targets for scopes 1 and 2, by understanding better our significant energy usages and visualising our energy flows, and thereby efficiently identifying priority projects to reduce CO₂ emissions. Such systems further allow a structured and focused approach for energy conservation, as well as education and training of employees on their roles in saving energy.

Since the 1980s, we have been self-generating biogas from wastewater in Austria. Nowadays, we operate the largest biogas production in Austria, and our biogas is certified renewable under the Sustainable Resources (SURE) verification scheme of REDcert. Already for many years as well, we have been generating a share of our power needs in on-site CHP installations, to optimise the efficiency of power production and consumption by recovering the cogenerated heat to produce useful high-temperature steam, and by avoiding losses occurring during transmission of grid electricity.

Since 2020, we have developed a comprehensive decarbonisation strategy for both our heat and electricity consumptions, taking our energy strategy from the level of continuous improvement of energy efficiency for cost competitiveness to the next level of transformation to low carbon for climate change mitigation. Our heat decarbonisation strategy encompasses waste heat recovery and electrification as key levers, as well as the use of bio-based alternatives to natural gas like biogas and biomass. In parallel, we run a zero-emissions electricity strategy with the purchase of GOs, the implementation of PPAs/vPPAs and the self-generation of renewable power as main levers.

Since 2024, a corporate target for CO₂ emissions from natural gas combustion is set annually by the Executive Committee and validated by the Board of Directors. The corporate target is split into absolute CO₂ emissions targets for the individual production sites subject to ETs. The site level ETS emissions target is then translated into specific energy efficiency targets for every main production line of the production site.

Emissions reduction strategy for scope 3

Our scope 3 emissions are mainly associated with three categories: purchased goods and services (category 3.1), fuel- and energy related activities (category 3.3), and upstream transportation and distribution (category 3.4). We have chosen to set SBTs for these material emissions categories to show our commitment to reduce these emissions and to structure our approach.

Emissions of category 3.1 are largely related to emissions of corn and chemicals which we consume in our production sites. Emissions of category 3.4 are mainly caused by road transportation of our intentional products from our production sites to our customers, and of production inputs from our suppliers to our production sites. Our strategy is to collaborate with our suppliers of these products and services through appropriate measures. First, we source corn and chemicals as locally as possible to support regional agriculture and industry and to limit transport emissions. Then we want to improve data quality by moving from secondary emissions factors to reliable primary data, where feasible and sensible. With this, we then aim to determine and implement impactful GHG emissions reduction measures for identified emissions hot spots. Furthermore, we encourage our suppliers of corn and chemicals accounting for significant emissions to commit to set SBTs with the SBTi.

Emissions of category 3.3 are mainly due to upstream production and transportation of natural gas. We consider our scope 1 heat decarbonisation strategy based on the substitution of natural gas as our main lever to reduce emissions in this category.

4.1 Climate and energy

Key measures and evaluation

GRI [3-3]

Our investments in numerous energy-saving and decarbonisation projects have resulted in a substantial reduction in energy consumption and GHG emissions per mt produced over the years. In 2024, we have continued working on several measures to decarbonise our scopes 1 and 2 which represented 45% of our CCF in 2020, a share which was decreased to 32% in 2024. We have thus extended our focus on initiatives to reduce our scope 3 emissions related to our near-term SBTs. We have continued monitoring closely our energy consumption and GHG emissions, and improving the quality of our CCF and PCF calculations. Regular exchanges with our customers, suppliers and other business partners have helped us to further develop and refine our strategies, develop new measures and improve our performance.

We have also shared progress on sustainability initiatives on our website:

www.jungbunzlauer.com/en/news.html

or via LinkedIn: **www.linkedin.com/company/jungbunzlauer**



4.1 Climate and energy

GRI [3-3]

| Measures | Targets for 2024 | Progress and achievements in 2024 |
|--|---|--|
| Emissions reduction projects for scopes 1 and 2 | Develop and implement projects at production sites | Emissions reduction projects were completed or started Transition plan towards net-zero for scopes 1+2 continued to be developed and new ideas were evaluated |
| Emissions reduction initiatives for scope 3 | Develop strategy and roadmap for reducing scope 3 emissions, set up corresponding resources | Strategy was developed for emissions hot spots (corn, top chemicals by emissions, transport) Roadmap was started with key corn suppliers to access reliable primary emissions data A Supplier Engagement Sustainability Manager position was created and filled |
| Energy consumption within the company | Continuous improvement of energy efficiency | Energy efficiency was significantly improved through higher output |
| CCF | Continued reduction of our CCF in line with our near-term SBTs Annual corporate target for CO ₂ emissions from natural gas combustion | CCF for 2024 was higher than prior year due to a strong recovery of sales and production volumes but we largely succeeded to decouple scopes 1+2 emissions from volume growth First incentivised annual corporate target for CO ₂ emissions from natural gas combustion was overachieved |
| Progress towards SBTs | ABS1: reduce absolute scopes 1+2 emissions 25% by 2030 ABS2: reduce absolute categories 3.3+3.4 emissions 12.3% by 2030 O1: engage 70% of suppliers by emissions of category 3.1 to have SBTs by 2026 | Overachieved ABS1 Ahead of target for ABS2 Tremendously behind target for O1 |
| PCFs | Continued reduction of all PCFs | For almost all products for which we calculate the PCF, it decreased from 2023 to 2024 due to improved energy efficiency and the benefits of completed scope 1 emissions reduction projects |

4.1 Climate and energy

Progress on transition plan towards net-zero for scopes 1 and 2 GRI [3-3]

In 2024, we continued developing our decarbonisation roadmap for heat and electricity, evaluating new ideas, validating several projects for realisation, and putting some others on hold by lack of technological maturity, return on investment or stakeholder support. Should we realise completely our roadmap until 2030, our scopes 1 and 2 emissions would decrease by more than 55%, which is more than what is needed for alignment with the 1.5°C pathway. Future emissions reductions will mainly come from the decarbonisation of our heat consumption and of our self-generated electricity consumption, as our purchased electricity is already largely decarbonised.

Walking the talk, in 2024 we benefited from the contribution of the two electrification projects of steam-intensive process steps completed end of 2023 for citric acid and xanthan gum produced in Austria. Those cumulatively allowed to save more than 15,000 mt CO₂ in their first year of operation and have not reached their full potential yet.

In the first half of the year, we also started up our third heat pump of 10 MW power in Austria to increase our active waste heat recovery, the produced hot water replacing steam in certain process steps and the heat pump allowing furthermore to reduce our cooling demand. This project allowed to reduce scope 1 emissions of the Austrian site by 10,000 mt CO₂ in 2024, its full annual potential amounting 15,000 mt CO₂. At the very end of the year, we started up our hot water loop in Canada, also allowing replacement of steam in certain process steps, with an annual CO₂ savings potential close to 15,000 mt.

Scope 1 decarbonisation projects under construction end of 2024 for start-up in 2025 are an e-boiler in Austria and a mechanical vapour recompression system in Canada. Their cumulative CO₂ emissions reduction potential amounts almost 20,000 mt/y. One more project approved by the Board of Directors in 2024 will take until 2026 for start-up. The evaluation of one large project for the generation of decarbonised steam was stopped by lack of return on investment and stakeholder support.

2024 was an important milestone for our electricity decarbonisation strategy, as we sourced our first renewable electricity quantities from a multi-year vPPA, and we started up our 56 MWp solar park and a cumulative 5 MWp of rooftop photovoltaic systems and solar carports in Austria right in time for the Spring sun. Our cumulative self-generation of solar power in these installations exceeded 50 GWh by year end, allowing us to reduce our dependency on externally sourced energy and to reduce self-generation of electricity based on natural gas, thereby saving 10,000 mt CO₂ emissions. The solar park whose size is equivalent to 56 football fields is the largest photovoltaic power station feeding into a private grid in Austria. In Austria and Germany, 100% of the purchased electricity was again certified renewable.

Examples of emissions reduction projects completed or started in 2024

- Start-up of a solar park and several rooftop photovoltaic systems in Pernhofen, Austria
- Start-up of a third heat pump in Pernhofen, Austria
- Start-up of a hot water loop in Port Colborne, Canada
- Construction of an e-boiler in Pernhofen, Austria
- Electrification of an evaporation process step in Port Colborne, Canada

4.1 Climate and energy

GRI [3-3]

Initiatives to reduce scope 3 emissions

In 2024, we developed our strategy for emissions hot spots of scope 3 (corn, top chemicals by emissions, transport) and we started the roadmap with key corn suppliers to access reliable primary emissions data from 2025 onwards, with a progressive increase of corn fields coverage, to allow us moving away from secondary emission factors for our carbon accounting.

Category 3.1 representing alone ca. 45% of our CCF, we created and filled a Supplier Engagement Sustainability Manager position in order to strengthen our resources and competences for this key lever to reach net-zero GHG emissions not only for our operations but our full value chain. The emissions reduction roadmap for corn and large emissions chemicals will be further developed and rolled out in 2025. We focus our efforts on these result-oriented measures rather than on the means-oriented measure to onboard suppliers with the SBTi as medium-sized suppliers and companies positioned at the beginning of the value chain are not keen to engage with the SBTi.

On the transport side, we introduced a new, more accurate methodology to calculate transport emissions in 2024. Therefore, the weight of categories 3.4 and 3.9 in our CCF got significantly lower, the new method based on distance calculations from effective shipping point to effective delivery point frequently yielding shorter distances than the average distance between countries of the prior method. We continued working closely with our freight forwarders to maximise rail and river usage for continental transport in order to reduce GHG emissions from road transport. And we applied a strict airfreight-by-exception policy requiring approval of the EVP Sales and EVP Product Management for airfreight shipments to customers above a very low threshold.

Energy consumption

Total energy consumption was 11.0 PJ (Petajoules) in 2024, 18% more than in 2023 due to significantly higher output. 27% of the total consumption was either self-generated from renewable sources or purchased from certified renewable sources. This is almost four percentage points more than in 2023 due to increased self-generation of biogas and solar power.

Consumption of fossil fuels and of steam produced from them made up 67% of our total energy consumption, five percentage points less than in 2023, reflecting our efforts to replace natural gas.

The share of certified renewable electricity reached 80% of the total power purchases, two percentage points less than in 2023 as the electricity purchases increased more in the production sites buying conventional power than in those buying renewable power.

Energy intensity on revenue basis increased by 33% because of lower sales prices.

For more information, see chapter 6.1.

Did you know?

The photovoltaic power station of our Austrian production site generated more than 50 GWh of solar power from its start-up in Spring 2024 until year end, thereby saving 10,000 mt CO₂ emissions.

4.1 Climate and energy

CCF

GRI [3-3]

In 2024, our CCF (third-party verified since 2022) increased by 27% compared to 2023 due to a strong recovery of sales and production volumes, but scope 1 emissions increased only by 7%, allowing us to overachieve our first incentivised annual corporate target for CO₂ emissions from natural gas combustion, and showing our ability to decouple volumes growth from scope 1 emissions with our heat decarbonisation strategy. Scope 2 emissions increased by 54% due to an even stronger recovery of production volumes in France where the emissions of our steam consumption are in scope 2. Scope 3 emissions increased by 35%.

