



# SUSTAINABILITY REPORT

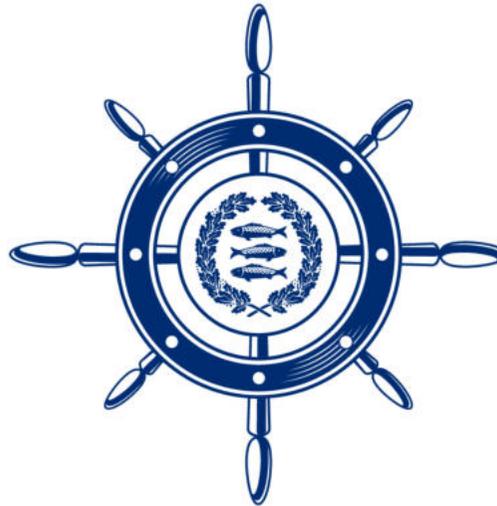
2024

OPEN-MINDED. COMPETENT. INNOVATIVE. FAMILY SPIRIT.  
OPEN-MINDED. **COMPETENT.** INNOVATIVE. FAMILY SPIRIT.  
OPEN-MINDED. COMPETENT. **INNOVATIVE.** FAMILY SPIRIT.  
OPEN-MINDED. COMPETENT. INNOVATIVE. **FAMILY SPIRIT.**



**OPEN-MINDED**

Everyone is welcome here!



**INNOVATIVE** .....

We promote entrepreneurial spirit!

..... **COMPETENT**

We are experts in our field!



**FAMILY SPIRIT**

We live family business!



**WE LIVE OUR SOCIAL AND ENVIRONMENTAL VALUES, WHICH  
ARE FIRMLY ROOTED IN THE CULTURE OF OUR GLOBALLY  
ACTIVE, FAMILY-RUN GROUP OF COMPANIES.**



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

# TABLE OF CONTENTS

## WHAT TO EXPECT IN THIS REPORT

---

1.	ABOUT THIS REPORT	6	7.	OUR SOCIAL COMMITMENT	44
2.	FOREWORD	8	8.	OUR STRATEGIC CORPORATE MANAGEMENT	56
3.	ABOUT US	10	9.	A LOOK AHEAD AT OUT FUTURE	66
4.	OUR GOALS AND STRATEGY	20	10.	LIST OF SOURCES	68
5.	OUR MILESTONES IN 2024	22	11.	SITE NOTICE	69
6.	OUR ENVIRONMENTAL RESPONSIBILITY	30			

## ABOUT THIS REPORT

### Sustainability Reporting 2024 – Our Approach and Aspirations

For the sixth consecutive year, we – the Jebsen & Jessen Hamburg Group – are providing comprehensive insight into our values, goals and self-image as a responsible company in our sustainability report. For the 2024 financial year, we have again decided to report voluntarily and transparently on our activities in the areas of the environment, social affairs and corporate governance.

Sustainability is an integral part of everything we do. We take a holistic view of economic, environmental and social aspects – and consistently align our business activities with this approach. As a global service provider, we bear responsibility towards our employees, our partners along the supply chain, our customers and the societies in which we operate.

#### REPORT STRUCTURE

This report follows the proven structure based on the three dimensions of "E" (environment), "S" (social) and "G" (governance), which are reflected in the chapters on environmental responsibility, social orientation and strategic corporate management.

In our previous sustainability report, we already provided information about the upcoming requirements of the Corporate Sustainability Reporting Directive (CSRD) and prepared intensively for its implementation. As part of this preparation, we conducted a double materiality analysis in 2024. Even though our reporting obligation is likely to be waived in the course of the current omnibus procedure, no final decisions have been made as yet. Accordingly, these are still drafts. A final decision is not expected before the end of 2025.

The only thing that is certain is that a two-year postponement of its application is planned. Nevertheless, we have decided to report voluntarily in accordance with the VSME standard (Voluntary Sustainability Reporting Standard for non-listed SMEs). The double materiality analysis developed in the course of our CSRD preparations continues to serve as a solid basis for this. It should be particularly noted that we have continuously and closely coordinated the individual steps of the double materiality analysis – including the selection of the reporting framework and the definition of the value chains – with our auditor. This close cooperation ensures that our methodology is both substantively sound and audit-proof and that it meets regulatory requirements.

***Our first VSME-compliant reporting will take place in 2026 for the 2025 financial year.***

In future, we will distinguish between a sustainability statement in accordance with the VSME standard and a sustainability report. The sustainability statement is a structured and standardised disclosure of material sustainability issues based on the results of the double materiality analysis.



It follows a clearly defined format and serves in particular to ensure comparability and transparency for external stakeholders. The sustainability report, on the other hand, provides additional space for a more comprehensive and individual presentation of our sustainability strategy, specific measures and further content that is relevant to our company and our stakeholders.

## SCOPE OF THE REPORT

This report covers all subsidiaries operating under Jebsen & Jessen (GmbH & Co.) KG. Our subsidiary in Buchholz, Brands Fashion GmbH, also publishes a separate report. You can access this on their website via the QR code.



SCAN ME

Sustainability Report Brands Fashion 2024

All statements in this report are based on assumptions or facts that were valid at the time the report was prepared. Actual results may differ from the assumptions made due to uncertainties. The report has not been subject to external review, but has undergone internal coordination channels. This sustainability report also contains assessments of the future development of the Jebsen & Jessen Hamburg Group. The assumptions have been made carefully and on the basis of various analyses, but are nevertheless subject to uncertainties. Forecasts therefore always involve a degree of risk, which we endeavour to keep as low as possible. We make statements about planned targets, which we are not obliged to meet, but which we consider a high priority.

## PUBLICATION OF THE REPORT

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



SCAN ME

Sustainability Report Jebsen & Jessen Hamburg Group

## NOTES ON THE REPORT

Jebsen & Jessen (GmbH & Co.) KG is referred to in the report as "we", "Jebsen & Jessen Hamburg Group", "Jebsen & Jessen", "Holding" or "Group". For reasons of readability, the report is written in a neutral form. Where the generic masculine form is used, the information nevertheless refers to members of all genders.



## FEEDBACK

Your feedback is important to us in order to continuously improve ourselves and our sustainability management. If you have any questions about the reporting method or the content presented, please contact our ESG management:

[ESG@jebsen-jessen.de](mailto:ESG@jebsen-jessen.de)

All correspondence will be treated as strictly confidential. We welcome your questions and comments on our 2024 Sustainability Report.



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

---

For the sixth time, we – the Jebesen & Jessen Hamburg Group – are providing a comprehensive insight into our values, goals and our self-image as a responsible company in our annual sustainability report. In this edition, we report on the business activities of the Jebesen & Jessen Hamburg Group in 2024.

We do this while taking into account the changing and evolving legal ESG reporting requirements, which is why environmental aspects are increasingly coming to the fore in our report. However, we remain motivated to continue talking about our economic and social goals, as well as ensuring that our business activities are always in balance with our corporate culture, our values and the commitment of our employees.

The political, geopolitical and economic conditions in which companies have to compete today have been very challenging for a number of years. Even after a change of government in Germany, politicians are finding it difficult to work closely with the business community to generate new, far-reaching growth momentum. But entrepreneurship always requires positive thinking and optimism, and when we do this, we see the first signs of a move in the right direction. We are confident that trade barriers can be avoided in global competition and that sufficiently targeted economic development can be pursued.

Despite difficult conditions, we at Jebsen & Jessen can look back on a solid and successful financial year in 2024. We owe this on the one hand to our sound, diversified business structure, which has grown over decades, and on the other hand, at least equally, to the extraordinary commitment, expertise and cross-generational teamwork of our employees and colleagues.

Another important milestone in the recent history of the Jebsen & Jessen Hamburg Group also falls in 2024: the move to the new office building at Rödingsmarkt 16!

A light-flooded, modern office building with new working environments, our successful JJBistro as an employee cafeteria, a roof terrace with a view over the city and the harbour, and improved communication overall delights all employees every day and makes us proud to be part of the Jebsen & Jessen Hamburg Family Enterprise. Not only every employee, but also every business partner and friend is always a welcome guest here.

We live our social and environmental values, which are anchored in the culture of our globally active, family-run group of companies. I would like to thank all my colleagues who have made a special contribution to ensuring that we continue to succeed in this regard, enabling us to live up to our diverse responsibilities as a company once again this year.

I hope you enjoy reading our 2024 Sustainability Report.



**Fritz von der Schulenburg**

Managing Partner of the Jebsen & Jessen Hamburg Group





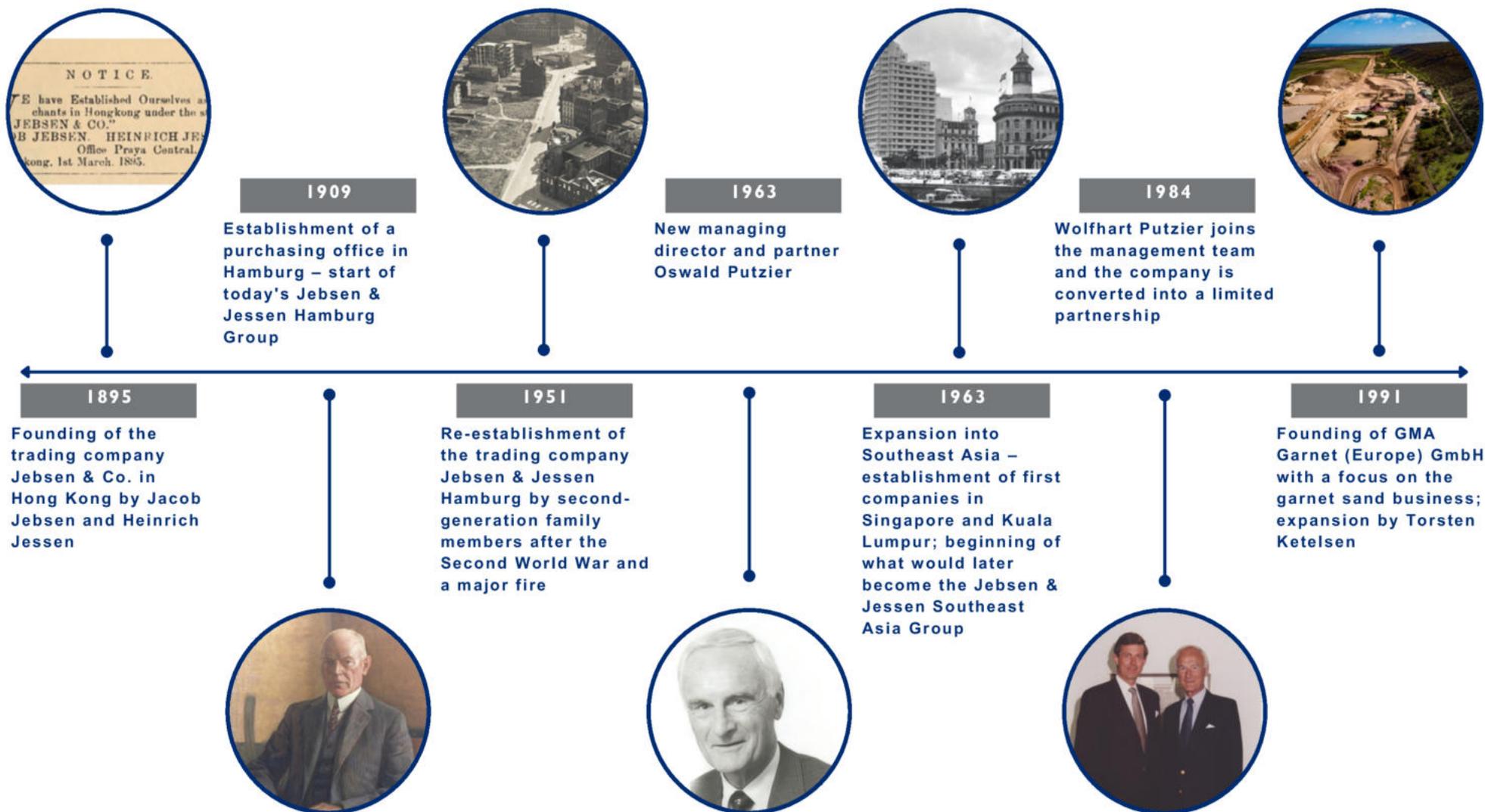
# ABOUT US

Jebsen & Jessen Hamburg Group: Over 115 years of corporate culture and innovation through changing times

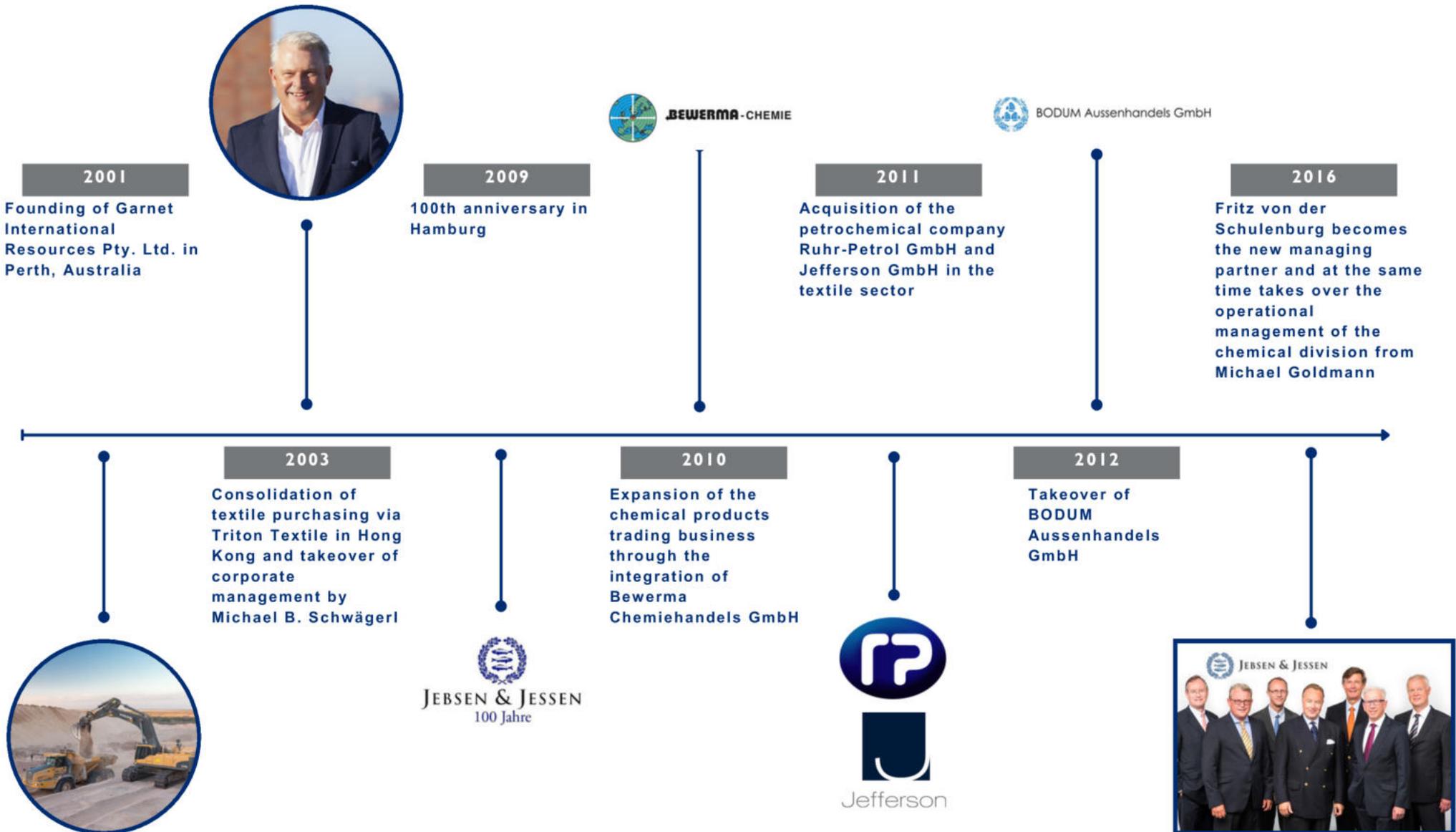
---

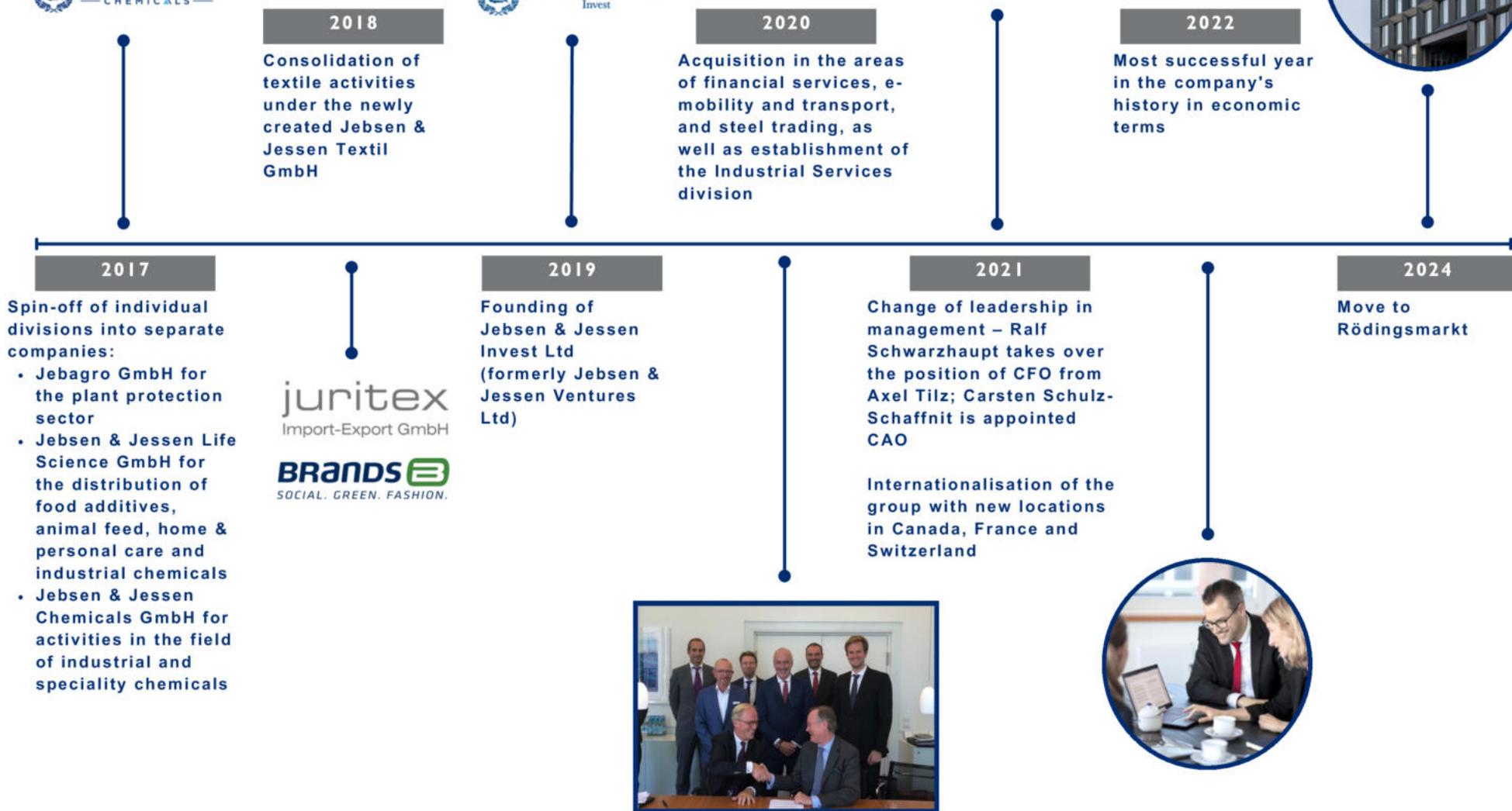
The Jebsen & Jessen Hamburg Group looks back on over 115 years of history – from its beginnings as a traditional, family-run trading company to its current position as an international distribution and service provider. Our corporate culture is characterised by the values of **"open-minded"**, **"competent"**, **"innovative"** and **"family spirit"**. Our actions are guided by entrepreneurial thinking – the ability to constantly adapt to changing business models and the dynamics of global markets.

MILESTONES IN THE COMPANY'S HISTORY (1909–2025)\*



\*You can find a detailed and interactive timeline of our history on our website: <https://www.jebsen-jessen.de/en/company/company-history/>





**2017**

Spin-off of individual divisions into separate companies:

- Jebagro GmbH for the plant protection sector
- Jepsen & Jessen Life Science GmbH for the distribution of food additives, animal feed, home & personal care and industrial chemicals
- Jepsen & Jessen Chemicals GmbH for activities in the field of industrial and speciality chemicals

**2018**

Consolidation of textile activities under the newly created Jepsen & Jessen Textil GmbH



**2019**

Founding of Jepsen & Jessen Invest Ltd (formerly Jepsen & Jessen Ventures Ltd)

**2020**

Acquisition in the areas of financial services, e-mobility and transport, and steel trading, as well as establishment of the Industrial Services division

**2021**

Change of leadership in management – Ralf Schwarzhaupt takes over the position of CFO from Axel Tiltz; Carsten Schulz-Schaffnit is appointed CAO

Internationalisation of the group with new locations in Canada, France and Switzerland

**2022**

Most successful year in the company's history in economic terms

**2024**

Move to Rödingsmarkt

As an internationally active, family-run group of companies, we pursue the common goal of achieving economic success in a responsible and sustainable manner. We are aware that long-term success is based on ethical corporate governance, partnership-based cooperation and committed and loyal employees.

Our strategic focus is on sustainable growth, digital transformation, process optimisation and the continuous development of our employees – they are the driving force behind our success. Our business strategy is based on clear ethical principles and a decentralised structure that enables fast, decisions and lean processes. This creates space for innovation, agility and partnership-based cooperation.

Jebsen & Jessen (GmbH & Co.) KG, headquartered in Hamburg, is part of the **Jebsen & Jessen Family Enterprise Group**, which also consists of **Jebsen & Co. Ltd. (headquartered in Hong Kong)** and **Jebsen & Jessen Pte Ltd. (headquartered in Singapore)**.

The Jebsen & Jessen Family Enterprise Group is managed by the third generation of entrepreneurs, **Hans Michal Jebsen, Chairman of Jebsen & Co. Ltd. in Hong Kong and China**, and **Heinrich Jessen, Chairman of Jebsen & Jessen Pte Ltd. in Singapore and Southeast Asia**. Both gentlemen are also the main shareholders of the Jebsen & Jessen Hamburg Group.



SCAN ME

Website Jebsen & Jessen Family Enterprise Group



As a medium-sized Hamburg-based company, we attach great importance to efficient structures and fast decision-making processes, which are guaranteed by our decentralised organisational structure. In doing so, we pursue strategic goals together.

Overall responsibility for the group lies with **Fritz von der Schulenburg, managing partner and CEO**. He is also responsible for the operational management of the Trading Solutions, Garnet Sand and Textiles divisions.

**Ralf Schwarzhaupt** holds the position of **CFO** and, as **CEO**, manages the Industrial Services division.

**Carsten Schulz-Schaffnit** is **Chief Administrative Director (CAD)** and responsible for the administrative areas of the Hamburg-based group. He is also a member of the management board. Together with the managing directors, division managers and all employees, we stand for an internationally oriented, family-run corporate culture and work hand in hand for the success of our company.

The Hamburger Group operates in four different business divisions and is also supported by the Business Services units in the areas of accounting, controlling, tax, HR, IT, corporate development, communications & marketing, risk management and treasury, BPM, legal & compliance and, since 2024, ESG management.\*

Ralf Schwarzhaupt



Fritz von der Schulenburg



Carsten Schulz-Schaffnit



\*Please feel free to take a look at the various websites of the individual companies to learn more about their business models and products.



**Trading Solutions** is responsible for the international trade and distribution of a broad product portfolio, including food and feed additives, home & personal care products, crop protection products, fertilisers, petrochemicals, industrial chemicals and specialities.

**Textil** offers tailor-made solutions in the field of high-quality textiles – from outdoor and activewear to promotional items and workwear – with a clear focus on sustainability in product design and supply chains.



**Granatsand** supplies the water jet and sandblasting industry in Europe and parts of Africa with high-quality garnet sand as an abrasive – along the entire value chain from source to recycling. The product portfolio is complemented by the sale of cutting and blasting equipment accessories.

**Industrial Services** provides technical and commercial services in the areas of transport/e-mobility and steel trading. In addition, customers are supported in structuring and implementing export financing for capital goods – in cooperation with international banks.



**Jebsen & Jessen Invest** focuses on investments in innovative business models with strategic appeal in order to secure the company's long-term future for coming generations.

The subsidiaries of the Jebsen & Jessen Hamburg Group shown here form the non-financial scope of consolidation. Both our future sustainability statement in accordance with the VSME standard and this sustainability report refer to these companies in their content.





# JEBSEN & JESSEN

## **Jebsen & Jessen Trading Solutions**

Jebsen & Jessen Life Science GmbH  
 Jebsen & Jessen Chemicals GmbH  
 Jebagro GmbH  
 Ruhr-Petrol GmbH  
 Bewerma-Chemie Handelsgesellschaft mbH  
 Bodum Aussenhandels GmbH  
 HHTS Hanseatic Trade Service GmbH  
 Jebsen & Jessen International GmbH  
 Jebsen & Jessen Life Science Inc.

## **Jebsen & Jessen Textil (GmbH & Co.) KG**

Juritex Import-Export GmbH  
 Jebsen & Jessen Textil Verwaltungsgesellschaft mbH  
 Jebsen & Jessen Textil Immobilien GmbH  
 Brands Fashion GmbH  
 Brands Fashion US. Inc.  
 Brands Logistics GmbH  
 Clothing Network GmbH

## **Jebsen & Jessen Industrial Services GmbH**

Jebsen & Jessen Metals GmbH  
 Jebsen & Jessen Industrial Solutions GmbH  
 Jj Industrial Solutions Schweiz AG  
 Jebsen & Jessen Industrial Solutions France S.A.S.

## **GMA Garnet (Europe) GmbH**

## **Jebsen & Jessen Invest GmbH**

Thanks to our diverse and wide-ranging business areas, we are active in various industries and serve a wide variety of customers. Our **customer portfolio** consists of manufacturers, importers, distributors, wholesalers, but also end consumers, private and state-owned companies, which are rooted in many parts of the world. An overview of the industries supplied by our subsidiaries is provided here:

## Trading Solutions

## Garnet Sand

Life Science	Jebagro	Chemicals	Ruhr-Petrol	GMA	
<ul style="list-style-type: none"> <li>• Food Industry</li> <li>• Home &amp; Personal Care</li> <li>• Pet Feed</li> </ul>	<ul style="list-style-type: none"> <li>• Agriculture</li> </ul>	<ul style="list-style-type: none"> <li>• Oil &amp; Gas</li> <li>• Food</li> <li>• Pet Feed</li> <li>• Cosmetics</li> <li>• Coatings</li> <li>• Plastics</li> <li>• Sand Mining</li> <li>• Pharmaceuticals</li> <li>• Automobile Industry</li> </ul>	<ul style="list-style-type: none"> <li>• Oil &amp; Gas</li> <li>• Petrochemicals</li> </ul>	<ul style="list-style-type: none"> <li>• Aviation</li> <li>• Renewable Energies</li> <li>• Automobile Industry</li> <li>• Infrastructure</li> <li>• Defence Industry</li> <li>• Utility Companies</li> <li>• Architecture</li> <li>• Mining</li> <li>• Medical Devices</li> </ul>	<ul style="list-style-type: none"> <li>• Oil &amp; Gas</li> <li>• Construction Industry</li> <li>• Manufacturing</li> <li>• Energy</li> <li>• Personal Accessories &amp; Electronics</li> <li>• Decorative Items</li> </ul>

## Textil

## Industrial Services

Juritex	Brands Fashion Group		Industrial Solutions	Metals
<ul style="list-style-type: none"> <li>• Food Discounter (Food Retail)</li> </ul>	<ul style="list-style-type: none"> <li>• Retail Trade                             <ul style="list-style-type: none"> <li>- Drugstores</li> <li>- DIY Stores &amp; Garden Supplies</li> <li>- Furniture &amp; Furnishings</li> <li>- Electronics &amp; Technology</li> <li>- Food &amp; Beverages</li> </ul> </li> <li>• Tourism &amp; Gastronomy</li> <li>• Automotive</li> </ul>	<ul style="list-style-type: none"> <li>• Construction, Machinery &amp; Technology Industry</li> <li>• Services &amp; Public Institutions</li> <li>• Sport Clubs (Fan Merchandise)</li> <li>• Sportswear</li> <li>• NGOs &amp; Foundations</li> <li>• Fashion (Private Label)</li> </ul>	<ul style="list-style-type: none"> <li>• Railway Companies</li> <li>• Local Public Transport</li> <li>• Utility Vehicle Services</li> <li>• Municipal Operations</li> <li>• Pharmaceuticals, Food, Energy Infrastructure</li> <li>• Petrochemicals</li> <li>• Textiles</li> </ul>	<ul style="list-style-type: none"> <li>• Steel Industry</li> <li>• Construction Industry</li> <li>• Service Centers, Wholesale</li> </ul>

Together with our subsidiaries, we are involved in various **initiatives and associations**. Through our memberships and active engagement, we assume social responsibility and maintain an ongoing dialogue in specialist networks.