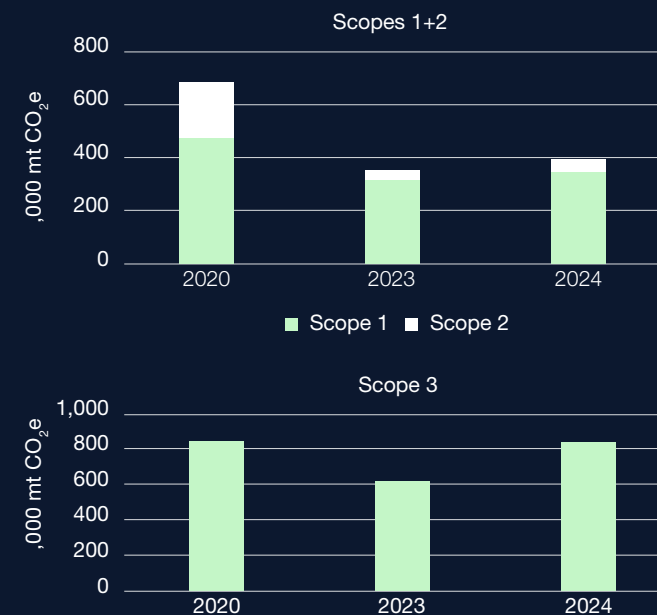
Compared to our base year 2020, our CCF decreased by 19% while sales volumes were comparable. The main drivers for the reduction were scope 2 emissions which decreased by 76% in market-based method and scope 1 emissions which decreased by 28%. Scope 3 emissions were 1% lower.

Corporate GHG emissions intensity on revenue basis increased by 42% from 2023 to 2024 due to lower prices, but was 41% lower than in 2020.

Numbers can be found in chapter 6.1.

CCF split in scopes 1+2 and scope 3

GRI [305-1, 305-2, 305-3]

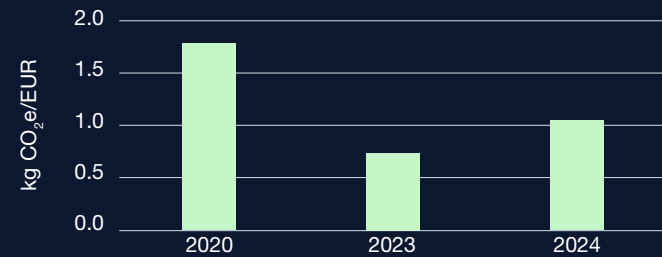


Development of Jungbunzlauer's global absolute CCF. The reporting period covers a financial year running from 1 January to 31 December. In accordance with the GHG Protocol, this includes all direct (scope 1), energy indirect (scope 2 market-based) and other indirect (scope 3) emissions. Scope 3 emissions are calculated according to minimum boundary rules and with extrapolations to cover the undetermined portions of emissions relating to purchased goods and services and upstream transportation and distribution. Emissions from processing, use and end-of-life treatment of sold products are excluded due to inability to reasonably estimate the downstream emissions associated with the various end uses of Jungbunzlauer's products. Emissions are reported as CO₂ equivalents, covering CO₂, CH₄, N₂O, HFC-23, HFC-134a and SF₆. No offsets are included. Biogenic CO₂ emissions are not contained in the CCF and are reported separately. They amounted for 161,600 mt CO₂e in 2024. Biogenic CH₄ and N₂O emissions from on-site wastewater treatment are contained in scope 1 for the production sites with a wastewater treatment plant controlled by Jungbunzlauer and in scope 3 for the production sites with a wastewater treatment plant not controlled by Jungbunzlauer.

4.1 Climate and energy

GHG emissions intensity

GRI [305-4]



Development of Jungbunzlauer's global GHG emissions intensity. GHG emissions intensity is calculated in kg of CO₂e/EUR of gross sales, using Jungbunzlauer's global absolute CCF and global gross sales.



4.1 Climate and energy

GRI [3-3]

Progress towards SBTs

As our SBTs have been approved in 2023, we report for the second time our SBT progress, but it is the first time that progress in the reporting year can really be compared to the base year 2020 due to the adverse market conditions in 2023, which made the progress of our ABS1 and ABS2 targets look better than it was then.

Production volumes having been comparable in 2020 and 2024, the 42% reduction of our absolute scopes 1 and 2 emissions is representative of our heat and electricity decarbonisation efforts. We have thus overachieved our ABS1 target aligned with the well-below 2°C pathway to reduce scopes 1 and 2 emissions by 25% until 2030, and we would already have achieved our near-term target for scopes 1 and 2 if we had chosen to align it with the 1.5°C pathway.

We are also ahead of the target for ABS2, mainly due to the significant reduction of our natural gas consumption. We have changed the calculation methodology for transport emissions in 2024 and have recalculated 2020 and 2023 transport emissions for comparability and transparency reasons.

For our O1, the situation is unfortunately very different as a large supplier who committed to the SBTi in 2022 saw his deliveries to us decrease significantly since 2023. Furthermore, we struggled to convince large suppliers by emissions to engage with the SBTi. Thus, we are tremendously behind target for O1.

Owing to our 2024 progress for ABS1 and ABS2 and our dissatisfaction with O1, we aim to review our near-term SBTs in the near future and to align them with the 1.5°C pathway.

Detailed information about progress towards SBTs and our full GHG emissions inventory can be found in chapter 6.1.

| Reporting item (,000 mt CO ₂ e) ^a | 2024 | Change in 2024 vs. 2020 (%) | 2023 | Base year 2020 | Base year 2020 emissions covered by targets (%) |
|--|------|-----------------------------------|------|-------------------|---|
| ABS1: Scopes 1+2 market-based | 398 | -42 | 357 | 687 | 100 |
| ABS2: Categories 3.3+3.4^b | 182 | -13 | 158 | 209 | 100 |
| O1: Share of suppliers by emissions of category 3.1 with SBTs (%) | 10 | N/A | 8 | 1 | N/A |

^a Except if another unit is indicated

^b Change in calculation methodology for emissions of category 3.4 in 2024. Data were calculated retroactively with the new methodology for 2023 and 2020

4.1 Climate and energy

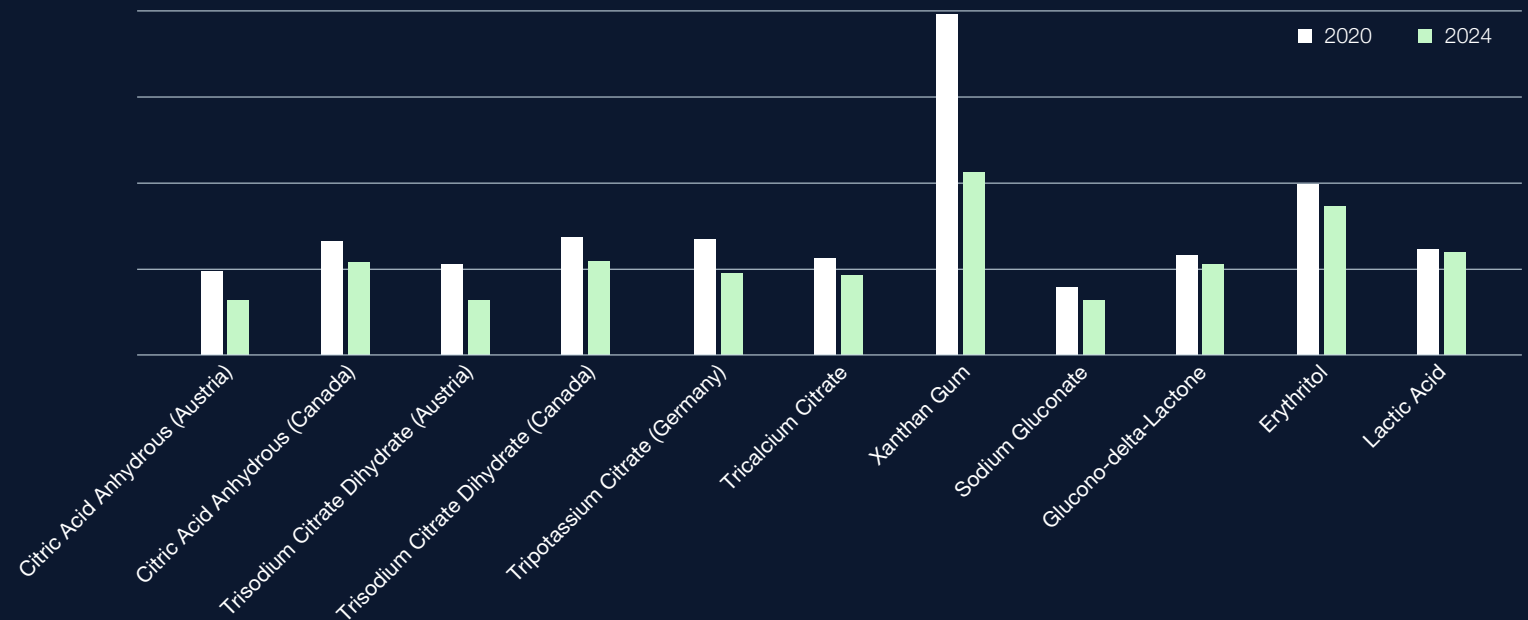
GRI [3-3]

PCF

Since 2020, we have been calculating PCFs annually for always more products, allowing us to share high quality primary GHG emissions data with our customers, and to demonstrate our progress in reducing emissions for products relevant to them. In 2024, the interest of our customers in PCF data continued increasing, as they allow them to make a more accurate calculation of their scope 3 emissions.

Compared to 2020 and 2023, the 2024 PCF was reduced for most products for which we made a calculation in both years, mainly due to improved energy efficiency, start-up of heat decarbonisation projects and higher production of renewable energy.

Development of PCFs
for selected Jungbunzlauer products from 2020 to 2024



PCFs calculated according to ISO 14040/44. System boundary: cradle-to-gate, minimum boundary for scope 3 in 2024, biogenic CO₂ emissions excluded (carbon neutrality approach). Functional unit: 1 mt of product, at production site gate. Impact assessment: Global Warming Potential (GWP), IPCC 2013 for 2020 data and IPCC 2021 for 2024 data, 100 years. System model: cut-off. Source of activity data: primary data

measured or calculated by Jungbunzlauer. Source of emissions factors: for 2020 secondary data from ecoinvent V3.6; for 2024 secondary data from ecoinvent V3.10 and from Canadian and European ETSS. Allocation rules: economic allocation for overhead emissions, and for distribution of emissions between intentional product and by-products for multi-output production lines

4.1 Climate and energy

GRI [3-3]

In 2024, we also created an Expert position for carbon accounting and LCA, and we developed a new methodology for PCF and LCA in accordance with three ISO norms and the Together for Sustainability (TfS) guideline. We produced a first PCF and LCA study for citric acid produced in Austria according to this new methodology, which was externally certified at the beginning of 2025.

Outlook

In 2025, we will continue developing our transition plan towards net-zero and pursue an ambitious corporate target for CO₂ emissions from natural gas combustion for the year.