- AFICPAR – Académie Francophone des Inspecteurs Certifiés dans la Protection Anticorrosion par Revêtements
- Afrika-Verein der deutschen Wirtschaft e.V.
- AGA – Norddeutscher Unternehmensverband Großhandel, Außenhandel, Dienstleistung e.V.
- ASTAG – Schweizer Nutzfahrzeugverband
- Bangladesch Accord (Brands Fashion)
- BCM – Berufsverband der Compliance Manager e.V.
- BDEx – Bundesverband des Deutschen Exporthandels e.V.
- BGA Bundesverband Großhandel, Außenhandel, Dienstleistungen e.V.
- BSCI/BEPI – Amfori Business Social & Environmental Compliance Initiative
- Bündnis für nachhaltige Textilien
- Bundesverband der Vertriebsmanager
- Bundesverband Korrosionsschutz e.V.
- BVL – Bundesvereinigung Logistik e.V.
- Deutsch-Argentinische Industrie- und Handelskammer
- Deutsche Gesellschaft für Qualität e.V.
- EPCA – The European Petrochemical Association
- Expertenkreis Exportkreditgarantien des Bundes
- FBN – Family Business Network
- FECC European Association of Chemical Distributors
- Grüner Knopf
- Handelskammer Hamburg
- IMPCA – International Methanol Producers & Consumers Association
- International Accord (Brands Fashion)
- IAAQ – Institut d'acier d'armature du Québec
- ISA – Independent Steel Alliance
- LAV – Lateinamerikaverein e.V.
- LITRA – Ligue Suisse pour l'organisation rationnelle du trafic
- Logistik-Initiative Hamburg
- Marine Painting Forum
- Neuer Union-Club v. 1867 Hamburg
- OAV – Ostasiatischer Verein / German Asia-Pacific Business Association
- Ost-Ausschuss der Deutschen Wirtschaft e.V.
- OVN – Omnibus Verband Nord
- Pakistan Accord (Brands Fashion)
- Reinforcing Steel Institute of Canada
- Sachverständiger des IMA, interministerieller Ausschuss für Exportkreditgarantien, Fritz von der Schulenburg
- Swissmem
- The European Petrochemical Association
- Überseeclub e.V.
- VDV – Verband Deutsche Verkehrsunternehmen
- Verband Deutscher Treasurer e.V.
- Verband öffentlicher Verkehr
- Verein Hamburger Exporteure e.V.
- VFI – Verband der Fertigwarenimporteure e.V.
- VHE – Verein Hamburger Exporteure e.V.
- WGA – Wirtschaftsvereinigung Groß- und Außenhandel Hamburg e.V.
- WJ – Wirtschaftsjuvenoren

### OUR GOALS AND STRATEGY

#### Investment in sustainable development and future viability

We – the Jebsen & Jessen Hamburg Group – combine passion and performance, global presence and local capacity to act to form an exceptional distribution and service company rooted in Hamburg. Our aim is to connect people and markets, products and industries in a sustainable way. In addition to expanding traditional business areas, we invest specifically in sustainable business models.

#### Sustainable growth and resilience

Recent years have taught us to respond proactively to global challenges such as the COVID-19 pandemic and the Russia-Ukraine conflict. We are addressing these changes with an increased focus on sustainable growth and resilient supply chains. Margin pressure and rising interest rates make us aware of how important it is to act early and drive innovation.

### DIGITALISATION IS A KEY AREA OF FOCUS IN OUR CORPORATE STRATEGY

We are creating additional growth momentum by systematically expanding our sales channels, introducing new product categories and making targeted acquisitions. We are focusing on particularly disruptive and sustainable business models in order to leverage synergies and strengthen our innovative power.

#### Digitalisation, artificial intelligence and process optimisation

Digitalisation is a key area of focus in our corporate strategy. Since 2024, we have been increasingly relying on artificial intelligence (AI) to make processes more efficient, simplify routine tasks and reliably comply with legal requirements.

AI solutions help us to continuously improve processes and strengthen our competitiveness. We pay particular attention to data and cyber security: we only introduce new technologies under strict security standards to ensure that confidential information remains protected. It is also important to us that change is achieved together. That is why we actively involve our teams in the development and introduction of digital tools. In this way, we ensure that new solutions are not only technically mature, but also offer real added value in everyday life. This enables us to lay the foundation for consistently exploiting the opportunities offered by digitalisation and positioning our company for the future.

## Sustainability and ESG: Staff unit for greater responsibility

As part of our commitment to responsible entrepreneurship, we created our own ESG (Environment, Social, Governance) department in 2024, which deals exclusively with environmental, social and corporate governance (ESG) issues. This puts sustainability and social responsibility even more firmly at the heart of our strategy. This staff unit coordinates ESG activities and ESG reporting, supports the development of sustainable products and services, and thus ensures that our sustainability goals are consistently pursued.

In addition, we have set up an interdisciplinary core team to drive forward the strategic direction and establish the connection between financial and non-financial issues.

To complement this, we have established a cross-divisional working group in which employees from all areas of the company are represented. The members of this working group drive the implementation of ESG activities in their respective divisions. This structured involvement promotes exchange and cooperation across departmental boundaries and enables us to leverage synergies in a targeted manner. These measures ensure that we are optimally positioned to achieve our ESG goals efficiently and effectively.

## Investment in human capital and corporate culture

Our family-oriented corporate culture and strong entrepreneurial spirit are the heart of our success. The values "open-minded – competent – innovative – family spirit" serve as a compass for our daily actions. Decentralised structures, flat hierarchies and mutual trust enable our employees to quickly take on responsibility and actively participate in change processes.

# OUR FAMILY-ORIENTED CORPORATE CULTURE AND STRONG ENTREPRENEURIAL SPIRIT ARE THE HEART OF OUR SUCCESS.

As part of our skill management, we promote the individual strengths and competencies of all employees. Key user groups work together to drive new projects forward. We attach great importance to further training:

we offer comprehensive training and are expanding our training programmes to proactively address the shortage of skilled workers – including new apprenticeships and degree programmes. Our motivated employees are the key success factor for sustainable development. A strong sense of unity and fair cooperation form the basis for our joint growth and the successful implementation of our sustainability goals.

### OUR MILESTONES IN 2024

#### Taking responsibility together – our ESG successes in 2024

For the Jebsen & Jessen Hamburg Group, sustainability is not an abstract goal, but a concrete, lived process. In the 2024 financial year, we were able to implement important steps in the areas of environment, social affairs and corporate governance. Our ESG milestones document the progress we have made in our divisions and within our parent company, the Jebsen & Jessen Hamburg Group. They reflect our commitment to responsible action – in line with regulatory requirements, but also out of inner conviction.



#### GOVERNANCE & TRANSPARENCY

##### Creation of value chains in preparation for reporting requirements

As part of our preparations for regulatory reporting requirements, we have comprehensively mapped and documented the value chains for our companies.

This involved not only examining the entire supply chain in detail, from raw material suppliers to end customers, but also taking into account the value added by raw materials from extraction to utilisation. The aim was to make ecological, social and ethical risks and opportunities along the supply chain transparent and to manage them in a targeted manner.

In addition, we systematically recorded the value chain of our own business processes. This enables us to create sustainable added value and identify potential social and environmental impacts of our business along the entire value chain.

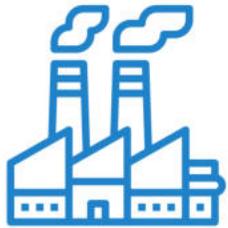
This comprehensive analysis forms the basis for meaningful, transparent and future-oriented regulatory reporting and helps us to anchor sustainability even more deeply in all areas of the company.



#### AN EXAMPLE OF A JEBAGRO VALUE CHAIN

Jebagro GmbH holds a silent partnership in Argho Agrosience and closely monitors its development. Argho Agrosience is a company that specialises in the development and distribution of purely biological plant protection products for the international agricultural market. As a silent partner, Jebagro particularly emphasises Argho's innovative strength and sustainable product portfolio. In general, sales of organic products, especially to Brazil and Paraguay, have increased significantly in recent years. This is done in partnership with a distributor directly to the end customer, further promoting market penetration and the sustainable use of organic solutions. In addition, Jebagro GmbH is pursuing the goal of establishing Argho Agrosience's organic products in other international markets in the future and promoting their sustainable solutions worldwide.

UPSTREAM → LOGISTICS → OWN BUSINESS → DOWNSTREAM



**Manufacturer**  
(Kimitec, Spain)

- Development and production of biostimulants
- Focus on natural active ingredients



**Transport**  
from Spain to Brazil

- Sea freight (container)
- Customs clearance and import by Argho



**Argho**  
(Brazil)

- Local registration of products
- Marketing and market development
- Sales to local distributors/farmers



Jebagro holds a silent partnership in Argho



**Sales & Application**

- Use of biostimulants in agriculture (soya, maize, etc.)
- Improvement of yields and soil quality



### **Double materiality analysis as the basis for a future-oriented sustainability strategy**

In the 2024 financial year, we conducted our first CSRD-compliant double materiality analysis across all companies that are part of the non-financial consolidation group. This involved systematically assessing both the impact of our business activities on the environment and society (inside-out perspective) and the risks and opportunities arising from environmental and social factors for our company (outside-in perspective). The survey was conducted using a hybrid approach combining top-down and bottom-up methods, taking into account the 10 topic standards of the ESRS (European Sustainability Reporting Standards). The results help us to align our sustainability strategy even more precisely and to meet regulatory requirements in a forward-looking manner.

The heat maps below clearly illustrate the key topics analysed and the respective sub-topics considered. This visualisation provides a clear overview of which ESG aspects were identified as particularly relevant in each phase of the value chain and serves as a basis for further strategic alignment.

Heatmap - Environment

Topic	Subtopic	Upstream		Own business		Downstream		Financial materiality	
		negative	positive	negative	positive	negative	positive	Risks	Opportunities
Climate	Climate change adaption							UH	UH
	Climate change mitigation	M		UH	M	M		M	M
	Energy			M				UH	
Pollution	Pollution of air	M		UH		M			
	Pollution of water	M				M			
	Pollution of soil	M				M			
	Substances of concern & substances of very high concern	M						UH	
	Microplastics	UH				UH		UH	
Water and marine resources	Water	M		UH		UH			
	Marine resources								
Biodiversity & ecosystems	Biodiversity & Ecosystems	UH		UH		UH		UH	UH
Circular economy	Resource inflows, including resource use	UH						UH	UH
	Resource outflows related to products and services					UH		UH	UH
	Waste	UH		UH		UH		UH	

W Material
 UH Unmaterial
 No impact, risk or opportunity identified

## Heatmap - Social and Governance

Topic	Subtopic	Upstream		Own business		Downstream		Financial materiality	
		negative	positive	negative	positive	negative	positive	Risks	Opportunities
Own workforce	Working conditions			UM	M			M	UM
	Equal treatment and opportunities for all			M	M			M	UM
	Other work-related rights							UM	
Workers in the value chain	Working conditions (WK)	M	M			M		M	UM
	Equal treatment and opportunities for all (WK)	UM							
	Other work-related rights (WK)	M						M	
Affected communities	Economic, social and cultural rights of communities	UM			UM	UM	UM	UM	UM
	Civil rights and political rights of communities	UM							
	Rights of indigenous peoples	UM							
Consumers and end users	Information-related impacts for consumers and/or end users							UM	UM
	Personal safety of consumers and/or end users							UM	UM
	Social inclusion of consumers and/or end users					UM			
Business Conduct	Corporate culture			UM	M			M	UM
	Protection of whistleblowers	UM		UM				M	
	Animal welfare	UM						UM	
	Political engagement			UM	UM			UM	
	Supplier relationship management	M						M	UM
	Corruption and bribery	M		M		M		M	

	Material		Unmaterial		No impact, risk or opportunity identified
	Material		Unmaterial		



## ENVIRONMENT & CERTIFICATIONS

### Initial certification of Jebsen & Jessen e-Mobility for quality and environmental management

In June 2024, Industrial Solutions GmbH received ISO 9001:2015 and ISO 14001:2015 certification for the first time in the field of e-mobility. This means that the company meets internationally recognised standards for quality management and systematic and effective environmental management. The certificates are valid until June 2027 and underline the company's commitment to continuous improvement, customer satisfaction and environmental responsibility.

### Initial certifications at JJ Industrial Solutions Switzerland

In December 2024, JJ Industrial Solutions Switzerland was certified for the first time in accordance with the internationally recognised standards ISO 9001:2015 (quality management), ISO 14001:2015 (environmental management) and ISO 45001:2018 (occupational health and safety). The certifications are valid until December 2027 and mark an important milestone for structured, responsible and safe working practices within the company.

### DE-Öko-34 certification for Brands Fashion and Brands Logistics

Since the 2024 financial year, Brands Fashion and Brands Logistics have been officially certified according to DE-Öko-34. With this certification, both companies meet the requirements of the EU Organic Regulation and are authorised to store and trade organic products in accordance with the controlled organic standard. This step underscores the company's growing commitment to sustainable and responsible trade and logistics solutions.



## COMMITMENT & NETWORKS

### Brands Logistics joins the Hamburg Logistics Initiative

In the 2024 financial year, Brands Logistics GmbH joined the "Logistik-Initiative Hamburg" – a leading network in the logistics industry in northern Germany. By joining, the company is strengthening its regional network and actively promoting the exchange of future-oriented logistics solutions, innovations and sustainability issues within the industry.

### Opening of the Greenfactory project in India by strategic partner of Brands Fashion

In May 2024, Brands Fashion's strategic partner Sags Apparels opened the new Green Factory 2.0 in Tiruppur, India. The LEED Platinum-certified production facility stands for a holistic approach to sustainability along the textile value chain. With a net-zero target in operation, a 250 kW solar power system (saving around 1,030 tonnes of CO<sub>2</sub> annually), rainwater management and the use of recycled materials, the highest environmental standards are met. At the same time, social criteria are systematically strengthened – including the establishment of workers' committees, the gradual introduction of living wages and the maintenance of a 35,000 m<sup>2</sup> biodiversity area. Green Factory 2.0 is considered a model project for ESG-compliant production structures in global supply chains.

### Sustainability along the supply chain at Brands Fashion – from the cotton plant to fan merchandise

The project "From the field to the fan shop", launched by Brands Fashion in collaboration with the Federal Ministry for Economic Cooperation and Development (BMZ), was awarded the German Award for Sustainability Projects in the supply chain category in June 2024. The aim of the project is to promote holistically sustainable cotton cultivation in India. In the Gujarat region, 450 smallholder farmers have so far been supported in the three-year transition to organic and Fairtrade-certified cultivation.

### Brands Fashion receives German Award for Sustainability Projects

Brands Fashion was awarded the German Award for Sustainability Projects 2024 for its "From the Field to the Fan Shop" project and its long-standing commitment to sustainability in its business activities – a valuable recognition of its consistent ESG engagement.

**FOR THE JEBSEN & JESSEN  
HAMBURG GROUP, SUSTAINABILITY  
IS NOT AN ABSTRACT GOAL, BUT A  
CONCRETE, LIVED PROCESS.**



## CULTURE & WORKING ENVIRONMENT

### Rödingsmarkt: Change and responsibility

The successful move to Rödingsmarkt not only marks a new beginning in terms of space, but also signifies a cultural and organisational change. The location combines modern infrastructure with sustainability principles.

### Space for encounters – corporate culture in action at Rödingsmarkt

The opening of the new JJBistro and an open Social Space promotes exchange, diversity and collegial cooperation – and brings our mission statement of a "family-like corporate culture" to life every day.

### "Move-in" event for family and friends – starting together, growing together

The new office was officially inaugurated with a special opening event for employees' family and friends – a sign of the solidarity that exists both within and outside the company.

The milestones we have achieved encourage us to consistently adhere to our sustainable development and to further expand responsible solutions in all areas. We look to the future with confidence and the many opportunities that our commitment to ESG brings.



# OUR ENVIRONMENTAL RESPONSIBILITY

---

**Sustainability along our value chains**



Our ongoing efforts to achieve sustainability are reflected in the introduction of innovative technologies, increased cooperation with sustainability-oriented suppliers and the implementation of future-proof business models. In this way, we, the Jebsen & Jessen Hamburg Group, are not only strengthening the environment, but also the long-term stability and resilience of our company.

## Working together for a clean environment

Sustainability is also evident in our concrete actions. In September 2024, 25 employees from various divisions of the company took part in this year's World Cleanup Day and cleared rubbish from the Alster region. Whether meadows, bushes or tree areas – together, the environment was carefully cleaned up, sending a visible signal of responsibility in the immediate vicinity.



## E10 INSTEAD OF PREMIUM PETROL

A small step with a big impact

As part of our internal sustainability communication, we called on all company car users to prioritise filling up with E10 biofuel during the reporting year. This contains up to ten per cent bioethanol and, depending on the blend ratio and origin of the ethanol, causes up to 9% less CO<sub>2</sub> emissions compared to conventional premium petrol<sup>1</sup>

<sup>1</sup> See list of sources on page 68



# OUR ENVIRONMENTAL RESPONSIBILITY

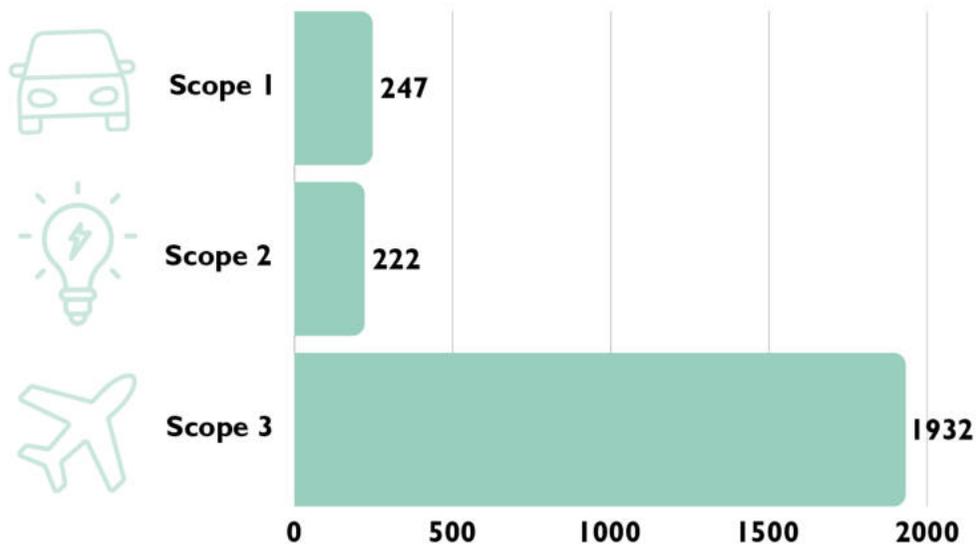
## Greenhouse gas emissions – transparency begins with measurement

An essential step in developing a CO<sub>2</sub> reduction strategy for the future is the systematic recording and evaluation of our greenhouse gas emissions. The basis for this is the internationally recognised Greenhouse Gas Protocol Corporate Standard (GHGPCS), which divides emissions into three categories (scopes). This structure forms the methodological foundation for our emissions calculations.

**Scope 1:** all direct emissions generated by the company

**Scope 2:** all indirect emissions generated by the electricity used by the company, whereby CO<sub>2</sub> emissions generated by water and geothermal energy consumption are excluded from the balance sheet

**Scope 3:** other indirect emissions generated by business travel



CO<sub>2</sub>E EMISSIONS IN TONNES  
IN THE 2024 FINANCIAL YEAR

## Reasons for the increase in emissions

Preparations for our VSME reporting have given this issue greater weight and ensured more stringent implementation. On the one hand, emissions in Scope 1 increased, mainly due to the use of a more upmarket vehicle fleet with correspondingly higher consumption values and longer distances travelled. On the other hand, we also recorded a significant increase in Scope 3. This was due in particular to the increase in business travel. In addition, we had granular data available for Scope 2, and the CO<sub>2</sub>e footprint was also revised upwards due to the updating of individual emission factors in the emission databases we use, which contributed to the increase in calculated total emissions.

## Greenhouse gas balance:

Through our involvement in four climate protection projects in Argentina, India, Pakistan and Paraguay, we offset the 2,401 tonnes of CO<sub>2</sub>e collected in the reporting year – a concrete contribution to reducing our global emissions balance.

As part of the "Genneia Wind" project, a total of 71 wind turbines were installed in southern Argentina to feed electricity into the national grid. The aim is to gradually replace fossil fuel sources, reduce greenhouse gas emissions and improve the country's energy security. The project is making a significant contribution to diversifying Argentina's energy mix and promoting growth in the renewable energy sector. This project enabled us to offset 605 tonnes of CO<sub>2</sub>e.

In Gujarat, India, the **“Kutch Wind Power” project** is promoting the installation of 143 wind turbines to feed renewable energy into the national grid. Despite growing efforts, coal still accounts for around 70% of India's electricity generation. The project not only addresses the growing demand for energy, but also has a social impact: 73 new jobs and 92 training measures are strengthening the local population. We have offset 496 tonnes of CO<sub>2</sub>e through this project.

The **“Indus Delta Blue Carbon” project** focuses on restoring over 225,000 hectares of mangrove forests in the Sindh-Indus Delta – an ecologically valuable region with high biodiversity. The local population is actively involved in planting and maintenance processes. In addition, gender-sensitive programmes ensure that ecological restoration and social development go hand in hand. Through this project, we were able to offset 100 tonnes of CO<sub>2</sub>e.

In eastern Paraguay, the **“Forest Azul” project** is helping to reforest degraded areas covering a total of 2,309 hectares. The aim is to use timber resources sustainably, taking into account ecological resilience, biodiversity and economic participation. The trees planted – predominantly fast-growing, non-invasive species – secure long-term jobs in the local timber industry. A total of 1,200 tonnes of CO<sub>2</sub>e have been offset through this project.

Through these measures, we are actively committed to global climate protection, the promotion of renewable energies, the preservation of valuable ecosystems and the sustainable development of local communities in these countries.

In addition, the implementation of current ESG requirements further increases the strategic relevance of our sustainability management. We see regulatory developments not only as an obligation, but also as an opportunity to further develop our existing business models in a sustainable manner and to expand innovative, future-oriented approaches in a targeted manner.



## SAVINGS OF 101 KG OF GREENHOUSE GASES AT JEBAGRO

Our subsidiary, Jebagro GmbH, has joined PAMIRA (Packmittel Rücknahme Agrar), a system for the safe and environmentally friendly disposal of empty plant protection product packaging. Farmers collect the empty packaging and hand it in at special collection points, where it is sent for professional recycling. In this way, a total of 101 kg of greenhouse gases were saved in 2024.



### Sustainable transformation in the agricultural sector

At Jebagro, the focus is increasingly on the development and marketing of organic products. The team is driving forward targeted applications, particularly in the field of biostimulants and soil improvement. The fertiliser division is growing steadily – following a successful start in South America, it entered the South African and Middle Eastern markets in 2024. Our growing network of representatives enables us to establish sustainable solutions in new markets. We are currently in talks with Australia in this regard.

### Resource conservation and decarbonisation in the energy sector

Ruhr-Petrol GmbH makes an important contribution to reducing CO<sub>2</sub>e emissions in the transport sector by distributing large quantities of bioethanol – 98% of which is for E10 – as a higher biofuel blend significantly reduces CO<sub>2</sub> emissions. In the 2024 financial year, 58,000 tonnes of bioethanol, 7,000 tonnes of propylene and 3,000 tonnes of methanol were sold. Participation in international exchange formats such as the European Petrochemical Association (EPCA) also promotes dialogue on sustainable solutions in the industry.



### Responsibility in the supply chain and sustainable packaging

GMA Garnet (Europe) GmbH further optimised the packaging of its products in the reporting year: the plastic vapour barrier was removed, the grammage was reduced to 70g/m<sup>2</sup> and the HDPE film was reduced in our paper bags. In the sandblasting area, silos are also used, which saves packaging materials.

In addition, in the 2024 financial year, GMA switched its suppliers to European providers in accordance with the CBAM Regulation and took measures to ensure that the goods concerned are sourced exclusively within Europe in order to strengthen regional value creation and environmental standards. All suppliers of spare parts that fell under the CBAM reporting requirement were also changed. This pursues the overarching goal of the regulation, which is to strengthen the European market.

Our company GMA Australia relies on renewable energies as its main supplier and has therefore, in addition to certifying its quality management system in accordance with ISO 9001:2015 for the areas of Mining, process, packaging, supply of mineral sand (garnet, ilmenite) and administration (26 June 2023 to 26 June 2026).



### A pioneer for transparency and sustainable innovations in the textile supply chain

For years, Brands Fashion has consistently focused on transparency, sustainability and innovative approaches in the textile supply chain. Projects such as the Product Carbon Footprint, which was launched in 2022 and successfully completed in 2024, evaluate primary and secondary data from 10 articles and their supply chains in an exemplary manner. The aim is to develop methods for recording and reducing CO<sub>2</sub>e emissions, to gain valuable insights from this and to make sustainability measurable. A noteworthy aspect here is the complete switch to sea transport, which avoids environmentally harmful air freight. These projects fit seamlessly into Brands Fashion's holistic commitment to a responsible, transparent and future-oriented textile industry.



### Transparent supply chains thanks to TRACYCLE: Traceability and efficiency at Brands Fashion

In order to meet the increasing demands for transparency in the supply chain – both due to legal requirements and the growing awareness of consumers and business partners – BRANDS Fashion has been relying on its self-developed tracking tool TRACYCLE since 2017. TRACYCLE enables complete traceability of textile products: from cotton production to distribution, users can access all relevant information about the supply chain, including production locations, photos and environmental and social certificates, via a QR code or tracking number on the care label or hang tag.

Following the successful integration of TRACYCLE into its own merchandise management system, the tool was opened up to external users for the first time in 2024. Two test users – an agent and a supplier – entered supply chain information directly into the system. Their feedback contributed significantly to further development and system adjustments. The expansion to additional external users is planned for 2025 and will be implemented gradually.

The main goal is to avoid duplicate entries, make processes more efficient and increase data quality through the direct involvement of stakeholders in the sourcing countries. The TRACYCLE 3.0 version not only strengthens BRANDS Fashion's internal management processes, but also further improves transparency and credibility towards end customers.



### The Bronze-Silver-Gold Compass: Orientation and development for sustainable textiles

In a market where ecological and social demands increasingly clash with economic conditions, Brands Fashion 2024 has launched a modular entry and development model for sustainable textiles: the Bronze-Silver-Gold Compass. This tool is designed to provide customers with targeted support in implementing their individual sustainability strategy and, at the same time, offer them clear guidance in an increasingly complex regulatory and market environment.

The compass is based on transparent, clearly defined criteria in four key categories:

- **Social standards:** from minimum standards to best practices
- **Use of materials:** From conventional materials to certified sustainable fibres
- **Product label:** Selection of relevant sustainability certifications such as GOTS, Fairtrade, GRS or Made in Green
- **Transparency & supply chain:** Including traceability via the TRACYCLE tracking tool and the implementation of environmental and social standards

The model allows for classification into three levels: from basic sustainability requirements (bronze) to extended measures with a strong focus on social and environmental responsibility (silver) to demanding criteria and comprehensive verification (gold).

This gives customers the opportunity to develop systematically and step by step – tailored to their individual goals, conditions and capacities. The Bronze-Silver-Gold Compass is intended not only to promote the orientation and

comparability of sustainable product solutions, but also to strengthen active engagement with social and ecological criteria. This creates a practical approach that makes sustainability in textile procurement more understandable, structured and scalable.



**Re\_Source-Collektion: Progressive circular economy in textile design**

With the launch of the Re\_Source collection in 2024, Brands Fashion has succeeded in consistently combining modern product design with circular material concepts. For several years now, Brands Fashion has been intensively addressing the challenges and opportunities of the textile circular economy. An important milestone in this process was the goal of developing products made from recycled cotton from 2023 onwards and consistently creating take-back and recycling options for worn workwear.

The background to this commitment is the growing problem of textile waste: in the EU alone, around 7.5 million tonnes of textile waste are generated annually, less than 1% of which is recycled into new clothing. The majority is currently thermally recycled, landfilled or downcycled. To counteract this, the Re\_Source collection focuses on the use of recycled materials and offers various material blends for different requirements.

For example, a composition of 60% recycled cotton and 40% recycled polyester ensures high material stability. Alternatively, a blend of 70% fresh cotton and 30% recycled cotton makes it possible to completely avoid synthetic fibres and allows for a free choice of colours. All fabrics used are Oeko-Tex and GRS certified and thus meet the highest standards of environmental and health compatibility.

A specially developed calculation system also makes it possible to record the raw material savings per item individually and report them transparently. This creates both concrete incentives to reduce primary materials and confidence among customers in demonstrably sustainable value creation.



**New business partner Wisdom brings sustainable adjustments to the bus sector**

Changes in our business partner structure play a key role in the ongoing development of our economic sustainability. New conditions necessitated a change of partner. In the Chinese manufacturer Wisdom, we have gained an innovative and sustainable partner that perfectly meets our requirements.

The collaboration with Wisdom offers several advantages:

- **Direct access to the manufacturer:** The cooperation eliminates the detour via the United Kingdom, allowing vehicles to be imported directly from China to Europe in a more logistically efficient manner.
- **Optimised production for the European market:** Wisdom buses are configured ex-works in accordance with our specific requirements and applicable ESG standards. Technical adjustments, which were previously necessary, are no longer required, resulting in less waste and resource-efficient production.
- **Improved sustainability and comfort:** Wisdom's SIGMA 7 bus replaces the previous Sprinter with a significantly longer service life of 15-16 years (compared to 6-7 years for the Sprinter). Passengers also benefit from easier access and bus drivers from greater comfort.

The changeover also has a positive impact on logistics and resource use: painting is carried out on site only once, saving one work step and thus material. The introduction of smaller electric buses instead of 12-metre diesel vehicles further reduces energy consumption.

In the 2024 financial year, two demo buses were sold to Regensburg and three to Austria. In Kiel, four Sprinters were replaced by three Wisdom vehicles.

With our partnership with Wisdom, we are setting an example for responsible and sustainable mobility solutions that are both economically and ecologically convincing.