We will design and implement further scopes 1 and 2 decarbonisation projects in the frame of our five years CHF 300 m sustainability investment plan, and develop our scope 3 roadmap and supplier engagement plan for the reduction of our corn and top chemicals emissions. Going forward, one of the key challenges will be to reduce significantly scope 3 emissions in absolute terms while accelerating the growth of Jungbunzlauer at the same time. Nevertheless, we aim to align our emissions reduction targets with the 1.5°C pathway and to set long-term targets and a net-zero year.

We will continue purchasing 100% renewable electricity in Austria and Germany, in the form of GOs and vPPAs, and producing significant quantities of biogas and solar power. Furthermore, we aim to continue improving our energy efficiency and to have the energy management system of our Canadian production site ISO 50001 certified.

We will roll out our new PCF and LCA methodology and introduce a new tool to insource and automate PCF and LCA calculations. Finally, we will complete the assessment of our climate risks, by running scenario analysis to identify and quantify physical and transition risks throughout our value chain.



4.2 Water and wastewater

4.2 Water and wastewater

GRI [3-3, 303-1, 303-2]



Our ambition

We aim to reduce our water withdrawal and consumption as much as possible. Additionally, we strive for systematic compliance of all set limits regarding wastewater treatment. We also continuously try to increase the recycling of water streams, where feasible.

Our approach

Water supply and pollution is another serious global concern. Not only is climate change threatening water resources, but unsustainable use of water and industry-related water pollution is accelerating this process. Our business depends on the availability of large amounts of water for production. In our production processes, water is used as process water, non-contact steam and condensates, and non-contact cooling water.

The Thaya in Austria, the Rhine in France, the Neckar in Germany and the Welland Canal in Canada are the water basins from which Jungbunzlauer withdraws water, either from surface or from ground depending on the production site. The German and Canadian basins are considered as areas with water stress according to the Aqueduct Water Risk Atlas (version 4.0, 2023). Precise and continuous water accounting is in place in order to monitor closely water withdrawal, discharge and consumption and comply with all local regulations.

The cooling water is recycled multiple times in all production sites except in Canada where it is once-through. To be able to fulfill its purpose, the recycled cooling water is cooled down in cooling towers, and in Austria also with heat pumps, before being re-used.

Process water is treated in state-of-the-art on-site wastewater treatment plants at all our production sites before being released to the water basin. The wastewater treatment plants are operated by Jungbunzlauer or, in the case of France, by a third party. A dedicated manager supervises the wastewater treatment process in each production site. We strive to ensure continuously adequate treatment of water effluents in order to comply with all local regulatory requirements.



Efficiency targets are set annually for the specific water usage and the Chemical Oxygen Demand (COD) load of the wastewater stream of every main production line for each production site. The specific water use of every main production line is reported monthly. The COD concentration of wastewater streams is monitored continuously by adequate equipment, or daily where continuous monitoring is not possible. Specific KPIs are reported internally on a daily basis for each wastewater treatment plant. Several KPIs are reported monthly or annually to the regional environmental authorities. Key aspects of water and wastewater management are consolidated annually in the Responsible Care® Report of each production site. Water and wastewater management are also important pillars of the external audits conducted for the Responsible Care® certification of our Austrian and Canadian production sites, and for the ISO 14001 certification of the environmental management system of our German production site.

In our wastewater treatment plant in Austria, we produce biogas by directing certain wastewater streams into anaerobic digesters as pre-treatment step to the conventional aerobic treatment of wastewater. The biogas is burned on-site to produce steam.

4.2 Water and wastewater

GRI [3-3, 303-1, 303-2]

Examples of water-saving projects completed in 2024

- Recycling of wastewater from pre-treatment of inlet water of demineralisation installations in Pernhofen, Austria
- Replacement of well water used for cooling in a production process by recycled water from recirculating cooling system in Ladenburg, Germany
- Reduction of demineralised water consumption for steam production through increased recycling of steam condensates and recycling of cooling water from compressors in Ladenburg, Germany
- Increased recycling of backwash water from chromatographic columns through conductometric quality control in Marckolsheim, France
- Reduction of demineralised water consumption for cleaning of chromatographic resins through improved cleaning process in Marckolsheim, France

Examples of water-saving projects started in 2024

- Reduction of demineralised water consumption for cleaning in place in fermentation and downstream processing in Pernhofen, Austria
- Reduction of cooling water consumption through higher temperature downstream processing in Pernhofen, Austria
- Recycling of the effluents of a production unit in the processing of by-products in Port Colborne, Canada
- Reduction of well water consumption for cooling through replacement of an old air compressor in Ladenburg, Germany

Key measures and evaluation

| Measures | Targets for 2024 | Progress and achievements in 2024 |
|---|--|--|
| Water-saving projects at production sites | Save water by implementing efficiency and recycling projects | Several water efficiency and recycling projects were completed, with expected cumulative water savings around 340,000 m³/y |

Water withdrawal and discharge increased by more than 25% in 2024, mainly due to significantly higher production levels. Apparent water consumption was slightly negative as we returned about 1% more water to the environment than we withdrew from. However, the simple reading of the apparent consumption can be misleading as 75% of the water volumes reported in our corporate water balance are related to once-through non-contact cooling water in Canada. These volumes can not be fully assessed and are the reason for the slightly negative result. The other 25%, which represent all other uses of water in our production sites globally, show a global net water consumption of zero.

Outlook

We will continue to monitor closely our water usage on corporate, production site and production line levels, as well as our wastewater KPIs. We will also implement further measures to reduce water withdrawal by improving efficiency and increasing recycling where possible. Several new projects started at our production sites should allow us to realise additional water savings of around 100,000 m³/y after their completion.

4.3 Waste

4.3 Waste

GRI [3-3, 306-1, 306-2]



Our ambition

We transform renewable feedstocks into safe and biodegradable products through biotechnological processes like fermentation, while minimising waste through the generation of valuable by-products next to the intentional products. It is our ambition to avoid waste to landfill in all production sites if technically possible, especially the residual gypsum waste in Austria and filter aid waste in Canada.

Our approach

Pollution and waste generation threatens our environment and the availability of natural resources on which we depend. Thus, we do our utmost to continuously minimise waste and strive for optimal recycling flows at our production sites and offices.

Our production processes are designed to minimise waste output and to generate valuable by-products alongside our intentional products. Both our final products and by-products are readily biodegradable and ecologically safe. Our by-products are sold for use in feed, agriculture, construction and biogas production. Furthermore, there are different types of waste generated in our production sites.

Traditional production processes of citric acid and lactic acid use lime in fermentation, resulting in the generation of gypsum as a side stream. Gypsum waste, with a potentially negative impact on the environment, is typically landfilled, due to its impurity profile.

Jungbunzlauer introduced already decades ago a gypsum-free production process for citric acid at our production site in Austria. Today most of our Austrian citric acid is produced with the gypsum-free process. The older production line still applies the gypsum process, being only used to fulfil market demand that cannot be covered by the gypsum-free process. Most of the gypsum is a by-product, used in construction after purification and drying. The rest is still landfilled.

At our Canadian production site, we only use the gypsum-free production process to manufacture citric acid, which was selected as the process of choice there from the initial design of the plant more than 20 years ago. Thanks to purification technology transfer from citric acid to lactic acid, our lactic acid factory, started more than 10 years ago at our French production site, was the first lactic acid plant worldwide to run an industrial scale gypsum-free production process.

In addition, large scale raw materials and chemicals are delivered to our production sites in bulk by river or train where feasible, or otherwise by tipper, tank and silo truck, thereby avoiding large volumes of packaging waste in our production sites, and resources consumption upstream in the value chain.

Each production site and office location manage waste individually according to national regulations. Definitions are in place for the different waste categories, and recycling or disposal requirements are specified. Each production site has a designated person responsible for waste management. This manager takes care of the collection, segregation and handling, recording and reporting of waste. In addition, we work together with specialised partners, whose scopes of responsibilities are also clearly defined. Waste generated is measured and reported regularly internally and to the authorities for each of our production sites, in compliance with the framework of national requirements. Individual improvement goals regarding waste are set at each production site and progress is recorded. Waste management organisation and data are reported in the annual Responsible Care® Report for each production site. Furthermore, waste management is covered by the external audits conducted for the Responsible Care® certification of our Austrian and Canadian sites, and for the ISO 14001 certification of the environmental management system of our German site.

Waste management is also a topic in customer meetings and questionnaires. Packaging waste from our finished products is of particular interest due to new and upcoming regulations. Jungbunzlauer aims to reduce the need for packaging materials by offering bulk deliveries, wherever possible. We also supply products in different types of packaging, e.g. semi-bulk packaging like Big Bags or Intermediate Bulk Containers (IBCs), and non-bulk packaging like bags, cardboard boxes or pails. We support collection and re-use (IBCs), and use packaging materials (e.g. polyethylene, polypropylene, cardboard, wood) that can be easily recycled.

4.3 Waste

Key measures and evaluation

GRI [3-3, 306-1, 306-2]

| Measures | Targets for 2024 | Progress and achievements in 2024 |
|---------------------------------------|--|--|
| Reduction of waste to landfill | Further reduction of waste to landfill | Reduction by 36% between 2023 and 2024 |
| Waste reduction projects | Reduce waste by implementing individual projects | Several waste reduction projects ongoing in 2024 |

In 2024, 12% more waste was generated than in 2023. However, the waste directed to disposal decreased by 30%, whereas the waste diverted from disposal increased by more than 300%, underlining our efforts to recycle waste.

Around 72% of the waste quantities generated by Jungbunzlauer in 2024 were unsaleable by-products, used filter aid and small volumes of gypsum. About half of those quantities, essentially unsaleable by-products, was directed towards biogas production. The other half was landfilled, whereby the total quantity of landfill was reduced by 36% between 2023 and 2024. This reduction of landfill was partly due to a minimised gypsum waste generation in Austria. For more information, see chapter 6.1.

Outlook

We will continue working on reducing waste where possible and optimising waste management in order to recycle more. In 2025, our focus will be to progress further in our evaluations of technologies aimed to eliminate the landfilling of waste hot spots.

Examples of waste reduction projects ongoing in 2024

- Evaluation and test runs of an alternative separation technology to eliminate residual gypsum waste from the citric acid production process in Pernhofen, Austria
- Evaluation of an alternative filtration technology to eliminate filter aid waste from all production processes in Port Colborne, Canada. Plan to implement the new technology with the next capacity expansion



4.4 Biodiversity

4.4 Biodiversity

GRI [3-3]



Our ambition

We recognise biodiversity as a foundation of resilient ecosystems, sustainable agriculture, the long-term success of our operations and we are committed to preserving and enhancing biodiversity within our value chains and beyond. Therefore, we ensure no deforestation across our supply chains, focus on protecting natural ecosystems and we have the ambition to contribute to global and regional biodiversity targets. We strive to align with leading frameworks and regional strategies such as the EU Biodiversity Strategy for 2030, while supporting key SDGs of the UN, including SDG 15 (life on land), SDG 14 (life below water), SDG 12 (responsible consumption and production), SDG 13 (climate action) and SDG 17 (partnerships for the goals).