### Innovative projects for environmental protection and social development

As part of our sustainability strategy, we are involved in targeted projects in the area of financial solutions for environmental protection and the improvement of living conditions in various African countries, among others. In addition, we are implementing further projects that include ecological and social aspects.

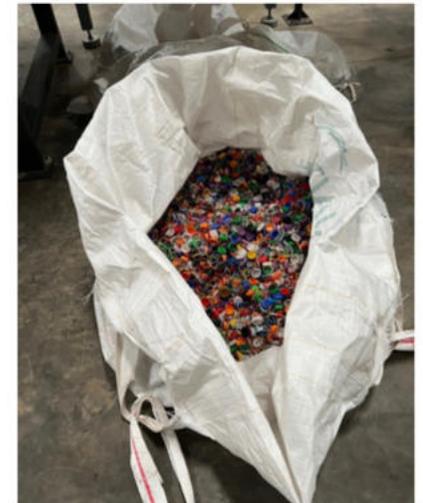
**Quality Plastics project in Uganda:** Uganda has set itself the goal of recycling 80% of the plastic it produces. In cooperation with Quality Plastics, PET bottles are collected in the country, shredded and processed into new bottles. Under optimal conditions and when completely pure, PET is considered to be infinitely recyclable. However, as bottles are never made of 100% PET, this is only possible to a limited extent in practice. The granulate obtained in the process is exported to Europe, where it is further recycled and marketed under the label "Recycled Plastic". Uganda, Rwanda, Kenya and Tanzania have already banned plastic bags and certain plastic products, thus sending an important signal for environmental protection. The Quality Plastics project has a volume of 15 million euros and thus contributes to the circular economy in the region.

**DPL Bakery in Kenia:** Another significant project is the collaboration with DPL Bakery, Kenya's largest bread manufacturer. Large bread production facilities are being built here to supply the local population with high-quality, clean and affordable bread. This project promotes food security and improves the quality of life in Kenya in the long term.

**Estia projekt in Ivory Coast:** With the Estia project in Ivory Coast, we are focusing on innovative solutions for drinking water supply. The installation of solar-powered water pumps will enable the rural population to be supplied with clean drinking water. This measure makes a decisive contribution to improving living conditions and sustainable development in the region.

With these initiatives in the area of financial solutions, we are not only strengthening the circular economy and environmental protection, but also promoting social development and quality of life in the countries involved. Our commitment is in line with our mission to promote sustainable and future-proof solutions worldwide.







### Sustainable partnerships and innovations in the steel sector

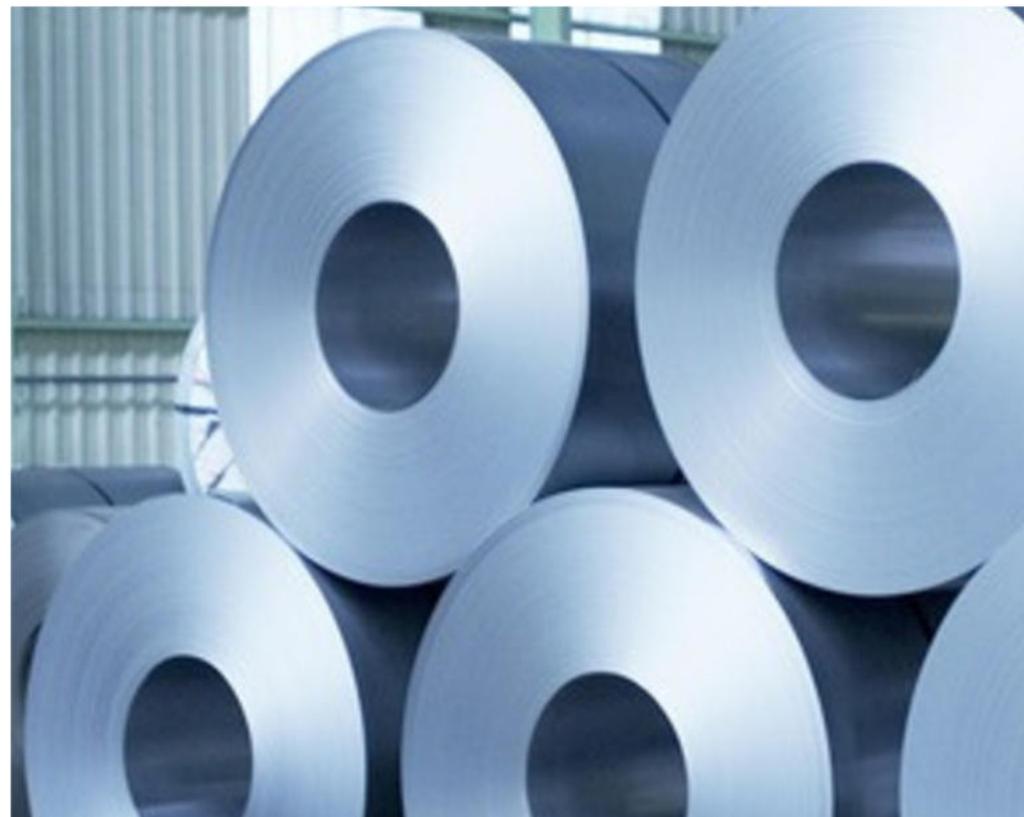
As part of its sustainability strategy, Jepsen & Jessen Metals GmbH focuses on collaborating with companies that have distinguished themselves in the field of ESG management. One example of this is Malaysia Steel Works, one of Malaysia's leading ESG pioneers, which was awarded the ESG Positive Impact Award 2023 in August 2024. The partnership underpins our goal of selecting economically sustainable and responsible business partners and expanding our cooperation in a targeted manner.

In addition, a memorandum of understanding (MoU) was signed in 2024 with Meranti Green Steel, a greenfield project in Thailand. The company plans to produce low-carbon flat steel products from 2027/2028 onwards. The sponge iron, also known as DRI (preliminary product), is to be sourced from the so-called Green Steel Hubs in Western Australia or Oman, where DRI is produced using hydrogen and renewable energies. Huge solar fields and wind turbines form the basis for largely climate-neutral production, which is expected to be fully operational from 2030. An agreement has been reached to purchase 100,000 tonnes of green steel for the project. Germany and Italy are considered potential sales markets.

Although green steel currently costs around 20-25% more per tonne, the use of state-of-the-art technologies is making a significant contribution to the decarbonisation of the steel industry. Another approach to reducing CO<sub>2</sub>e emissions is to minimise log jams during the transport of reinforcing steel: switching to nylon slings, as has already been successfully tested in western Canada, can reduce transport weight and thus the CO<sub>2</sub>e footprint.

The demand for LEED certificates and product carbon footprints is increasing noticeably, especially among customers whose projects are financed by banks. A new supplier from Thailand, for example, offers steel beams that are produced from 100% scrap steel, achieving emission values of only 682 kg CO<sub>2</sub> per tonne compared to conventional values of around 2 tonnes CO<sub>2</sub> per tonne of steel. Sales of 50,000 tonnes per year are planned for these products.

Compliance with social standards along the supply chain is also becoming increasingly important. More and more customers are demanding proof of compliance, for example with the "Prevention of Forced and Child Labour Act".



The subsidiaries of Jebsen & Jessen (GmbH & Co.) KG are constantly developing their business areas. They are specifically talking to new suppliers in order to add CO<sub>2</sub>e-reduced products to their portfolio in the future and promote sustainable development.

Against this backdrop, it is a key concern for us as the Jebsen & Jessen Hamburg Group to provide our customers with a broad portfolio of products that reflect different levels of sustainability in the future. This enables our customers to align their purchasing decisions even more closely with their individual sustainability goals and guidelines, thereby actively taking responsibility for the environment and society.

In addition to the continuous expansion of our business model and product portfolio, the importance of certifications is growing. Both our company and our business partners are facing increasing regulatory requirements that demand a higher degree of transparency.

We are therefore continuously renewing our existing certifications and implementing important new certifications to ensure the highest standards.



## JEBSEN & JESSEN HAMBURG GROUP

- AGA Award 2024/2025

## TRADING SOLUTIONS

- ISO 9001:2015 – Standard for quality assurance management – (7 December 2023 to 6 December 2026)

## LIFE SCIENCE

- GMP<sup>+</sup> Trade, collection, storage and handling (1 December 2024 to 22 November 2025)
- IFS Broker Version 3.2 (25 August 2025 to 23 August 2026)
- ISO 9001:2015 for trading in food additives, feed additives, home and personal care products – (27 August 2024 to 6 December 2026)
- Bio DE Öko 006 – Certificate pursuant to Article 35(1) of Regulation (EU) 2018/848 on organic production and labelling of organic products (10 April 2025 to 31 January 2027)

## CHEMICALS

- ISO 9001:2015 for trading in industrial chemicals, oil and gas products (27 August 2024 to 6 December 2026)

## JEBAGRO

- ISO 9001:2015 for trade in fungicides, insecticides, herbicides, biologicals and fertilisers (7 December 2023 to 6 December 2026)

## RUHR-PETROL

- ISCC EU according to the Renewable Energy Directive (RED II) as a trader (25 June 2025 to 24 June 2026)
- ISCC PLUS Certificate as a trader (25.06.2025 bis 24.06.2026)

## JURITEX

- Control Union Certification (OCS, GRS and RCS) certification for the categories 'Women's Apparel, Men's Apparel, Baby Apparel, Unisex Apparel, Children's Apparel' for the category 'Retail' (7 March 2024 to 6 March 2025)
- EcoVadis – bronze medal
- GRS
- Oeko-Tex Standard 100 – a. Product class 'Baby articles' S10-0140 (30 July 2024 to 31 August 2025) and S24-3003 (7 August 2024 to 31 January 2025), b. Product class 'Products in direct contact with the skin' S21-3106 (7 August 2024 to 30 September 2025) and S09-0891 (22 December 2023 to 28 February 2025)

## BRANDS FASHION

- GOTS certificate since 2014 (valid until 5 February 2025)
- ISO 9001:2015 (valid until 5 March 2025)
- ICS and GRS certification since 2018 (valid until 5 February 2025)
- Cradle to Cradle Gold certificate since 2020 (valid until 24 August 2026)
- Grüner Knopf 2.0 certificate since 2023 (valid until 24 August 2026)
- EcoVadis – 71 points (Gold) (12 September 2023 to 12 September 2024)
- OCS since 2018 (valid until 5 February 2025)
- Oeko-Tex Standard 100 licence with unlimited validity
- Oeko-Tex Made in Green licence since 2019 with unlimited validity
- Fairtrade licence since 2016 with unlimited validity
- Fairtrade Textile Standard since 2021 with unlimited validity
- FSC since 2016 with unlimited validity

## BRANDS FASHION INC.

- GOTS certificate since 2020 (valid until 17 August 2025)
- GRS certification since 2021 (valid until 14 December 2024)

## BRANDS FASHION LOGISTICS

- GOTS certificate since 2014 (valid until 5 February 2025)
- ISO 9001:2015 (valid until 4 March 2025)
- ICS and GRS certification since 2018 (valid until 5 February 2025)
- DE-Öko-34 certificate since 2024 (valid until 1 February 2026)
- Organic certification
- OCS since 2018 (valid until 5 February 2025)

## CLOTHING NETWORK

- GOTS certificate since 2016 (valid until 14 December 2024)
- Fairtrade textile standard since 2022 with unlimited validity

## INDUSTRIAL SOLUTIONS – E-MOBILITY

- ISO 9001:2015 for the sale of electric commercial vehicles (buses and trucks) and the corresponding charging infrastructure and associated after-sales activities, spare parts trade for electric commercial and rail vehicles (24 June 2024 to 23 June 2027)
- ISO 14001:2015 for the distribution of electric commercial vehicles (buses and trucks) and the corresponding charging infrastructure and associated after-sales activities, spare parts trade for electric commercial and rail vehicles (24 June 2024 to 23 June 2027)

## JJ INDUSTRIAL SOLUTIONS SCHWEIZ AG

- ISO 9001:2015 for the import, distribution and customer service for electric vehicles and charging infrastructure for e-mobility (13 December 2024 to 12 December 2027)
- ISO 14001:2015 for the import, distribution and customer service for electric vehicles and charging infrastructure for e-mobility (13 December 2024 to 12 December 2027)
- ISO 45001:2018 for the import, distribution and customer service for electric vehicles and charging infrastructure for e-mobility (13 December 2024 to 12 December 2027)



## FIVE YEARS OF GRÜNER KNOPF & TEN YEARS OF THE TEXTILE ALLIANCE

2024 marked two key milestones for sustainable textiles: the state-run Grüner Knopf seal celebrated its fifth anniversary, while the Partnership for Sustainable Textiles looked back on ten years of cross-industry cooperation.

Brands Fashion has been involved in both initiatives since the beginning. As one of the first licensees, the company actively supports the further development of Grüner Knopf 3.0 – also against the backdrop of future EU requirements such as the Corporate Sustainability Due Diligence Directive (CSDDD). The Textile Alliance, in turn, facilitates dialogue with stakeholders along the supply chain and strengthens the implementation of human rights and environmental standards.

Both formats show that voluntary standards and legal requirements are not opposites, but complementary pillars of credible responsibility.

# OUR SOCIAL COMMITMENT

---

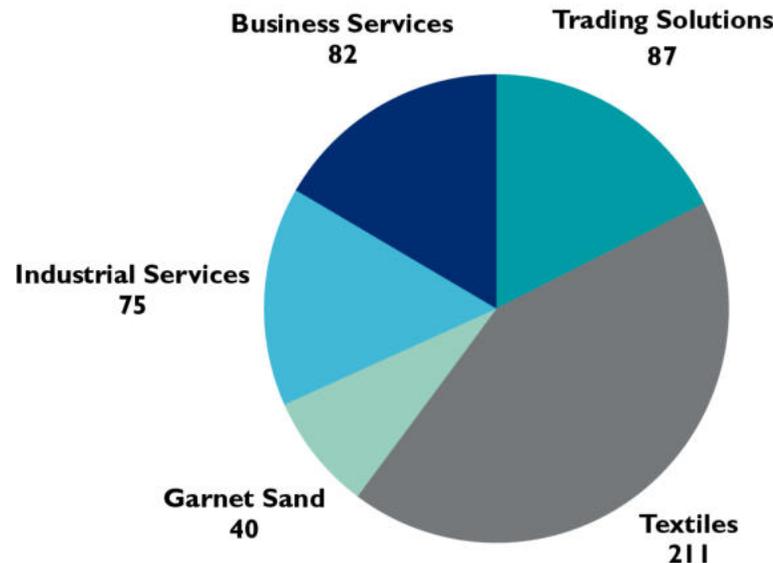
**Commitment to the well-being of our employees and society**



Social responsibility begins within our own company

As a group of companies, we take responsibility – towards our employees, the societies in which we operate and future generations. We are actively committed to a fair, safe and appreciative working environment and contribute to a more socially just and sustainable future.

At the end of 2024, the Jebsen & Jessen Hamburg Group employed 495 people – all on permanent contracts. This reflects our understanding of stability, trust and social responsibility as an employer.

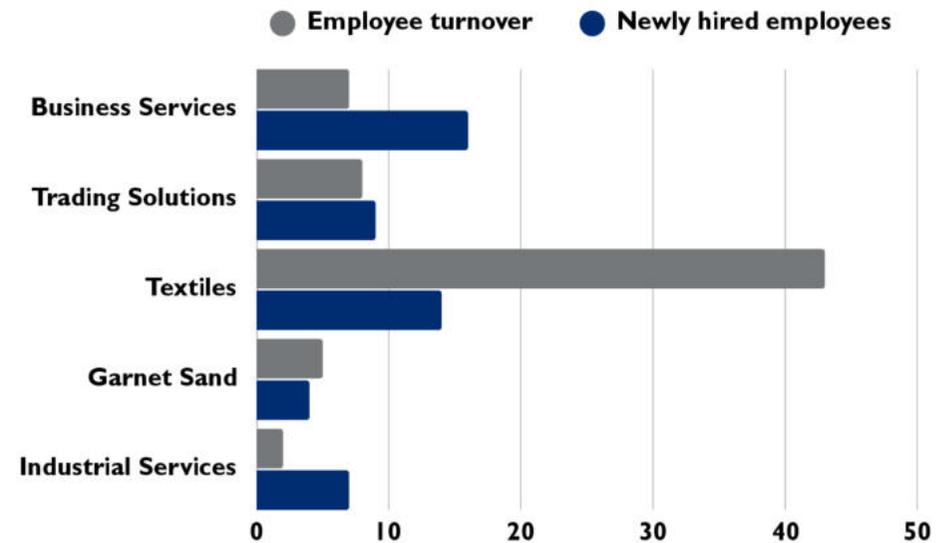


Employees divided according to the divisions of the Jebsen & Jessen Hamburg Group

Reporting date: 31.12.2024

In 2024, we welcomed 50 new colleagues to the Jebsen & Jessen Hamburg Group. At the same time, 65 employees left us. **These figures reflect not only the dynamism of our working environment, but also our commitment to attracting people with vision and attitude and supporting them in the long term.**

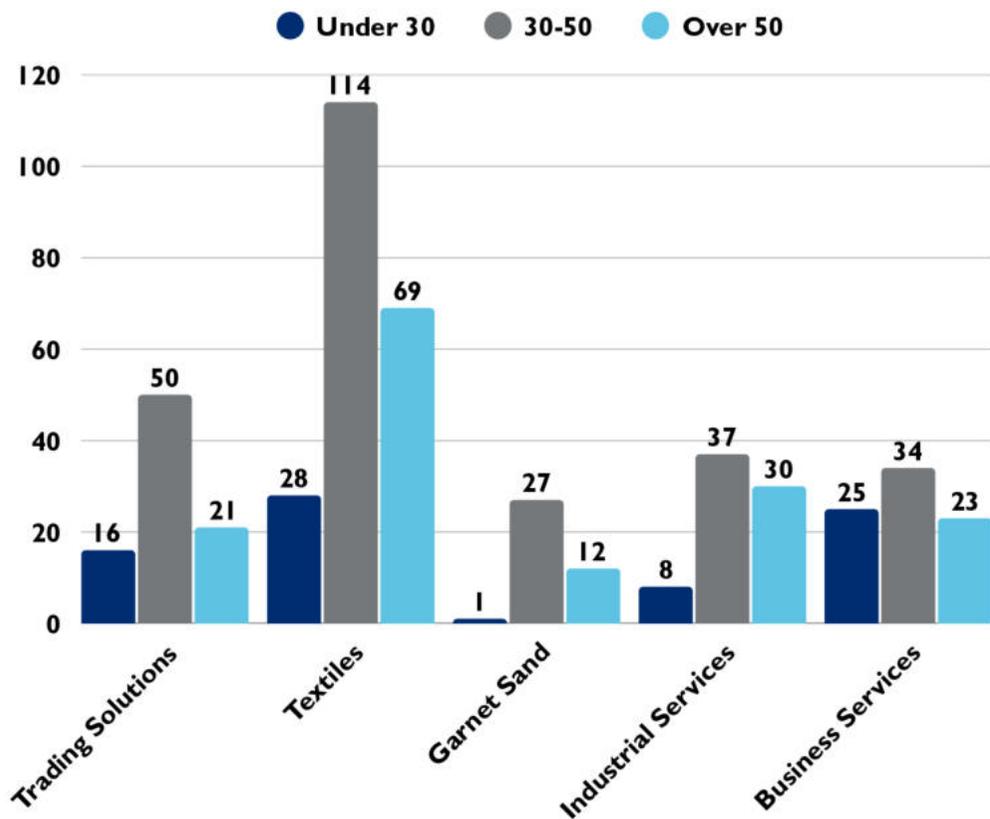
Our employees are the foundation of our success – that is why respect, appreciation and a shared understanding of values are at the heart of everything we do. Our four corporate values – open-minded, competent, innovative, family spirit – guide us in our daily interactions. At the same time, we invest specifically in the development of skilled workers and actively promote the development of skills with ly throughout the entire group.



Employee entries and exits broken down by Group division in 2024

Reporting date: 31.12.2024

OUR AGE STRUCTURE REFLECTS OUR DIVERSITY AND EXTENSIVE EXPERTISE



Age structure of employees broken down by division within the Jebsen & Jessen Hamburg Group

Reporting date: 31.12.2024

A wealth of experience – united in a team

Our teams combine fresh perspectives with many years of experience: whether trainees, working students, young professionals or experienced colleagues – they all contribute to the success of the Jebsen & Jessen Hamburg Group with their expertise and commitment. This intergenerational diversity exemplifies our corporate value of "competence" and forms the basis for our joint learning and development.

In 2024, a total of five employees of the Jebsen & Jessen Hamburg Group had a partial retirement contract (ATZ) – in both the active and passive phases. This model enables a smooth transition into retirement and combines social responsibility with forward-looking personnel planning. It offers experienced colleagues the opportunity to pass on their knowledge over a longer period of time while gradually transitioning into retirement – a win-win situation for both sides.

Promoting strengths, enabling development

Targeted further training for our employees is a key component of sustainable corporate success. Whether specialist seminars or individual training courses, we create space for continuous learning and personal growth. This investment in knowledge and development not only strengthens competence, but also motivation and satisfaction in everyday working life. In 2024, a total of 1,991 hours were spent on further training measures.

## THE 2024 TRAINING PROGRAMME



Burnout prevention, design, export and customs, leadership, women in leadership, intercultural training, IT, communication and conflict management skills, finance, individual coaching, product safety, exam preparation, accounting, tax and controlling, strategy, supply chain management and logistics, environmental management, quality management.

As an international company, we communicate with our customers primarily in English, Spanish and Portuguese, so we offer weekly **language courses** in addition to **training measures**. Language courses in German, Chinese and French are also available. A total of 52 employees took advantage of this benefit in the 2024 reporting year. In total, 1,913 hours of language courses were taken.

In addition, we are establishing a structured system for regular employee appraisals starting in 2025. The aim is to enable even more targeted promotion of individual strengths, clear target agreements and transparent further development within the group of companies through binding feedback and development discussions. In this way, we are creating an additional basis for sustainable personnel development in line with our value-based understanding of leadership.



# OUR SOCIAL COMMITMENT

## Appreciation that can be felt

In addition to the continuous development of our teams, we attach great importance to a healthy work-life balance. We appreciate the daily commitment of our employees – and respond to it with respect, recognition and concrete benefits. These include both financial benefits and social benefits that support long-term professional and personal well-being.

MONETARY BENEFITS	
Birth bonuses of €500 gross, including a small gift	Gratuities for weddings in the amount of €500 gross
Anniversary bonus of €500 after 10 years and €1,000 after 25 years, gross, including a gift	Profit-based bonus payments****
Car Allowance (travel allowance)*	Company car*****
Employer contribution to company pension scheme of 20%	Employer contribution to computer glasses in the amount of €85
Support for part-time studies in the form of financing or additional exam leave**	Employer contribution to the Deutschlandticket in the amount of €40*****
Holiday pay	Employer contribution to capital-forming benefits of €27 per month (gross)
Employees recruit employees***	

\*At the time of the survey, five employees receive the travel allowance

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

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

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

\*\*\*\*\*At the time of the survey, 45 employees had a company car

\*\*\*\*\*At the time of the survey, 257 employees were taking advantage of the employer subsidy for the Proficard

*Benefits may vary depending on location.*

Inflation adjustment as a sign of appreciation

We have taken responsibility in light of the overall economic situation: in 2024, we once again made a voluntary special payment to our employees as inflation compensation – as a sign of recognition, solidarity and cohesion within the group of companies.

SOCIAL BENEFITS	
<p>JJBistro – Subsidised meals in the office canteen</p> 	<p>Participation in sporting events such as the HafenCity Run</p> 
<p>Social Space as a place for an active break playing table football, table tennis or darts</p> 	<p>Mobile working and flexible working hours</p> 
<p>Corporate Culture Day as part of the onboarding process</p> 	<p>Ergonomic office furniture</p> 
<p>After-work events</p> 	<p>Onboarding Box</p> 
<p>Christmas/summer parties – In 2024, "Housewarming – Family and Friends"</p> 	<p>Fresh fruit and communal kitchens with complimentary coffee</p> 
<p>Mentoring &amp; trainee sponsorship programmes to support young talent</p> 	<p>Corporate Benefits platform</p> 
<p>E-charging stations at the Rödingsmarkt location to promote sustainable mobility</p> 	<p>JobRad/eBike leasing – bicycle leasing*</p> 
<p>Vaccination offers</p> 	<p>Access to mental health counselling from the Fürstenberg Institute</p> 
<p>Easter and Christmas greetings</p> 	<p>EGYM Wellpass – company fitness subsidy of €30**</p> 

\*At the time of the survey, five employees are taking advantage of the offer

\*\*At the time of the survey, 133 employees had an EGYM Wellpass membership

### Structured onboarding at Jebsen & Jessen Hamburg: For a strong start to working together

Successful onboarding lays the foundation for long-term satisfaction, motivation and retention of new employees. That is why we at the Jebsen & Jessen Hamburg Group have invested specifically in the further development of our onboarding process in recent months. Even before their first day at work, new colleagues are welcomed with a handwritten welcome card and a clear information package. On their first day, the focus is on a joint lunch, a structured induction plan and support from specialist mentors. In addition, from 2025 onwards, we will be promoting cross-divisional integration with formats such as "Get to know the Company", a mentor pool and the biannual "Corporate Culture Day", where our values and company history can be experienced first-hand. Regular feedback formats such as the "Pulse Check" after six months round off the process and help us to continuously improve. Complemented by informal get-togethers – such as after-work drinks on our roof terrace – we create an environment in which new employees can quickly settle in and identify with our company in the long term.

### Opportunities for young people & approaches to recruiting

In 2024, we will continue to focus on training and developing young talent in order to actively counteract the ongoing shortage of skilled workers. Our aim is to get young people excited about our industries at an early stage, provide them with practical qualifications and win them over to the Jebsen & Jessen Hamburg Group in the long term. In this way, we are not only creating prospects for the next generation, but also securing the long-term viability of our company.

That is why we also took part in school fairs in 2024.

The aim here is to promote career orientation at an early stage and provide insights into technical and commercial fields of work.

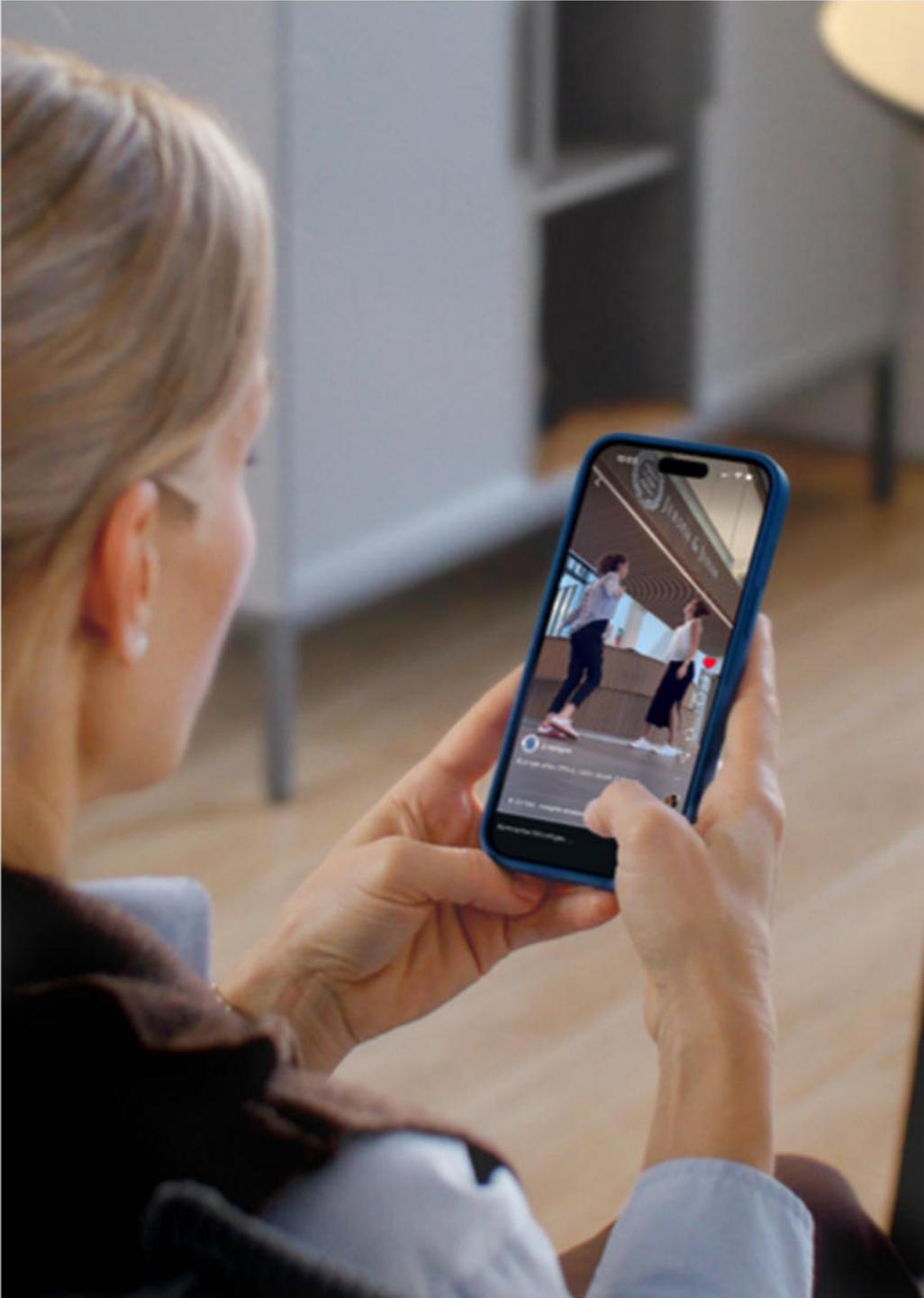
In 2024, we trained a total of seven apprentices in wholesale and foreign trade management (specialising in foreign trade), two of whom successfully passed their final examinations in June. We also offer a dual training programme in foreign trade business administration in cooperation with the Berufsschule am Lämmermarkt vocational school and the ECBM in London. This programme combines three qualifications: the IHK qualification, the foreign trade business administration qualification and an internationally recognised bachelor's degree. At the end of 2024, eight trainees were enrolled in this dual programme. All trainees are supported by trainee mentors in the specialist departments and by experienced mentors who provide targeted support for their personal and professional development. In 2024, we expanded our training spectrum for the first time to include the occupational profile of office management assistant. We also regularly support student interns. However, our support does not end with training: in 2024, we supported four employees in their part-time studies and four others in a dual study programme (HSBA), including one graduate who successfully completed her studies in September 2024.