Our approach

Biodiversity is a critical element of ecosystem health and resilience, underpinning the natural systems that support agriculture, climate regulation, and sustainable development. As a company operating in the chemical industry and producing our main products through the fermentation of agricultural commodities, we are deeply aware of our reliance on natural resources and the landscapes from which they are sourced. Our operations intersect with biodiversity primarily through agricultural supply chains, land use, and water resources management.

We rely on intact ecosystems, as imbalance and destruction of ecosystems can have negative impacts on our own business. For example, a loss of biodiversity can cause lower corn yields or water scarcity, leading to higher production costs.

We are committed to identifying and minimising our impacts on biodiversity from cultivation of our raw materials to manufacturing processes. We actively engage in responsible sourcing, land stewardship practices, and ecosystem conservation efforts to contribute to the protection and restoration of biodiversity in the regions where we operate.

At global scale, the commitment to biodiversity is outlined in the strategic plans agreed on by the Convention on Biological Diversity. The development of regulatory frameworks and reporting guidelines is an ongoing process which aims to put these strategies into action. Within this dynamic situation, Jungbunzlauer has committed to monitoring and understanding both current and future requirements around safeguarding biodiversity.

The focus on biodiversity has been assigned to a specific member of the Sustainability Management Team. In addition to sharing knowledge internally, we seek to network with industry peers. For example, our biodiversity expert actively participates in the regular stakeholder meetings of the “Chemie3” sustainability initiative created by the VCI. Regular internal and external exchange of knowledge and communication of updates on biodiversity frameworks ensures visibility of this topic in the Jungbunzlauer corporate agenda and enables long-term planning.

Furthermore, Jungbunzlauer has engaged as one of three pilot companies in the development of a sector-specific biodiversity check for the German chemical industry through its German subsidiary. This effort is part of the project “Unternehmen Biologische Vielfalt” (UBi), a German national programme initiated by stakeholders from government, industry and NGOs to support the implementation of the German National Strategy on Biological Diversity (NBS).

Upon finalisation of the project at the beginning of 2025, learnings will be shared. The ultimate goal is to jointly shape the content of the sector-specific biodiversity check, and to provide an efficient tool for companies to take first steps in analysing their biodiversity-related risks, opportunities and impacts.

4.4 Biodiversity

Key measures and evaluation

GRI [3-3]

Based on currently available guidance from the SBTN, we embarked on a “first-steps journey” to lay the foundations for establishing a nature-positive corporate strategy on biodiversity in the long term.

The first step was to perform a materiality screening at sector level and a value chain assessment at company level according to Step 1 (ASSESS) as outlined by SBTN. This evaluation takes into account the main drivers of biodiversity loss (land and sea use change, direct exploitation, climate change, pollution currently excluding invasive species). Clearly, one focus for Jungbunzlauer is on evaluating the impacts resulting from corn cultivation. This is because we recognise that agriculture is one of the most significant drivers of biodiversity loss, but also the one with the highest potential to bring about positive change, as we use large amounts of corn as our raw material for fermentation.

Regarding the impact of agriculture on the pressure category “climate change”, SBTN refers to the SBTi’s framework for setting FLAG targets.

Our materiality assessment according to SBTN revealed that all pressure categories (land use, resource use, climate change, pollution) are material for our purchases of corn and packaging materials based on wood. Therefore, our focus will be on investigating and reducing the pressures arising from these goods.

We have identified regenerative agriculture, a holistic and outcome-based approach of sustainable farming practices, as a key approach to tackle those pressure categories and to preserve and enhance soil health, biodiversity, climate, and water. The increase of species below and above ground and the preservation of natural habitats are key results of this farm management approach.

Additionally, we screened location-specific data for the pressure category “land use and land use change”, with a focus on the indicator deforestation in the regions our Austrian production site sources corn from. For all production sites, we mapped the proximity to key biodiversity areas (KBAs) and protected areas, using the Integrated Biodiversity Assessment Tool (IBAT).

Regarding land use change, we could confirm that none of our sourcing countries for corn used in our Austrian production site showed deforestation activities in the past 20 years.

According to IBAT, our French production site is located in an area specified as KBA. Three of our production sites show a proximity of < 5 km to protected areas:

- Marckolsheim, France: Vallée du Rhin
- Ladenburg, Germany: Nature Reserve Unterer Neckar
- Port Colborne, Canada: Wainfleet Bog Conservation Area

The biodiversity indicators specific to these protected areas may be one approach to monitor nature-positive activities in the future.

Outlook

At the European level, biodiversity is becoming increasingly important under the “EU’s Biodiversity strategy for 2030” within the framework of the Green Deal.

Regulatory requirements are being closely monitored and biodiversity topics will be regularly communicated in the Sustainability Management Team meetings.

Our goal is to define our strategy on biodiversity including targets for 2030 along with suitable indicators and tools for measurement, by the end of 2025. Based on our strategy, we will incorporate biodiversity into our corporate policies and embark on a long-term journey to create a positive impact on biodiversity for the planet and communities being affected by our operations.

The integration and measurement of sustainable farming practices within our corn value chain in collaboration with supply chain partners and external stakeholders will be our key focus topic for the upcoming years.

5 Social



5 Social

Our perspective

GRI [3-3]



We believe the promotion of social sustainability should lie at the heart of every organisation. Our employees are our most important asset. Furthermore, change, adaptation, innovation, and development are only achievable through the actions of our employees. That is why we invest in our employees and encourage them to shape their careers to grow and develop within the Group. To attract and retain the right people, our philosophy is to ensure a good balance of individual expectations and the expectations of the Group.

Each employee contributes to the performance of the whole Group, a fact which is represented in our values (see chapter 2.1). Our continued ability to successfully compete in our marketplace greatly depends on our employees' understanding and support of these values.

Working conditions over the entire value chain in focus

At Jungbunzlauer, social sustainability means maintaining a fair business environment across the value chain in accordance with the highest ethical and social standards (e.g. the UNGC). Thus, Jungbunzlauer does not tolerate and strictly opposes child labour and slavery, discrimination based on gender, religion and race, and corruption and bribery. We also expect that, while at work, all employees refrain from agitating for any particular belief (e.g. culture, religion or political views) within the company.

Every company has an impact on not just its own employees, but also on workers throughout the value chain, as well as on customers and local communities. Acting responsibly in matters of social sustainability promotes growth, productivity, employee engagement and effective risk management, unlocks new markets, and attracts new business partners. Furthermore, we feel that it is simply the right thing to do. Thus, education and training (see chapter 5.1) and health and safety (see chapter 5.2) have been identified as material



topics for Jungbunzlauer. Due to the review of our materiality assessment in 2023, the topic diversity and equality was added as a new material topic (see chapter 5.3).

Compliance with the highest labour, health and safety standards is of the utmost importance to us. We fully respect the rules of conduct stated in the ILO Fundamental Conventions, as well as the Universal Declaration of Human Rights. This approach is defined in our "Corporate Social Responsibility Policy", which can be found on our website. For more information, see chapter 3.1.

5.1 Education and training

5.1 Education and training

GRI [3-3]



Our ambition

Having engaged, competent and well-trained employees at all levels within the organisation is essential for Jungbunzlauer's ability to operate and develop. Education and training play a major role in the development of each employee and therefore of the whole organisation.

We strive to engage the most qualified individuals for each job within the Group companies. Employees undergo specific training on their job tasks.

Our approach

Apprenticeships are available in different professions in our production sites, e.g. as production operators, in maintenance, in laboratories or in accounting. Most apprentices stay with Jungbunzlauer after completing their apprenticeship. In addition, internships are offered at Jungbunzlauer in various departments, such as Application Development or Operations. Offering apprenticeships and internships not only allows Jungbunzlauer to have a positive impact on the educational level of society and offer opportunities for people to develop themselves, but it also allows us to accompany and facilitate demographic changes and maximise our generational difference advantage.

Employee development and training

We always strive to build long-term working relationships. We encourage an entrepreneurial attitude, a visible and engaging leadership style, open two-way communication and collaboration across all functions and levels.

The development of our employees is an important basis for the sustainable growth and development of the entire Group and local economies as well as local communities. Thus, we prioritise training and education. Every new employee receives in-depth training in the onboarding process for their role.

Key topics

Employee development and training, annual appraisal, communication and collaboration, employee involvement and belonging

Guidelines and certifications

Performance Appraisal Process Guidance, training documentation

In the recent fast-paced developments concerning technology and AI, we see a pressing demand to prepare our employees for the shift in work requirements. Therefore, our employees regularly attend internal and external training courses to expand their knowledge in their fields of responsibility, and to develop skills and competences in new areas identified as relevant for their department or site, or for the Group. Where applicable, employees are also involved and trained in order to prepare for new roles or future functions.

Furthermore, all relevant employees of Jungbunzlauer undergo a compliance training programme in their first year of employment and a refresher compliance training programme every two years thereafter. For more information, see chapter 3.1.

In 2021, we started digitalising employee training, which is still ongoing as it is reliant upon the implementation of the new HRIS. The new system will allow to streamline processes and ensure that employees and line managers can plan and track trainings in one place. In turn, this will support the overall workforce planning, ensure adherence to license to operate, support team development and enhance the broader employee training programmes.

5.1 Education and training

Selection of training courses conducted in 2024 at our production sites GRI [3-3, 403-5]

- First aid course
- Confined space training
- Work safety training (e.g. fall protection training)
- Training with fire department
- Training and auditing safe work permit and lockout-tagout
- HACCP/food safety training
- Energy conservation training
- Environmental/Responsible Care® training
- Compliance training programme (see chapter 3.1)



5.1 Education and training

Annual appraisal

GRI [3-3, 404-3]

We enable our employees to develop personal and professional skills by offering individual development goals. In accordance with this, all employees participate in a yearly appraisal process with their direct manager, in which employees can express their individual ideas and needs.

This mutual feedback process allows systematic monitoring of employee adherence to our values and performance against annual corporate and individual targets for the last year. Furthermore, it provides a platform for direct and formal exchange between employees and managers. It also aims to cascade corporate targets, and to align personal targets and development objectives of the individual employee for the new year. It helps with identifying each employee's need or wish for further development plans, as well as with succession planning and documenting knowledge. The training of each employee is thus documented and evaluated with a follow-up once or twice a year. The process is managed by the Executive Committee, and the CEO reports the main conclusions to the Board of Directors annually. All employees, regardless of gender and region, receive a performance and career development review annually.

Communication and collaboration within the Group

Besides this formal feedback process, there are regular team meetings within and between the different functions and there is always an open door for questions and issues. Open and direct communication is a fundamental part of successful and long-term collaborative work, and we value our employees' opinions and ideas. We acknowledge that a diverse group of people working together will face challenges from time to time, but we also believe that by promoting dialogue to address these challenges openly and directly, we can create ideal conditions for problem solving through collective intelligence. We also provide support for further professional education where possible. Employees can discuss this and other topics with their manager during the annual appraisal process or other regular meetings.