## APPROACHABLE, CREATIVE AND WITH THE CHARACTER OF A FAMILY BUSINESS

A total of five young talents were also trained at the Brands Fashion Group in 2024. While four trainees completed their training as wholesale and foreign trade management assistants, either in the traditional or dual model, the job profile of e-commerce assistant was also trained.

Insights into our working world

We are increasingly using social media to reach young talent. We share transparent information on current topics and developments within the company via our LinkedIn channels. At the same time, we provide authentic insights into everyday working life at the Jebsen & Jessen Hamburg Group on Instagram and TikTok – approachable, creative and with the character of a family business.



### Our social commitment and charitable activities

Projects close to our hearts thrive on participation – and on taking responsibility together. In 2018, we established the Jebsen & Jessen Hamburg Foundation. Since then, we have been promoting our CSR projects through this channel. In 2024, we were able to join forces to make a donation of €7,740 to the **Sternenbrücke children's hospice**.

In addition to the financial support provided by our foundation (€3,995), our employees contributed to the campaign with great commitment: the purchase of branded hoodies raised a further €3,745 – a strong sign of team spirit and compassion.

The hospice responded to our support with great warmth. We pass on this gratitude to everyone involved from the bottom of our hearts.

Our subsidiary Ruhr-Petrol is not only committed to sustainable energy supply, but also to social causes:

In addition to sponsoring **World Vision**, the company supports regional school projects aimed at strengthening everyday skills. In 2024, for example, the **Johanniter initiative "Ersthelfer von morgen"** was supported with a donation of €665, which was used to finance first responder books. This gives children early access to life-saving knowledge in a practical and age-appropriate way.

For years, our subsidiary Clothing Network has been supporting the important work of the **Björn Schulz Foundation**, which accompanies children with life-shortening illnesses and their families. With an annual donation of €1,000, we make a continuous contribution to dignified care and support in difficult life situations.

- Sternenbrücke children's hospice
- Björn Schulz Foundation
- Johanniter initiative "Ersthelfer von morgen"



**MONETARY DONATIONS BY THE JEBSEN & JESSEN HAMBURG GROUP AT A GLANCE**



### Christmas as a sign of solidarity

In addition to our monetary donations, we also make targeted donations in kind – for example, as part of our 2024 Christmas campaign. Thanks to the generous parcels put together by our employees, we were able to hand over lovingly packed gifts to a charitable organisation and thus to those who are having a particularly difficult time at this time of year. For us, this is more than a symbolic gesture: it is an expression of our self-image, of living social responsibility in a small and very practical way.

### FOR THE JEBSEN & JESSEN HAMBURG GROUP, SOCIAL RESPONSIBILITY MEANS GOING BEYOND OUR OWN BUSINESS PURPOSE

The voluntary social commitment that our employees make quietly and without much fanfare demonstrates a high degree of responsibility. This personal commitment cannot be taken for granted and deserves our special recognition.

### Taking responsibility – for people, community and coexistence

For the Jebsen & Jessen Hamburg Group, social responsibility means going beyond our own business purpose – for a strong social environment, for more participation, equal opportunities and respectful coexistence. Our activities are as diverse as our group of companies itself: they range from targeted donations and social projects to involvement in education and the promotion of our own corporate culture.

### Shaping the future together – responsibly, committedly, humanely

Our employees are at the heart of our sustainable actions. Their knowledge, ideas and commitment are the key to sustainable development – within our company and beyond.

We invest specifically in the personal and professional development of our teams, support socially relevant projects and take responsibility along our entire value chain.

Our values – open-minded, competent, innovative and family spirit – are more than just words. They are our compass. They guide us when we break new ground, when we listen, learn and grow together.

In this way, we create a working environment that promotes diversity and enables personal development – while also contributing to the community and future generations. Because our commitment does not end with a goal. It begins with the desire to become a little better every day – for a future that we shape responsibly together.

### Social responsibility along the value chain

At Jebsen & Jessen Hamburg, we care not only about the well-being of our own employees, but also about that of all workers along our entire value chain. We are aware that our responsibility does not end at the boundaries of our company, but also extends to our business partners and their employees.

An important aspect of our social responsibility is compliance with supply chain legislation. While this is currently under review in Germany and the EU and has no immediate impact on the Jebsen & Jessen Hamburg Group, our global orientation means that we are subject to international supply chain legislation, such as the Canadian Supply Chain Act. This came into force on 1 January 2024. It aims to combat forced and child labour in supply chains. This law underlines the importance of transparency and ethical conduct in global supply chains.

In addition, we attach great importance to regularly reviewing our business partners. Our business partner review ensures that all partners meet our high standards of social and environmental responsibility. These reviews include both the assessment of working conditions and compliance with environmental standards.

A comprehensive understanding of our value chains is of central importance to us. This is also demonstrated by the example of our subsidiary Jebagro's silentpartnership in Argho Agrosience. Close cooperation with distributors and end customers, particularly in Paraguay and Brazil, has increased market penetration and the sustainable use of biological solutions. These partnerships and the continuous review of our business partners ensure that all parties involved meet our high standards of social and environmental responsibility.



Another key element of our responsibility is on-site audits, particularly in the textile sector. These audits enable us to directly check working conditions and ensure that our standards are being met. Our subsidiaries, Juritex Import-Export GmbH and Brands Fashion GmbH, conduct regular audits to ensure compliance with social and environmental standards based on the ILO's core labour standards.

## OUR RESPONSIBILITY DOES NOT END AT THE BOUNDARIES OF OUR COMPANY, BUT ALSO EXTENDS TO OUR BUSINESS PARTNERS AND THEIR EMPLOYEES

Our commitment to certified business partners is also reflected in our cooperation with GMA Garnet Pty Ltd., the main supplier of GMA Garnet (Europe) GmbH. This company is certified according to ISO 45001:2018 for the areas of mining, processing, packaging, supply of minerals (garnet, ilmenite) and administration for the period from 16 July 2023 to 14 April 2026, confirming its high standards in occupational health and safety.

Our Jebsen & Jessen Financial Solutions division also focuses on transparency and responsibility. While project partners are vetted by ECAs (Export Credit Agencies) and bank financing to ensure that all financial and legal requirements for cooperation are met, we also attach great importance to on-site visits and establishing close ties with project stakeholders.

These measures contribute significantly to transparency and trust in our business relationships and ensure that our projects are not only economically successful, but also sustainable and responsible.

Social responsibility along the value chain is a principle that Jebsen & Jessen Hamburg lives by, which is evident both in our daily activities and in our long-term partnerships. Through continuous review, transparency and consistent compliance with international standards, we are actively committed to fair working conditions and the protection of people and the environment. Our goal remains to promote sustainable value creation and, together with our partners, to make a positive contribution to society – today and in the future.



# OUR STRATEGIC CORPORATE MANAGEMENT

**Economic responsibility in the spirit of resilience**



The responsible management of our company forms the foundation for sustainable economic success. Our aim is to always make economic decisions that are transparent, value-oriented and geared towards long-term value creation. In doing so, we rely on clear governance structures that ensure integrity, reliability and sustainability. In this chapter, we highlight our financial performance in the 2024 financial year, present key figures and provide insight into our principles for compliance with regulatory requirements and our risk management.

### Geopolitical situation and economic environment in 2024

The year 2024 was once again marked by geopolitical tensions and global uncertainties. The ongoing war in Ukraine continued to weigh on international markets, even though Europe was able to gradually reduce its dependence on Russian energy. The danger of further escalation remained and posed a latent risk to economic stability.

At the same time, new conflicts impacted global trade: the armed conflict between Israel and Hamas and targeted attacks by the Houthi militia on merchant ships in the Red Sea led to significant disruptions to one of the most important trade routes between Asia and Europe. For safety reasons, numerous shipping companies diverted to significantly longer routes around the Cape of Good Hope – with consequences for transport times, supply chains and freight costs, even though the Suez Canal remained passable in principle. These alternative routes had not only economic but also ecological consequences: the longer sea routes led to a significant increase in transport-related greenhouse gas emissions.

Added to this was the smouldering trade conflict between the US and China, which made planning even more difficult for internationally active companies. The upcoming US presidential election in November 2024 contributed to the uncertainty. At the same time, global competition for critical raw materials such as oil and gas intensified – another driver of volatile markets and rising price pressure. Against this backdrop, it once again became clear how important resilience, diversification and forward-looking risk management are for our ability to do business.

This development underscores the growing importance of geopolitical trade risks for the orientation of our operating business – and at the same time shows how important partnerships and flexible sourcing models are for the resilience of international business relationships.

## THE RESPONSIBLE MANAGEMENT OF OUR COMPANY FORMS THE FOUNDATION FOR SUSTAINABLE ECONOMIC SUCCESS



## Growth in turbulent times

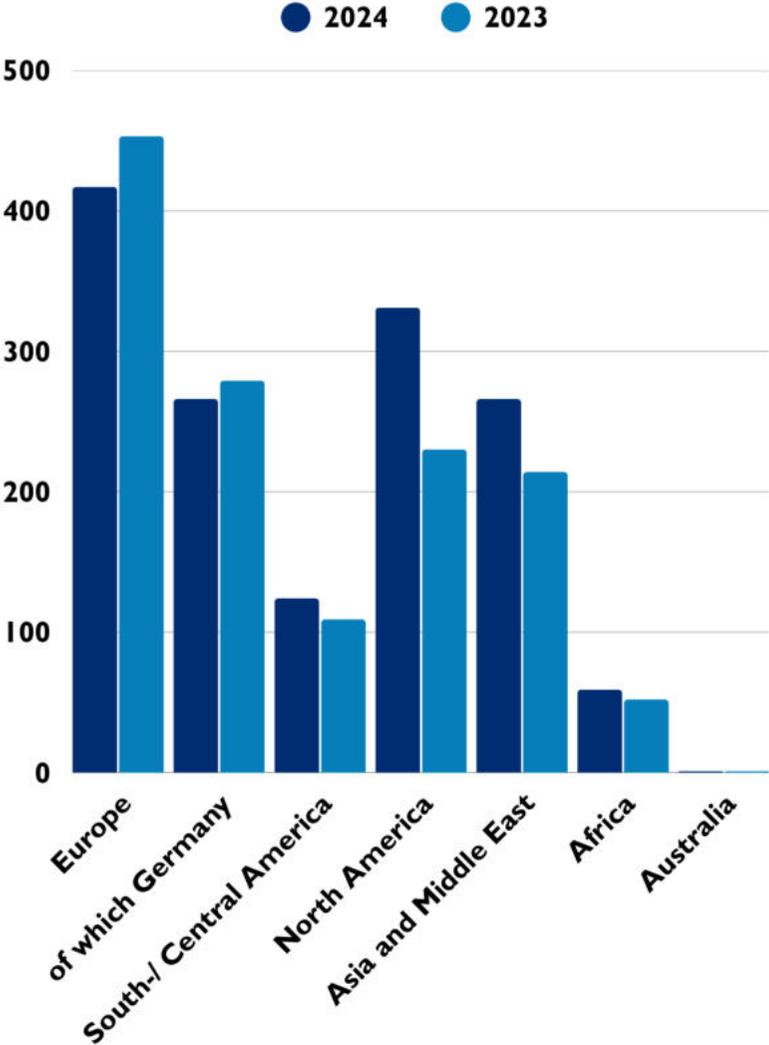
Despite the volatile conditions, we can look back on a successful year in 2024. After a cautious start to the financial year, the second half of the year in particular saw a positive development. Consolidated revenue rose to €1,197.7 million – an increase over the previous year (€1,057.1 million) and slightly above our original expectations. Our earnings before taxes amounted to €10.2 million (previous year: €15.1 million). These declines reflect the challenging market environment, which was characterised by economic restraint, increased financing costs, volatile freight rates and general uncertainty in many sales markets.

In this context, our diversified business models once again paid off. Our long-term, partnership-based customer and supplier relationships proved to be pillars of strength – especially in times of increased market volatility. Supported by our decentralised structures, we were able to respond quickly and flexibly to changes and demonstrate our strategic ability to act.

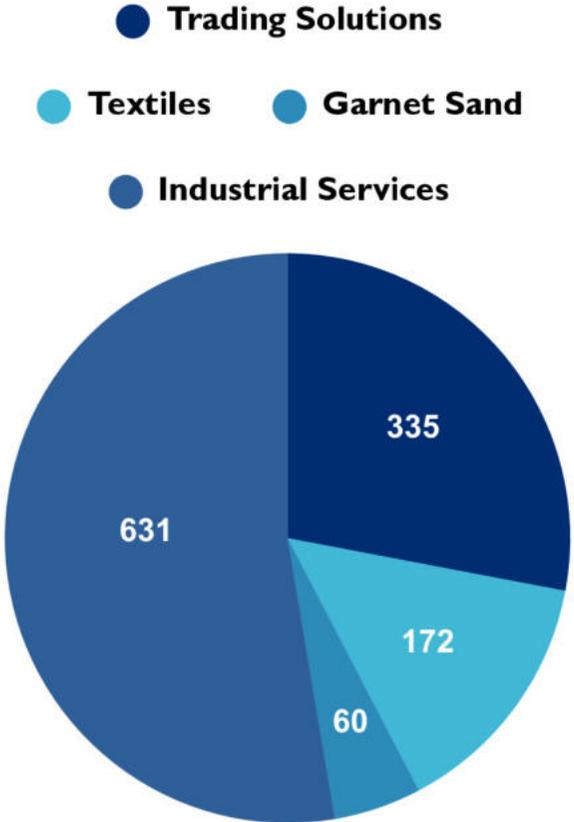
**OUR DIVERSIFIED BUSINESS MODEL PAYS OFF:**

**OUR BROAD POSITIONING ACROSS VARIOUS SECTORS AND MARKETS ENSURED STABILITY AND RESILIENCE.**

SALES BY REGION IN EUR MILLION YEAR-ON-YEAR



TURNOVER BY DIVISION IN EUR MILLION



### Revenue by segment in EUR million

The Trading Solutions division can look back on a year of targeted progress and encouraging partial successes – despite a difficult global environment. Particularly noteworthy is the strong performance of Ruhr-Petrol GmbH, which significantly increased its profitability by focusing on its core products bioethanol and propylene and thanks to the easing of spot market tensions. An additional success factor was its comparatively low exposure to global supply chain risks: thanks to its integration into European value creation structures, Ruhr-Petrol was largely spared the effects of international disruptions, such as diversions at sea or a lack of cargo ships from China. Jebagro also sent a clear signal for sustainable transformation: its strategic focus on biological plant protection solutions and biostimulants provided a strong ESG impetus for the entire supply chain. In addition, the expansion of Jebesen & Jessen Chemicals GmbH into Colombia and Ecuador represented a significant step towards regional diversification and strengthening the Latin American portfolio – with a focus on responsible distribution and sustainable product development.