Being well informed supports our individual ability to work efficiently and make the right decisions. One way of achieving this is through quarterly "Pulse" calls of the Executive Committee with other senior management levels, and quarterly "Town Hall" meetings, in which information about company development is relayed by the CEO to all employees. Employees have the opportunity to ask questions during the "Town Hall" meetings or can watch a recording which is available on the intranet if they cannot attend it live. Further information is also accessible on an ongoing basis on our intranet. Employees are also invited to share information, create groups and comment.



5.1 Education and training

Employee involvement and belonging

GRI [3-3]

At Jungbunzlauer, every employee has the chance to participate in the development of the company. Consequently, an employee survey – the Spirit survey – was launched in 2013 with an external partner. Since 2020, the survey has been managed within the Corporate HR department.

Through this survey, employees are encouraged to share their opinions on their workplace and ideas for improvement through a questionnaire. The consolidated responses provide all of us with insights and, most importantly, inspire us as a corporate, as an entity or as a team to find ways to improve the way we work together, and to strengthen our overall engagement. In addition, there is at least one person responsible for the Spirit survey per larger Group company, whom all employees can contact via our intranet. The last employee survey was conducted in 2022.

The survey scheduled for 2024 was postponed due to a high number of internal corporate projects. A new intranet system is set to be launched in April 2025, which will be used to distribute smaller pulse surveys throughout the year.

Key measures and evaluation

GRI [404-3]

| Measures | Targets for 2024 | Progress and achievements in 2024 |
|--------------------------|---|---|
| Annual appraisal | Annual appraisal for all employees | Appraisal meetings with supervisor successfully conducted for all employees |
| Objective setting | Set individual objectives for employees | Objective-setting completed for concerned employees, including objective-setting workshop participation beginning of 2025 |

Outlook

It is our aspiration to drive an increase in the number of women employed, especially in management, by fostering talent and offering opportunities for growth. A stronger focus will be placed on education and training, as this is essential if we are to have engaged, competent, well-trained employees within the Group.

As part of our 2023-2025 Jungbunzlauer People Plan, we are working on the implementation of a new HRIS which is planned to be fully integrated within 2025. This HRIS will be an enabler for achieving the HR ambitions in the areas of e.g. development, learning, culture and compensation management. It will cover various HR modules like talent management, recruitment, compensation, reporting and analytics, time and attendance, scheduling and learning.

Our goal for 2025 is to focus further on developing and enhancing leadership skills within our workforce through a new Talent Management framework, outlining the foundational principles, responsibilities and resources, to be evolved over time. The leadership development will focus on onboarding, feedback and coaching capabilities, as well as team development. We also plan to pilot a new online learning platform and a career pathing framework for all employees.

5.2 Health and safety

5.2 Health and safety

GRI [3-3, 403-2, 403-6]



Our ambition

“Safety first” is a fundamental maxim that must be observed by each employee. Our aspiration is to have zero accidents within our company, which means that we are committed to continuously implementing additional safety measures and taking actions to prevent accidents at our production sites. We also conduct regular internal safety audits, raise awareness and provide education on OHS.

Our approach

Healthy employees are fundamental to a successful company. We aim to create a secure working environment where every employee can work safely and nobody has to suffer any health impairment. Our employees are the foundation of our operations. They have a great impact on our ability to produce our ingredients and supply them to our customers. They therefore strengthen our ability to compete in the global market and our performance for the benefit of our customers. This is why we continuously strive to improve OHS conditions for all our employees and contractors working on our production sites.

For us, it goes without saying that we should offer our employees the highest health and safety standards in their work environment. Our employees are employed in compliance with the health and safety laws applicable in the countries in which we operate. Jungbunzlauer provides the best effort to always comply with the Labour Act, the Occupational Health and Safety Act, collective labour agreements and all health regulations as prescribed by the local authorities. Our general health and safety conditions, and further legal and ethical commitments are incorporated into our “Corporate Social Responsibility Policy”. For more information, see chapter 3.1.

Jungbunzlauer's Executive Committee has issued a “Health, Safety, Environmental and Sustainability Policy”, which aims at reducing health and safety risks for our employees to the absolute minimum. This policy is reviewed and updated at least every five years, and compliance with policy guidelines is monitored continuously. The production sites regularly perform health and safety risk assessments by designated persons, for both continuous operations as well as for capital expenditure projects, before and during construction, and before start-up of new equipment. There are adequate controls to mitigate the risks. The risk analyses are generally conducted based on legal requirements, our ISO certified management systems, as well as Responsible Care®.

Health and safety topics are covered by national legislation in all our production sites. In specific cases, additional health and safety topics could be part of agreements with trade unions.

Key topics

OHS management and performance (including work-related injuries), workplace environment and improvement

Guidelines and certifications

“Corporate Social Responsibility Policy”, “Health, Safety, Environmental and Sustainability Policy”, Kaizen approach for continuous improvement, EcoVadis, Sedex SAQs (Self-Assessment Questionnaire) and SMETAs 4 pillar, Responsible Care® initiative, documented workplace safety instructions for employees and contractors, ILO Fundamental Conventions, Universal Declaration of Human Rights

5.2 Health and safety

GRI [3-3, 403-2, 403-4, 403-6, 403-7]

Sharing our performance with customers and suppliers

All our production sites collaborate with the Sedex platform, a non-profit organisation dedicated to driving improvements in responsible and ethical business practices in global supply chains.

Jungbunzlauer joined the platform in 2010 and has shared its information and audit reports since then with business partners who are members of Sedex as well. We regularly complete SAQs, and SMETAs are conducted every two years by an external auditor for our production sites. In the event of audit findings, corrective actions are taken and, if deemed necessary, additional audits take place to ensure that corrective actions are implemented and that they are effective. The resulting documents are published for each production site, and all connected customers can review these documents via the Sedex platform. This increases transparency and awareness of topics that are important to us as a company, to our employees and to our customers.

Responsible Care® initiative

A second programme we adhere to for each production site is Responsible Care®, a voluntary initiative of the chemical industry to continuously improve the health, safety and environmental knowledge and performance of technologies, processes and products over their life cycles, so as to avoid harm to people and the environment. Over the years, Responsible Care® has become the commitment to sustainability of the chemical industry. We compile an annual Responsible Care® report which provides information on safe chemical management, facility response plans, alert plans and behaviour, and contacts in the event of an incident. This is also a strong basis for effective improvement of health and safety measures. Furthermore, our production sites in Austria and Canada undergo a Responsible Care® audit by independent experts every three years and are certified accordingly.



Continuous improvement

A healthier and safer working environment does not always need major investments or changes. Even small changes can have a major impact, such as additional markings or railings in the production environment or employee training. This is the principle of Kaizen, which means continuous improvement. We have established a Kaizen approach at our production sites, as it is a simple and effective tool for the entire workforce which supports active employee participation. All employees are invited to submit suggestions for improvements and ideas for their own workplace, as the involvement of all employees is important for safe and adequate working conditions. By implementing small changes, we want to reduce risks and hazards.

To improve awareness in each production site, Kaizen boards are in place for each sector to provide information on both completed and ongoing improvements, and to relay employee health and safety suggestions. Visual management of KPIs and actions was rolled out with daily, weekly or monthly meeting frequencies depending on departments and management levels. Digitalisation of the visual management was started successfully.

We conduct regular Kaizen steering committee meetings, Gemba walks and internal audits. The Kaizen system is externally audited once a year to validate our approach.

5.2 Health and safety

GRI [3-3, 403-1, 403-2, 403-3, 403-4, 403-6, 403-7, 403-8]

OHS Management System

Safety is a collective responsibility, so we need to address this issue at all levels to improve safety standards and retain focus on this important topic. Our values underline how important it is to take responsibility – i.e. that every employee, contractor or visitor has a responsibility for themselves and the company, but also that the company has a responsibility for its employees, contractors and visitors. This is especially important in the area of OHS and working conditions.

All Jungbunzlauer production sites and offices adhere to a high standard of social responsibility. Production sites have established a system to detect, avoid and respond to potential threats to the health and safety of personnel, contractors and visitors. Each site has a safety officer responsible for OHS. The production sites take effective steps to prevent accidents and injuries to employees, contractors working on site and visitors by setting clear and binding standards, which are monitored by regular internal safety audits and external inspections. Audit systems such as SMETA are in place to ensure adherence to our high standards.

Occupational safety is also achieved through proper behaviour and attitude. This is why we attach great importance not only to safety training but also to motivating our employees and informing them about safety-related topics. Safety initiatives implemented through safety audits and inspections, or through employee engagement, are published quarterly on our intranet for each production site.

Training in health and safety in accordance with Responsible Care® is regularly delivered at all production sites for relevant employees. New employees additionally receive a general safety training, and trainings on job-specific safety standards. This also applies to contractors and visitors, where appropriate. Safety instructions are available on our intranet and at any relevant location within the individual production sites.

All employees and contractors working at our production sites are covered by the OHS management system, which operates in line with the legal requirements in each country of operation.

Besides this, we offer additional country-specific healthcare services to our employees. In Austria and Germany for example, we provide a voluntary vaccination programme against influenza. In Canada, an employee assistance programme is in place to promote a healthy lifestyle and mental health. In France, the “Jungbunzlauer for me” programme provides social, family, administrative and legal assistance, life coaching and psychological support.

Work-related injuries

We constantly monitor and improve safety measures, and implement additional ones whenever and wherever necessary to avoid work-related injuries. In the event of a work-related injury, we are able to provide first aid and assist in obtaining follow-up medical treatment, where necessary.

Jungbunzlauer records all injuries that result in lost time at all production sites. We measure our performance by tracking the LTIFR per million hours worked.

The results for each production site are reported on a monthly basis and consolidated to a Group LTIFR. The Group LTIFR is monitored by the Executive Committee and discussed on a monthly basis. The development of the Group LTIFR is presented quarterly in the “Pulse” and “Town Hall” calls. In 2024, we saw an increase in incidents, resulting in an LTIFR of 3.96. Unfortunately, we have not met our target to have a LTIFR below 3.

In line with our aspiration to have zero accident, we immediately implement appropriate corrective and preventive measures following every incident. The aim of these measures is to prevent such an incident in the future. Incident statistics, safety measures and corrective actions are available to our employees on our intranet.

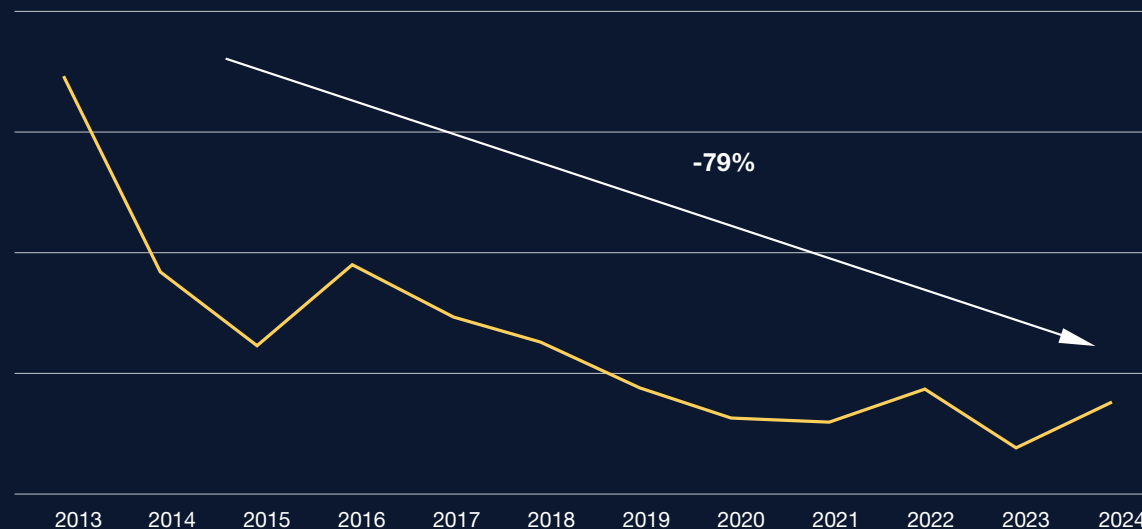
5.2 Health and safety

GRI [3-3, 403-2, 403-7]

Examples of safety measures implemented in 2024 at our production sites

- Identification of tripping risk and improvement, installation and marking of stairways and handrails
- Installation of additional safety equipment, e.g. mirrors, insulation blankets, extension handles/improved access for valves
- Improvement of tools such as safer knives to open bags, ergonomic pipettes, installation of safety barriers to secure pedestrian walkway and driver's room access
- Improvement of working conditions, e.g. safety mechanisms for safe working on the roof, anti-tipping installations, lifting beams

LTIFR per million hours worked



5.2 Health and safety

Key measures and evaluation

GRI [3-3, 403-2, 403-4]

| Measures | Targets for 2024 | Progress and achievements in 2024 |
|-----------------------|--|--|
| LTIFR | LTIFR below 3 | Target not met with LTIFR of 3.96; From 2013 to 2024, we were able to reduce our LTIFR by 79% |
| Safety audits | Monthly safety walks and audits | Internal audits performed and actions taken, where necessary |
| OHS management system | Safety training for each relevant employee of Jungbunzlauer and of contractors | Safety training done and reported for each employee and contractor who participated, where necessary |
| Kaizen approach | Daily, weekly or monthly Gemba walks, continuous improvement in all areas | Progress towards goals Targets set individually by each production site |

Outlook

In order to progress towards our goal of zero accidents, additional safety measures will be taken. Safety audits and inspections will be continued, and corrective and preventive measures implemented at all production sites. In 2025, a Safety Council will be introduced. It will be a cross-functional team owning and reviewing the Health, Safety, Security and Environment (HSSE) agenda, relevant KPIs as well as initiatives and projects on behalf of the Executive Committee. It will also be responsible for the sharing of best practices and advancements of the HSSE culture across Jungbunzlauer. In line with this, a Group-wide safety initiative against “slips, trips & falls”, Group-wide cross audits and “life saving rules” will be introduced.



5.3 Diversity and equality

5.3 Diversity and equality

GRI [3-3]



Our ambition

Overall, it is our goal to continue growing Jungbunzlauer by investing, innovating and maintaining a fair and open working environment in which all employees can develop to their full potential.

We are also striving to generate increased awareness of diversity and equality issues. We aim to positively influence the working environment in these areas.

In line with our strategic vision, we recognise that embracing diversity and fostering inclusion throughout our organisation is key to serving our diverse customer base effectively and staying ahead in dynamic markets.

Our approach

By fostering an inclusive culture, we strive to take advantage of diversity and broaden our perspectives, create new ideas and achieve better outcomes and innovative results. We believe that a diverse workforce with equal opportunities will make a positive contribution to society and improve the motivation and lives of our employees, suppliers and customers, and thus strengthen Jungbunzlauer's success. With the review and update of our corresponding policy started at the end of 2024, we approach DE&I at Jungbunzlauer through various initiatives.

Putting the necessary resources in place to shape a meaningful agenda

In 2024, the Global Head of Talent Management, Organisational Development and DE&I started into their new role working together with the EVP HR in order to focus our efforts on DE&I.

The review and update of people fundamentals, such as Total Rewards, the new HRIS, Talent Management, Organisational Development and Leadership Development are well on their way. We are making good progress but still have some way to go to achieve our targets of a balanced workforce across multiple parameters, e.g. gender or educational background.

Increased collaboration in learning

At Jungbunzlauer, we have a multi-generational workforce. In order to be effective and productive, our employees must continuously have opportunities to learn and grow. Our focus on building age-diverse teams is resulting in innovation to take our business forward.

We have also considered how we design our learnings to include a variety of different learning formats, such as online courses, workshops, and collaboration projects. This ensures that we accommodate a broad range of diverse learning preferences.

Flexible working

Hybrid working is being offered at our offices and for relevant positions at our production sites to ensure that we appeal to a broad talent base and retain employees who have commitments and responsibilities outside of work needing their focus and attention.

Focus on recruitment practices

Recognising the need to enhance gender diversity within our senior leadership team, we took deliberate steps to attract and recruit highly qualified women with diverse skill sets and experiences. By implementing inclusive hiring practices, expanding our candidate search networks, and partnering with organisations focused on female leadership development, we were able to increase female representation in the Executive Committee from 14% to 38%. This outcome reflects our dedication to building a leadership team that is truly representative of the diverse markets we serve.

5.3 Diversity and equality

GRI [3-3]

Building an inclusive culture to ensure all voices are heard

In 2024, the Executive Committee trialled a new culture survey and went through a development programme to create the culture which will support the strategic ambitions of the Group. As a result, Jungbunzlauer’s values will be updated in 2025, our vision and mission will be replaced by our purpose, and a new leadership framework will be developed.

Retention, development and compensation

Ensuring the retention and development of our workforce remains a priority. We understand that inclusion is essential not only during the recruitment phase but throughout an employee’s entire career journey. By providing inclusive development programmes, fostering a supportive work culture, and offering advancement opportunities based on merit, we aim to create an environment where all employees feel valued and can thrive. This is also mirrored in our compensation philosophy. In 2024, the Global Head of Total Rewards worked towards ensuring a transparent and equitable approach to comply with the upcoming EU Pay Transparency Directive. This includes the implementation of the HRIS and a new payroll vendor, as well as enhancing our Total Rewards framework. The framework addresses salary benchmarking, job architecture, performance management and compensation to ensure clear and fair processes to how we pay and reward our employees. In 2025, this function will also work on a review of employee benefits as well as elevate our Total Rewards communication and education.

Community Engagement

Beyond our internal initiatives, we understand the importance of engaging and giving back to the communities we serve. Through partnerships with local organisations and community-focused initiatives, we have sought to support and uplift those communities.

Key measures and evaluation

GRI [405-1]

To assess our workforce regarding DE&I, we consider a variety of measures: gender balance, generational demographics, employment contracts, countries represented and learning opportunities (content and channel). Once the HRIS is fully implemented, our KPI-database will be further developed and strengthened.

The Board of Directors is represented by 9 male (82%) and 2 female (18%) members. As of 2024, the Executive Committee is represented by 5 male and 3 female members.

At Jungbunzlauer, 80% of employees are male and 20% are female. This is due to the fact that most of our employees are working in our production sites. 57% of our employees are between 30 and 50 years old. 25% are older than 50 years. Younger employees (< 30 years) only account for 18% of the total employees.

| Measures | Targets for 2024 | Progress and achievements in 2024 |
|---|--|---|
| Retention, development and compensation | Conduct Group-wide compensation review | Review finalised |
| Implement DE&I strategy | Continue building the DE&I strategy | New HR positions filled to further develop and implement the strategy |

| Key topics |
|--|
| Gender diversity and equality, inclusive culture, recruitment practices, retention, development and compensation |
| Guidelines and certifications |
| “Equality, Diversity and Inclusion Policy”, implementation of a DE&I strategy |

5.3 Diversity and equality

Diversity of governance bodies and employees (per level and function) by gender

GRI [3-3, 405-1]

| | Total male | | Total female | | Total |
|-----------------------------|------------|------|--------------|------|-------|
| | Headcount | in % | Headcount | in % | |
| Board of Directors | 9 | 82 | 2 | 18 | 11 |
| Executive Committee | 5 | 62 | 3 | 38 | 8 |
| Operations | 896 | 89 | 106 | 11 | 1,002 |
| Product Management | 32 | 65 | 17 | 35 | 49 |
| Corporate Development | 17 | 49 | 18 | 51 | 35 |
| Sales | 75 | 48 | 81 | 52 | 156 |
| Administration ^a | 38 | 49 | 39 | 51 | 77 |

Diversity of governance bodies and employees (per level and function) by age group

GRI [3-3, 405-1]

| | < 30 years | | 30-50 years | | > 50 years | | Total |
|-----------------------------|------------|------|-------------|------|------------|------|-------|
| | Headcount | in % | Headcount | in % | Headcount | in % | |
| Board of Directors | 0 | 0 | 3 | 27 | 8 | 73 | 11 |
| Executive Committee | 0 | 0 | 3 | 38 | 5 | 62 | 8 |
| Operations | 203 | 20 | 587 | 59 | 212 | 21 | 1,002 |
| Product Management | 6 | 12 | 35 | 71 | 8 | 16 | 49 |
| Corporate Development | 5 | 14 | 25 | 71 | 5 | 14 | 35 |
| Sales | 12 | 8 | 79 | 51 | 65 | 42 | 156 |
| Administration ^a | 9 | 12 | 35 | 45 | 33 | 43 | 77 |

^a Grouping of the following departments: Finance and IT, HR

Each employee is reported as headcount. This includes both permanent employees and those employed on a leased or temporary basis who were working at Jungbunzlauer at the end of the reporting period. Third-party employees are not included

5.3 Diversity and equality

Outlook

GRI [3-3]

Looking ahead, we remain steadfast in our commitment to building a workforce that reflects our diverse customers and markets. We will continue to set targets to track our progress in fostering DE&I at all levels of our organisation. Additionally, we will continue investing in development programmes, strengthening partnerships with diverse suppliers and community organisations to ensure sustained progress in this crucial area.