### Textiles: Stable development with strong customer focus

The Textiles division closed the 2024 financial year with a solid performance. Although results were below the previous year's level, internal expectations were exceeded. Juritex Import-Export GmbH performed particularly well: with an expanded product range and high delivery capacity, it maintained its role as a reliable partner in the winter and ski clothing sector. The increasing sensitivity of customers to price-performance and ESG criteria – for example, with regard to social standards and supply chain risks – was actively addressed. Competitiveness was further strengthened through targeted adjustments in purchasing and closer cooperation with key customers.

Juritex GmbH is specifically tapping into new procurement markets by starting production in Rwanda, Laos and Cambodia. This diversification of production locations reduces supply chain risks and increases flexibility in purchasing. At the same time, the development of these locations offers the opportunity to promote local value creation and establish sustainable partnerships in emerging markets. The expansion of sourcing activities underscores the Group's commitment to continuously adapting to global changes and remaining competitive.

### Industrial Services: Robust business areas with targeted further development

The Industrial Services division achieved a significant increase in revenue in 2024. Particularly noteworthy is the Financial Solutions business unit, which posted record results in terms of revenue and pre-tax profit. This growth reflects both the professional execution of projects and the increasing demand for structured financing solutions.

In the e-mobility/transportation sector, however, the market environment was more difficult – here, changes in demand behaviour, partly due to a lack of subsidy programmes and tax incentives, as well as intense competition, led to a decline in earnings.

Jebesen & Jessen Metals was able to expand its market position as a leading importer of long products in Canada. The increasing availability of EPDs (Environmental Product Declarations) makes products more comparable from an ecological point of view, and high recycling rates in the steel sector are becoming increasingly relevant to competition.

### Garnet sand: market position maintained

The garnet sand division again made an important contribution to the Group's results in 2024. In a highly competitive environment, it maintained its market leadership in the water jet cutting sector in Europe. Demand remained stable overall, with new customers being acquired in the sandblasting segment in particular. ESG-related requirements – such as the origin of the material or the CO<sub>2</sub>e balance of transport routes – increasingly became part of customer enquiries and are now an integral part of day-to-day operations. Even though earnings fell short of expectations, the division's overall performance demonstrates continuity and reliability.

### Resilience as an economic sustainability factor

Our operational successes in 2024 show that, for us, economic success is inextricably linked to sustainable thinking. Whether through the expansion of local sales structures in Colombia and Ecuador, strategic diversification or investments in partnership-based business models, our economic decisions contribute to the long-term resilience and responsibility that we bear as a distribution company with a global presence.

### Responsibility along the value chains

As an internationally active trading and service company, we know that the conditions under which products are manufactured, transported and processed are crucial to their sustainability. That is why we focus not only on our own locations, but also on the people who work along our value chains – whether in production, logistics or at our partner companies worldwide.

**WE ARE COMMITTED TO OUR HUMAN RIGHTS  
AND ENVIRONMENTAL DUE DILIGENCE  
OBLIGATIONS AND WORK CONTINUOUSLY TO  
IDENTIFY, MINIMISE AND TRANSPARENTLY  
COMMUNICATE RISKS.**



## CONCRETE COMMITMENT IN SOCIETY

### Strengthening employee rights through external grievance mechanisms and a clear code of conduct

As part of our commitment to social responsibility, we focus specifically on strengthening workers' rights along our textile supply chain. As a member of the Partnership for Sustainable Textiles, Brands Fashion was actively involved in the development and implementation of an external grievance mechanism. The aim of the project was to create effective channels for complaints along the textile supply chain and to strengthen workers' rights.

A functioning grievance mechanism is a fundamental part of respecting workers' rights. While internal mechanisms at factory level ideally provide an effective way to raise concerns and complaints, external systems are an important additional safety net – especially when internal procedures are ineffective or inaccessible.

In 2024, Brands Fashion GmbH used two additional external systems as back-up to the existing mechanism of the RMG Sustainability Council (RSC, formerly ACCORD) in Bangladesh: "Speak for Change" from amfori and the Fair Wear Foundation's complaint mechanism as part of an alliance initiative. These mechanisms enable complaints to be handled effectively and confidentially and help to protect the rights of employees, even when internal channels remain blocked.

amfori Speak for Change was implemented in 2024 at suppliers in Bangladesh and Turkey. In the reporting year, one complaint was submitted via this channel from Bangladesh and corrective measures were implemented in

collaboration with an external service provider and other companies at the production facility concerned.

An expansion of the programme to other sourcing countries is planned for 2025.

From May to October 2024, Brands Fashion also participated in the Joint Grievance Mechanism alliance initiative in cooperation with the Fair Wear Foundation. Seven nominated production facilities in India and Turkey were included. This gave employees in these factories access to a confidential and effective grievance system. Exchanges with other companies and accompanying measures such as training courses, factory visits and awareness campaigns further promoted awareness and acceptance of the mechanisms on site.

Through these activities, Brands Fashion is making an important contribution to greater participation, equal opportunities and respectful cooperation in our supply chains. They reflect our commitment to fulfilling our social responsibility in a practical and effective manner.

In 2024, Clothing Network revised its company-wide Code of Conduct and implemented it as binding in all relevant business areas. The Code of Conduct defines clear standards for corporate responsibility and serves as a framework for ethical conduct along the entire value chain.

### Reliable structures for compliant behaviour

In the 2024 financial year, the Jebsen & Jessen Hamburg Group further expanded and refined its compliance management system. The basis remains a business strategy that is guided by clear ethical and legal principles.

The aim is to operate in a compliant, responsible and future-oriented manner in all areas of business. The management teams ensure appropriate control and information in this regard and are comprehensively supported by the Legal & Compliance department.

One focus this year was on the further development of group-wide training formats. New employees received targeted training on the topics of export control and money laundering law – partly internally by the Legal & Compliance department and partly through external law firms. The training on export control was successfully completed, as was a specialist event on money laundering prevention. At the same time, various providers of (digital) compliance e-learning courses were reviewed. In 2025, the training landscape is to be further professionalised and expanded in terms of scope and reach.

The whistleblower system was also further developed. While a central email address is currently still used to report information, the implementation of a digital system is in preparation. The introduction of a new platform will be rolled out from the 2025 financial year onwards – with the aim of enabling low-threshold, anonymous and secure communication.

Progress has also been made in the area of policy management. Several internal regulations – including those on the use of IT equipment, social media and data protection – have been revised and published on the intranet, JJConnect, or are in the final stages of approval. In addition, a company-wide AI policy was adopted for the first time in 2024, based on the "AI memo" published in the previous year.

Another key project was the changeover in business partner screening: as part of "Compliance Reimagined," the Legal & Compliance team oversaw the switch to the provider D&B Risk Analytics.

The aim is to achieve a more efficient, data-driven and higher-quality risk assessment of our business contacts. For 2025, we also plan to record and evaluate anomalies in business partner checks even more systematically in future so that we can identify potential risks earlier and address them in a more targeted manner. In the 2024 financial year, new master agreements were drawn up for commercial agency contracts. The aim of this measure is to make the contractual basis more transparent, legally secure and sustainable. The new master agreements now contain:

- Fixed terms that enable regular review
- An electronic reference to the Code of Conduct to clearly establish compliance requirements
- Standardised contract structures to strengthen governance and minimise risk

**THIS MEASURE IS PART OF OUR ONGOING EFFORTS TO STRENGTHEN CORPORATE RESPONSIBILITY ALONG THE VALUE CHAIN AND TO BASE COOPERATION WITH EXTERNAL PARTNERS ON A TRANSPARENT, FAIR AND COMPLIANT BASIS.**

In addition, the group-wide emergency plan was revised and published on the intranet. It defines clear procedures in the event of a cybercrime incident and supplements the existing security concept with specific instructions for crisis management.

As part of our ESG management, participation in the Sustainability Summit provided further important impetus for the continuous development of our sustainability strategy. As a panel member on the topic of corporate governance, an intensive exchange on responsible corporate management, transparency and effective control mechanisms was facilitated – key aspects that also shape our understanding of sustainable corporate management.

2024 has shown how closely economic success and responsible action are linked. In a challenging environment, we were not only able to strengthen our business activities, but also to drive forward key governance and compliance issues in a targeted manner. Transparent structures, clear rules and effective risk management form the foundation of our sustainable growth.





# A LOOK AHEAD AT OUT FUTURE

## STRATEGIC ESG INTEGRATION: FOR CREDIBLE REPORTING AND EFFECTIVE ACTION

---

In a world where social expectations, regulatory requirements and corporate responsibility are increasingly intertwined, the integration of ESG (environmental, social and governance) criteria is becoming even more central to sustainable corporate management.

For us at the Jebsen & Jessen Hamburg Group, ESG has long been more than just a reporting requirement – it is a strategic lever for sustainable business.

In order to meet the increasing demands for credible sustainability reporting, we are intensifying dialogue with our stakeholders, expanding systematic data collection and working on targeted measures for optimisation in the areas of environment (E), social affairs (S) and corporate governance (G).

In recent years, we have already laid important foundations by voluntarily disclosing a wide range of relevant ESG data, thus preparing ourselves in a structured manner for possible future reporting requirements.

To further strengthen our sustainability management, we are planning targeted measures to actively involve internal and external stakeholders. These include interviews with selected stakeholders to systematically record their expectations, perspectives and requirements and continuously incorporate them into our double materiality analysis. At the same time, we intend to intensify internal exchange in the established "ESG Roundtable" working group and further develop it as a central dialogue format. We are also preparing to publish our VSME report in order to present our prioritisation of ESG issues in a transparent and comprehensible manner.

We see sustainability as an ongoing learning process. That is why we will continue to focus on the targeted expansion of our internal expertise, the early consideration of ESG factors in our processes and the forward-looking management of risks and opportunities along the entire value chain.

With innovative strength and a clear commitment to sustainable action, the Jebsen & Jessen Hamburg Group will continue to take responsibility in the future, actively contribute to successfully shaping the challenges of a changing world, and use the associated changes as an opportunity.



### LIST OF SOURCES

<sup>1</sup> **Bundesministerium für Umwelt, Klimaschutz, Naturschutz und nukleare Sicherheit:**

**Wie sieht die Klimabilanz für E10 im Vergleich zum Super Benzin als fossiler Brennstoff konkret aus?**

<https://www.bundesumweltministerium.de/faq/wie-sieht-die-klimabilanz-fuer-e10-im-vergleich-zum-super-benzin-als-fossiler-brennstoff-konkret-aus>

[Last access: 17.10.2025]

## SITE NOTICE

### PUBLISHER

#### **Jebsen & Jessen (GmbH & Co.) KG**

Rödingsmarkt 16, 20459 Hamburg, Deutschland

Tel.: +49 / 40 / 3014 / 001

Fax.: +49 / 40 / 327091

### RESPONSIBLE

#### **JEBSEN & JESSEN (GMBH & CO.) KG**

Rödingsmarkt 16

20459 Hamburg

Germany

Managing Partner:

Fritz Graf von der Schulenburg

Legal Form:

Limited Partnership

Seat:

Hamburg/Commercial Register, HRA 55283

Sole General Partner:

Jebsen & Jessen Verwaltungsgesellschaft mbH

Managing Directorship:

Fritz Graf von der Schulenburg, Ralf Schwarzhaupt, Carsten Schulz-Schaffnit

Seat:

Hamburg/Commercial Register, HRB 31881

## ESG-MANAGEMENT

#### **Farah Alice Rosenau**

ESG Manager

E-Mail: ESG@jebsen-jessen.de

Tel.: +49 / 40 / 3014 / 154



## EDITORIAL RESPONSIBILITY

#### **Hanna Priebe**

Department Manager Corporate Communications & Marketing

E-Mail: ESG@jebsen-jessen.de

Tel.: +49 / 40 / 3014 / 152



## IMAGE MATERIAL

#### **Paulina Holbreich**

Sebastian Greuner Photographie



SCAN ME

Social media channels of the Jebsen & Jessen Hamburg Group



JEBSEN & JESSEN

VE. FAMILY SPIRIT. **OPEN-MINDED**. COMPETENT. INNOVATIVE. FAMILY SPIRIT  
FAMILY SPIRIT. OPEN-MINDED. **COMPETENT**. INNOVATIVE. FAMILY SPIRIT  
E. FAMILY SPIRIT. OPEN-MINDED. COMPETENT. **INNOVATIVE**. FAMILY SPIRIT  
LY SPIRIT. OPEN-MINDED. COMPETENT. INNOVATIVE. **FAMILY SPIRIT** OF  
PIRIT. **OPEN-MINDED**. COMPETENT. INNOVATIVE. FAMILY SPIRIT. OPEN-M  
. OPEN-MINDED. **COMPETENT**. INNOVATIVE. FAMILY SPIRIT. OPEN-MIND  
N-MINDED. COMPETENT. **INNOVATIVE**. FAMILY SPIRIT. OPEN-MINDED. C  
NDED. COMPETENT. INNOVATIVE. **FAMILY SPIRIT**. OPEN-MINDED. COM  
VE .FAMILY SPIRIT. **OPEN-MINDED**. COMPETENT. INNOVATIVE. FAMILY S  
FAMILY SPIRIT. OPEN-MINDED. **COMPETENT**. INNOVATIVE. FAMILY SPIRIT.  
ILY SPIRIT. OPEN-MINDED. COMPETENT. **INNOVATIVE**. FAMILY SPIRIT. O  
Y SPIRIT. OPEN-MINDED. COMPETENT. INNOVATIVE. **FAMILY SPIRIT**. OP  
IRIT. **OPEN-MINDED**. COMPETENT. INNOVATIVE. FAMILY SPIRIT. OPEN-M  
OPEN-MINDED. **COMPETENT**. INNOVATIVE. FAMILY SPIRIT. OPEN-MINDED  
N-MINDED. COMPETENT. **INNOVATIVE**. FAMILY SPIRIT. OPEN-MINDED. C  
DED. COMPETENT. INNOVATIVE. **FAMILY SPIRIT**. OPEN-MINDED. COMPE  
FAMILY SPIRIT. **OPEN-MINDED**. COMPETENT. INNOVATIVE. FAMILY SPIRIT  
LY SPIRIT. OPEN-MINDED. **COMPETENT**. INNOVATIVE. FAMILY SPIRIT. OPE



JEBSEN & JESSEN

**JEBSEN & JESSEN (GMBH & CO.) KG**

Rödingsmarkt 16

20459 Hamburg

Germany

[www.jebesen-jessen.de/en/](http://www.jebesen-jessen.de/en/)