With the review of our DE&I policy, we will set several ambitions that will guide our journey to integrate DE&I principles throughout the business in 2025 and beyond:

- Increase female representation for all leadership positions
- Develop further metrics as part of the overall Talent Management strategy and framework
- Create a more diverse workforce by becoming a “Great Place to Work” (certification)
- Attract, retain and promote talented, diverse employees across the Jungbunzlauer Group
- Continue to foster collaboration across generations as part of Jungbunzlauer’s uniqueness



6 Data and performance



6.1 Environmental performance data

6.1 Environmental performance data

Energy

GRI [302-1, 302-3]

| Category | Unit | 2024 | 2023 | Variation (%) |
|--|---------------------------|---------------|------------------------|---------------|
| Fuel consumption, total | TJ^a | 7,214 | 6,647 | +9 |
| Non-renewable (purchased natural gas and fuel oils) | TJ | 6,711 | 6,267 | +7 |
| Certified renewable (self-generated biogas) | TJ | 503 | 381 | +32 |
| Steam consumption^b | TJ | 721 | 475^f | +52 |
| Electricity consumption, total^c | TJ | 3,076 | 2,183 | +41 |
| Not certified renewable (purchased) | TJ | 608 | 386 | +58 |
| Certified renewable (purchased, self-generated) ^d | TJ | 2,468 | 1,797 | +37 |
| Energy consumption, total | TJ | 11,011 | 9,305 | +18 |
| Renewable | TJ | 2,971 | 2,178 | +36 |
| Energy intensity | MJ/EUR^e | 9.36 | 7.02 | +33 |

^a TJ: Terajoule

^b Purchased steam consumption includes also small quantities of hot water used for production processes and produced by heat recovery from the exhaust gases of a CHP installation at the steam supplier, and a small amount of district heat used for heating of sales offices

^c Excluding self-generated electricity from fuel consumption to avoid double-counting as fuel consumed for electricity production counted under fuel consumption

^d Self-generated renewable electricity (solar power) included under certified renewable electricity consumption in the 2024 report. Data for 2023 was retroactively calculated to include self-generated renewable electricity

^e Energy intensity is calculated in MJ/EUR of gross sales. All types of energy consumed within the organisation are included

^f Data in 2023 report contained an error, data corrected in the 2024 report

Heating consumption is reported within fuel, steam or electricity consumption, depending on the entity

Energy consumption categories not relevant for Jungbunzlauer production sites: electricity sold, heating sold, cooling sold, steam sold

The energy consumption of organisations for which Jungbunzlauer has neither financial nor operational control does not fall within the scope of Jungbunzlauer's energy consumption. Energy purchased by Jungbunzlauer from such organisations is included in the purchased portion of the relevant energy types

GHG emissions intensity

GRI [305-4]

| (kg CO ₂ e/EUR) | 2024 | 2023 | 2020 |
|--|------|-------------------|-------------------|
| GHG emissions intensity^a | 1.06 | 0.74 ^b | 1.79 ^b |

^a GHG emissions intensity is calculated in kg of CO₂e/EUR of gross sales, using Jungbunzlauer's global absolute CCF and global gross sales

^b Due to a change in calculation methodology for emissions of categories 3.4 and 3.9 in 2024, data were calculated retroactively with the new methodology for 2020 and 2023. The recalculation also affected the GHG emissions intensity results

6.1 Environmental performance data

Progress towards SBTs

| Reporting item (,000 mt CO ₂ e) ^a | 2024 | Change in 2024 vs. 2020 (%) | 2023 | Base year 2020 | Base year 2020 emissions covered by targets (%) |
|--|------------|--------------------------------|------------|----------------|---|
| ABS1: Scopes 1+2 market-based | 398 | -42 | 357 | 687 | 100 |
| Scope 1 | 348 | -28 | 324 | 480 | 100 |
| Scope 2 market-based | 51 | -76 | 33 | 207 | 100 |
| ABS2: Categories 3.3+3.4^b | 182 | -13 | 158 | 209 | 100 |
| Category 3.3 fuel- and energy-related activities | 106 | -12 | 98 | 121 | 100 |
| Category 3.4 upstream transportation and distribution ^b | 76 | -14 | 60 | 88 | 100 |
| O1: Share of suppliers by emissions of category 3.1 with SBTs (%) | 10 | N/A | 8 | 1 | N/A |

^a Except if unit is indicated differently in the table

^b Change in calculation methodology for emissions of category 3.4 in 2024. Data were calculated retroactively with the new methodology for 2023 and 2020

6.1 Environmental performance data

Full GHG emissions inventory

GRI [305-1, 305-2, 305-3]

| Emissions (,000 mt CO ₂ e) ^{a, b, c, d} | 2024 ^g | 2023 ^f | Base year 2020 ^e |
|---|-------------------|-------------------|-----------------------------|
| CCF (scopes 1, 2 and 3, market-based) | 1,244 | 983 | 1,540 |
| Scope 1^h | 348 | 324 | 480 |
| Scope 2 (market-based)ⁱ | 51 | 33 | 207 |
| Scope 3 (total)^j | 846 | 626 | 853 |
| 3.1 Purchased goods and services ^{k, l} | 541 | 375 | 556 |
| 3.2 Capital goods | 93 | 69 | 46 |
| 3.3 Fuel- and energy-related activities | 106 | 98 | 121 |
| 3.4 Upstream transportation and distribution ^{l, m} | 76 | 60 | 88 |
| 3.5 Waste generated in operations ^h | 11 | 11 | 28 |
| 3.6 Business travel | 3 | 2 | 0 |
| 3.7 Employee commuting | 2 | 2 | 2 |
| 3.8 Upstream leased assets ⁿ | 0 | 0 | 0 |
| 3.9 Downstream transportation and distribution ^m | 13 | 9 | 12 |
| 3.10 Processing of sold products ^o | NC | NC | NC |
| 3.11 Use of sold products ^o | NC | NC | NC |
| 3.12 End-of-life treatment of sold products ^o | NC | NC | NC |
| 3.13 Downstream leased assets ⁿ | 0 | 0 | 0 |
| 3.14 Franchises ⁿ | 0 | 0 | 0 |
| 3.15 Investments ⁿ | 0 | 0 | 0 |
| CCF (scopes 1, 2 and 3, location-based) | 1,348 | 1,082 | 1,550 |
| Scope 2 (location-based) | 155 | 132 | 217 |
| Biogenic CO₂ emissions (scope 1 and category 3.5)^p | 162 | 126 | 384 |

^a Reporting period from 1 January to 31 December

^b Emissions reported in thousands of metric tons of CO₂ equivalents, covering CO₂, CH₄, N₂O, HFC-23, HFC-134a and SF₆

^c Source of activity data: primary data measured or calculated by Jungbunzlauer

^d Impact category: Global Warming Potential (GWP100), IPCC 2021 for 2023 and 2024 data; IPCC 2013 for 2020 data

^e Source of emissions factors for 2020: secondary data from ecoinvent v3.6, a portion of the emissions factors being adjusted or modeled to reflect Jungbunzlauer's specificities

^f Source of emissions factors for 2023: secondary data mainly from ecoinvent v3.9, a portion of the emissions factors being adjusted or modeled to reflect Jungbunzlauer's specificities; some from ETS and CBAM legislations

^g Source of emissions factors for 2024: secondary data from ecoinvent v3.10 or ETS legislation, a portion of the emissions factors being adjusted or modeled to reflect Jungbunzlauer's specificities. No retroactive change was made in the calculation for 2020 and 2023 in consideration of the limited cumulative impact of the emissions factor updates and changes on the CCF

^h Biogenic CH₄ and N₂O emissions from on-site wastewater treatment are contained in scope 1 for the production sites with a wastewater treatment plant controlled by Jungbunzlauer, and in category 3.5 for the production sites with a wastewater treatment plant not controlled by Jungbunzlauer

ⁱ GHG emissions from the electricity consumption of a utilities company supplying various services to Jungbunzlauer, and in which Jungbunzlauer is a minority shareholder without financial and operational control, were included for the first time in scope 2 in 2024. No retroactive inclusion in the calculation for 2020 and 2023 in consideration of the limited impact of this inclusion on the CCF

^j Scope 3 emissions calculated according to minimum boundary rules

^k Spend based services were included in the CCF calculation for 2024.

No retroactive change in the calculation for 2020 and 2023 in consideration of the limited impact of this inclusion on the CCF

^l Extrapolations are made to cover undetermined portions of emissions of categories 3.1 and 3.4. Extrapolations of category 3.1 do not include emissions relating to operational expenditures for indirect procurement

^m Change in calculation methodology for emissions of categories 3.4 and 3.9 in 2024. Data were calculated retroactively with the new methodology for 2023 and 2020. Scope 3 (total) and CCF were adjusted accordingly

ⁿ No emissions generated in these categories

^o Emissions from categories 3.10, 3.11 and 3.12, including related biogenic CO₂ emissions, excluded due to inability to reasonably estimate the downstream emissions associated with the various end uses of Jungbunzlauer's products. NC stands for Not Calculable

^p Biogenic CO₂ emissions significantly lower and split into scope 1 and category 3.5 from 2023 onwards due to data quality improvement of the ecoinvent emissions factor for wastewater treatment from v3.9 onwards

6.1 Environmental performance data

Water
GRI [303-3, 303-4, 303-5]

| Water (ML/y) | | 2024 | | 2023 | | Variation (%) |
|--|--|--------|--------------------------------------|--------|--------------------------------------|---------------|
| | | Total | Areas with water stress ^c | Total | Areas with water stress ^c | Total |
| | Water withdrawal | 84,352 | 71,917 | 65,657 | 54,744 | +28 |
| Freshwater (≤ 1,000 mg/L TDS ^a) | Fresh surface water (incl. rainwater, water from wetlands, rivers and lakes) | 81,984 | 70,918 | 63,475 | 53,709 | +29 |
| Freshwater (≤ 1,000 mg/L TDS ^a) | Groundwater – renewable | 1,014 | 901 | 1,106 | 955 | -8 |
| Freshwater (≤ 1,000 mg/L TDS ^a) | Produced/entrained water | 211 | 62 | 165 | 56 | +28 |
| Groundwater | Third-party water | 1,143 | 36 | 912 | 23 | +25 |
| | Water discharge ^b | 85,616 | 73,106 | 67,399 | 56,045 | +27 |
| Freshwater (≤ 1,000 mg/L TDS ^a) | Fresh surface water | 65,222 | 65,222 | 48,735 | 48,735 | +34 |
| Other water (> 1,000 mg/L TDS ^a) | | 19,235 | 7,846 | 17,782 | 7,272 | +8 |
| Other water (> 1,000 mg/L TDS ^a) | Third-party water | 1,159 | 39 | 881 | 38 | +32 |
| | Water consumption | -1,264 | -1,189 | -1,742 | -1,301 | -27 |

^a Total dissolved solids

^b The water discharges are primarily treated in our wastewater treatment plants to reduce their organic matter content (COD load). Depending on national requirements, wastewater is treated and monitored for specific nutrients such as nitrogen or phosphorus before the water is released to the rivers.

^c Areas with water stress as defined by the Aqueduct Water Risk Atlas

^d For our production site in Port Colborne, Canada, water consumption cannot be fully assessed. An estimate has to be made instead, which can lead to negative water consumption values

Water categories not relevant for Jungbunzlauer production sites:
 Water withdrawal: other water (> 1,000 mg/L TDS), brackish surface water/seawater, groundwater – non-renewable, third-party water (surface water, seawater, produced water)
 Water discharge: brackish surface water/seawater, groundwater, third-party water (freshwater (≤ 1,000 mg/L TDS))

6.1 Environmental performance data

Waste

GRI [306-3, 306-4, 306-5]

| Waste (mt/y) | | 2024 | 2023 | Variation (%) |
|------------------------------|-----------------------------------|--------|--------|---------------|
| Waste generated | | 26,770 | 23,913 | +12 |
| Waste diverted from disposal | | 11,871 | 2,612 | +355 |
| Hazardous waste | | 31 | 28 | +11 |
| | Recycling | 31 | 28 | +11 |
| Non-hazardous waste | | 11,840 | 2,584 | +358 |
| | Recycling | 11,840 | 2,584 | +358 |
| Waste directed to disposal | | 14,900 | 21,301 | -30 |
| Hazardous waste | | 101 | 51 | +96 |
| | Incineration (with energy use) | 44 | 25 | +73 |
| | Incineration (without energy use) | 23 | 15 | +57 |
| | Landfilling ^a | 6 | 0 | N/A |
| | Other disposal operations | 28 | 11 | +150 |
| Non-hazardous waste | | 14,799 | 21,250 | -30 |
| | Incineration (with energy use) | 2,300 | 1,771 | +30 |
| | Incineration (without energy use) | 101 | 0 | N/A |
| | Landfilling | 12,398 | 19,479 | -36 |

^a In 2024, minor quantities of hazardous waste had exceptionally to be landfilled (asbestos-containing insulation materials from building demolition work)

Waste categories not relevant for Jungbunzlauer production sites:

Waste diverted from disposal: hazardous waste (preparation for reuse, other recovery operations); non-hazardous waste (preparation for reuse, other recovery operations)

Waste directed to disposal: non-hazardous waste (other disposal operations)

6.2 Human resources performance data

6.2 Human resources performance data

The data below are summarised for the reporting year 2024. Each employee is reported in headcount. This includes both permanent employees and those employed on a leased or temporary basis who were working at Jungbunzlauer at the end of the reporting period. Third-party employees are not included.

Jungbunzlauer employees

| | 2024 | 2023 | 2022 | 2021 | 2020 |
|----------------|-------|-------|-------|-------|-------|
| Europe | 1,074 | 1,071 | 1,025 | 1,025 | 964 |
| Americas | 235 | 222 | 201 | 202 | 187 |
| Asia & Pacific | 18 | 17 | 15 | 15 | 16 |
| All regions | 1,327 | 1,310 | 1,241 | 1,242 | 1,167 |



GRI content index

| | |
|--|---|
| Statement of use | Jungbunzlauer has reported in accordance with the GRI Standards for the period from 1 January 2024 to 31 December 2024. |
| GRI 1 used | GRI 1: Foundation 2021 |
| Applicable GRI Sector Standard(s) | not applicable |

| GRI Standard/ Other source | Disclosure | Location/ Direct answers | Requirement(s) omitted | Omissions Reason | Explanation |
|---------------------------------|------------|---|--|--|--|
| General disclosures | | | | | |
| GRI 2: General Disclosures 2021 | | | | | |
| | 2-1 | Organisational details | 9 | | |
| | 2-2 | Entities included in the organisation's sustainability reporting | Jungbunzlauer Austria AG Jungbunzlauer Canada Inc. Jungbunzlauer Ladenburg GmbH Jungbunzlauer SA (France) Jungbunzlauer Inc. (USA) Jungbunzlauer Singapore Pte. Ltd. Jungbunzlauer BV (Netherlands) Jungbunzlauer India Private Ltd. Jungbunzlauer Japan Co. Ltd. Jungbunzlauer Mexico S.A. de C.V. Jungbunzlauer International AG Jungbunzlauer Suisse AG Jungbunzlauer Holding AG Immobilien-gesellschaft St. Alban-Vorstadt 90/92 AG Unless otherwise stated, the scope of the information covers all entities as listed above | | |
| | 2-3 | Reporting period, frequency and contact point | 5 | | |
| | 2-4 | Restatements of information | 6 | | |
| | 2-5 | External assurance | 5 | | |
| | 2-6 | Activities, value chain and other business relationships | 9, 12-16, 49 | | |
| | 2-7 | Employees | 10-11 | | |
| | 2-8 | Workers who are not employees | 10 | | |
| | 2-9 | Governance structure and composition | 20-22, 24-25 https://www.jungbunzlauer.com/en/sustainability/governance | | |
| | 2-10 | Nomination and selection of the highest governance body | 20 | | |
| | 2-11 | Chair of the highest governance body | 20 | | |
| | 2-12 | Role of the highest governance body in overseeing the management of impacts | 20-21 | | |
| | 2-13 | Delegation of responsibility for managing impacts | 20-21, 23-24 | | |
| | 2-14 | Role of the highest governance body in sustainability reporting | 23-24 | | |
| | 2-15 | Conflicts of interest | 21, 44 | | |
| | 2-16 | Communication of critical concerns | 22, 43, 46 | | |
| | 2-17 | Collective knowledge of the highest governance body | 20 | | |
| | 2-18 | Evaluation of the performance of the highest governance body | 24 | a. describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organisation's impacts on the economy, environment, and people | Information unavailable/incomplete Data is not evaluated yet as there is no process implemented |

GRI content index

| GRI Standard/ Other source | Disclosure | | Location/ Direct answers | Requirement(s) omitted | Omissions Reason | Explanation |
|---|---|---|---|---|-----------------------------|--|
| | 2-19 | Remuneration policies | 21 | a. describe the remuneration policies for members of the highest governance body and senior executives b. describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organisation's impacts on the economy, environment, and people | Confidentiality constraints | As a privately owned company, we have decided not to publish any information on remuneration and compensation for reasons of confidentiality |
| | 2-20 | Process to determine remuneration | 22 | a. describe the process for designing its remuneration policies and for determining remuneration a. report the ratio of the annual total compensation for the organisation's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual) | Confidentiality constraints | As a privately owned company, we have decided not to publish any information on remuneration and compensation for reasons of confidentiality |
| | 2-21 | Annual total compensation ratio | | b. report the ratio of the percentage increase in annual total compensation for the organisation's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) | Confidentiality constraints | As a privately owned company, we have decided not to publish any information on remuneration and compensation for reasons of confidentiality |
| | 2-22 | Statement on sustainable development strategy | 8 | | | |
| | 2-23 | Policy commitments | 14, 18, 26, 43, 49 https://www.jungbunzlauer.com/en/sustainability/social/health-and-safety | | | |
| | 2-24 | Embedding policy commitments | 43, 49-51 | | | |
| | 2-25 | Processes to remediate negative impacts | 35, 43, 54 | | | |
| | 2-26 | Mechanisms for seeking advice and raising concerns | 43, 46 | | | |
| | 2-27 | Compliance with laws and regulations | 48 | | | |
| | 2-28 | Membership associations | 40 | | | |
| | 2-29 | Approach to stakeholder engagement | 38-39 | | | |
| | 2-30 | Collective bargaining agreements | 11 | | | |
| Material topics | | | | | | |
| GRI 3: Material Topics 2021 | | | | | | |
| | 3-1 | Process to determine material topics | 36 | | | |
| | 3-2 | List of material topics | 37 | | | |
| | Corporate behaviour including anti-corruption and anti-competitive behaviour | | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 42-48 | | | |
| GRI 205: Anti-corruption 2016 | 205-3 | Confirmed incidents of corruption and actions taken | 48 | | | |
| GRI 206: Anti-competitive Behavior 2016 | 206-1 | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | 48 | | | |

GRI content index

| GRI Standard/ Other source | Disclosure | | Location/ Direct answers | Omissions | |
|--|-------------------------------------|--|--------------------------------|---------------------------|-----------------------|
| | | | | Requirement(s) omitted | Reason Explanation |
| | Resources and materials | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 42, 49-53 | | |
| GRI 3: Material Topics 2021 Assessment 2016 | 414-1 | New suppliers that were screened using social criteria | 53 | | |
| | Product responsibility | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 42, 54-56 | | |
| Own disclosure | | Returned goods from customers | 56 | | |
| | Data security and cyber risk | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 42, 57-59 | | |
| GRI 418: Customer Privacy 2016 | 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | 59 | | |
| | Climate and energy | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 61-74 | | |
| GRI 302: Energy 2016 | 302-1 | Energy consumption within the organisation | 97 | | |
| | 302-3 | Energy intensity | 97 | | |
| GRI 305: Emissions 2016 | 305-1 | Direct (Scope 1) GHG emissions | 70, 99 | | |
| | 305-2 | Energy indirect (Scope 2) GHG emissions | 70, 99 | | |
| | 305-3 | 305-3 Other indirect (Scope 3) GHG emissions | 70, 99 | | |
| | 305-4 | GHG emissions intensity | 71, 97 | | |
| Own disclosure | | Development of PCFs | 73 | | |
| | Water and wastewater | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 61, 75-76 | | |
| GRI 303: Water and Effluents 2018 | 303-1 | Interactions with water as a shared resource | 75-76 | | |
| | 303-2 | Management of water discharge-related impacts | 75-76 | | |
| | 303-3 | Water withdrawal | 100 | | |
| | 303-4 | Water discharge | 100 | | |
| | 303-5 | Water consumption | 100 | | |
| | Waste | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 61, 77-78 | | |
| GRI 306: Waste 2020 | 306-1 | Waste generation and significant waste-related impacts | 77-78 | | |
| | 306-2 | Management of significant waste-related impacts | 77-78 | | |
| | 306-3 | Waste generated | 101 | | |
| | 306-4 | Waste diverted from disposal | 101 | | |
| | 306-5 | Waste directed to disposal | 101 | | |

GRI content index

| GRI Standard/ Other source | Disclosure | | Location/ Direct answers | Omissions | | |
|---|-------------------------------|---|--------------------------------|---|------------------------------------|--|
| | | | | Requirement(s) omitted | Reason | Explanation |
| GRI 3: Material Topics 2021 Own disclosure | Biodiversity | | | | | |
| | 3-3 | Management of material topics | 61, 79-80 | | | |
| | | List of prioritised fields | 80 | | | |
| GRI 3: Material Topics 2021 GRI 404: Training and Education 2016 | Education and training | | | | | |
| | 3-3 | Management of material topics | 82-86 | | | |
| | 404-3 | Percentage of employees receiving regular performance and career development reviews | 85-86 | | | |
| | 403-5 | Worker training on occupational health and safety | 84 | | | |
| GRI 3: Material Topics 2021 GRI 403: Occupational Health and Safety 2018 Own disclosure | Health and safety | | | | | |
| | 3-3 | Management of material topics | 82, 87-91 | | | |
| | 403-1 | Occupational health and safety management system | 89 | | | |
| | 403-2 | Hazard identification, risk assessment, and incident investigation | 87-91 | | | |
| | 403-3 | Occupational health services | 89 | | | |
| | 403-4 | Worker participation, consultation, and communication on occupational health and safety | 88-89, 91 | | | |
| | 403-6 | Promotion of worker health | 87-89 | | | |
| | 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 88-90 | | | |
| | 403-8 | Workers covered by an occupational health and safety management system | 89 | | | |
| | | LTIFR rate | 89, 91 | | | |
| GRI 3: Material Topics 2021 GRI 405: Diversity and Equal Opportunity 2016 | Diversity and equality | | | | | |
| | 3-3 | Management of material topics | 82, 92-95 | | | |
| | 405-1 | Diversity of governance bodies and employees | 93-94 | | | |
| | 405-2 | Ratio of basic salary and remuneration of women to men | | a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation | Information unavailable/incomplete | The information is currently not evaluated because no process is implemented. It is planned to have the data available in 2025 |

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