KräuterMix
since 1919

SUSTAINABILITY REPORT 2026

WITH DATA FROM 2025

Reporting based on the **VSME** in accordance with EFRAG as of December 17, 2024, and **EMAS** with an updated Environmental Statement in accordance with Regulation (EC) No 1221/2009

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FOREWORD

Rosehip



Bernhard Mix
Managing Partner

In over **one hundred years of Kräuter Mix history**, one partner has always come first:

MOTHER NATURE

As an owner-managed family business, organic and sustainable development have been at the heart of what we do since 1919: Reaching from the early days of gathering wild herbs and medicinal plants in and around Abtswind in Germany's Lower Franconia region through decades of organic growth and expansion to the current extent of our company.

Long before sustainability entered the mainstream, Kräuter Mix was ahead of its time. As early as the 1980s, the company introduced a supplementary solar system to generate steam for its belt dryer. Meanwhile, as organic produce gained momentum, paving the way for today's certified organic market, it also became an established part of the Kräuter Mix product portfolio.

To preserve biodiversity and ensure a responsible and sustainable collection of wild herbs and medicinal plants we have established a GACP-management system in the early 2000s, which can be considered as the seed of today's sustainability department at Kräuter Mix. [1]

In 2015, we formally anchored sustainability within the company with our first EMAS certification. [2]
Now, we want to build on our significant platform for growth. As such, this report expands our previous EMAS Environmental Statement in accordance with the EU's voluntary sustainability reporting standard for small and medium-sized enterprises (VSME). [3]

The Kräuter Mix Sustainability Report is the next step in our reporting standards and related activities. Sustainability has always been an intrinsic constant at Kräuter Mix, one whose importance we are deeply aware of — both from a historical perspective and with a clear focus on the future. Alongside our stakeholders, we remain dedicated to this journey toward sustainability and shared success.



Sincerely,
Bernhard Mix

[1] GACP = Good Agricultural and Collection Practice
[2] EMAS = Eco-Management and Audit Scheme
[3] VSME = Voluntary Sustainability Reporting Standard for SMEs



INTRODUCTION

Fruit tea blend

INTRODUCTION

This combined Environmental Statement and Sustainability Report was prepared in accordance with Regulation (EC) No 1221/2009 of the European Parliament and of the Council on the voluntary participation by organisations in a Community eco-management and audit scheme (EMAS) in its current consolidated form. It is also based on the requirements of the Voluntary Sustainability Reporting Standard (VSME) of the European Financial Reporting Advisory Group (EFRAG) dated December 17, 2024.

Sections marked green have been verified as part of the EMAS audit.

Sections marked red refer back to the VSME standard.

ORGANIZATIONAL CHANGES

The current reporting year marks the first time that Kräuter Mix has prepared a combined EMAS Environmental Statement and Sustainability Report. This step is intended to leverage synergies between the two systems, increase transparency and lay the groundwork for consistent and continuously improved reporting in the coming years.

In April 2025, the coordination of the EMAS certification was transferred from the commercial management to the sustainability management team. The new environmental management representative is the head of the sustainability management team, Ms. Janna Seufert. The EMAS team is made up of employees from the sustainability management, technical management, marketing and quality management departments. In early 2026, Kräuter Mix GmbH underwent a restructuring of its executive team, with Mr. Marco Grasmeder taking over responsibility for the IT, controlling, finance/accounting and human resources departments as the new managing director.

STRUCTURAL CHANGES

The most significant structural changes at the Abtswind production site were necessitated by the fire at the site in 2024, which caused varying degrees of damage to production facilities and essential parts of Hall 12. These facilities have been out of operation since July 2024; where possible, the production lines affected were relocated to redundant facilities in the undamaged part of the Abtswind site. While the latter half of 2024 was characterized by dismantling, cleaning and disposal work, site renovations and modernization measures have been underway since early 2025. A key milestone is the commissioning of the germ reduction facility in spring 2026, which will increase production capacity and support technological development at the site.

Reporting period:	Calendar year 2025
EMAS Registration Number:	DE–180–00058
A note on validation:	The Environmental Statement included in this report has been validated by an accredited environmental auditor (sections marked green have been validated).



COMPANY PROFILE

Tomatoes



COMPANY PROFILE

Founded in 1919 in Abtswind, Bavaria, Kräuter Mix is a medium-sized production and trading business now led by the third and fourth generations of the founding family, Christoph and Bernhard Mix. Its operations include the procurement, processing, quality assurance, pest-controlled storage and distribution of plant-based raw materials for industrial clients in the food, pharmaceutical and pet food sectors. The company offers a broad and diverse portfolio of around 650 raw material groups, including approximately 150 certified organic products.

These products are available in a variety of forms, including sliced, cryogenically ground and whole, with a range of additional options, such as with a reduced microbial load or tailored to individual client specifications. As a specialist in air-dried plant-based raw materials, our product range spans dried vegetables, culinary herbs, spices, superfoods, medicinal plants and herbal and fruit teas – available as individual ingredients or customized blends.

Kräuter Mix has two sites, both in Lower Franconia, Germany (Abtswind and Wiesentheid), where we process and store our raw materials, sourced from some 70 countries worldwide.

Legal form:	GmbH
NACE codes:	10; 10.3; 10.84; 46.37; 47.29
Headquarters (country):	Germany
Geolocation for all sites:	Wiesentheider Straße 4, 97355 Abtswind Industriestraße 30/30A, 97353 Wiesentheid
Sustainability certificates:	EMAS (Eco-Management and Audit Scheme) ISO 14001 SMETA (Sedex Members Ethical Trade Audit) Rainforest Alliance

General information	2012	2023	2024	2025
Number of employees – annual average	265	480	480	480
Production volume [t]	17.905	24.381	23.671	20.714

Table 1: General company information

Land-use footprint	2012	2023	2024	2025
Abtswind [m²]	59.559	62.021	62.021	69.413
Of which built on [%]	40	44	44	39
Of which sealed [%]	-	80	80	72
Wiesentheid [m²]	59.539	59.539	59.539	59.539
Of which built on [%]	32	52	52	53
Of which sealed [%]	-	82	82	82
Number of sites in or near key biodiversity areas	0	0	0	0

Table 2: Land-use footprint for the Abtswind and Wiesentheid sites



SUSTAINABILITY
MANAGEMENT

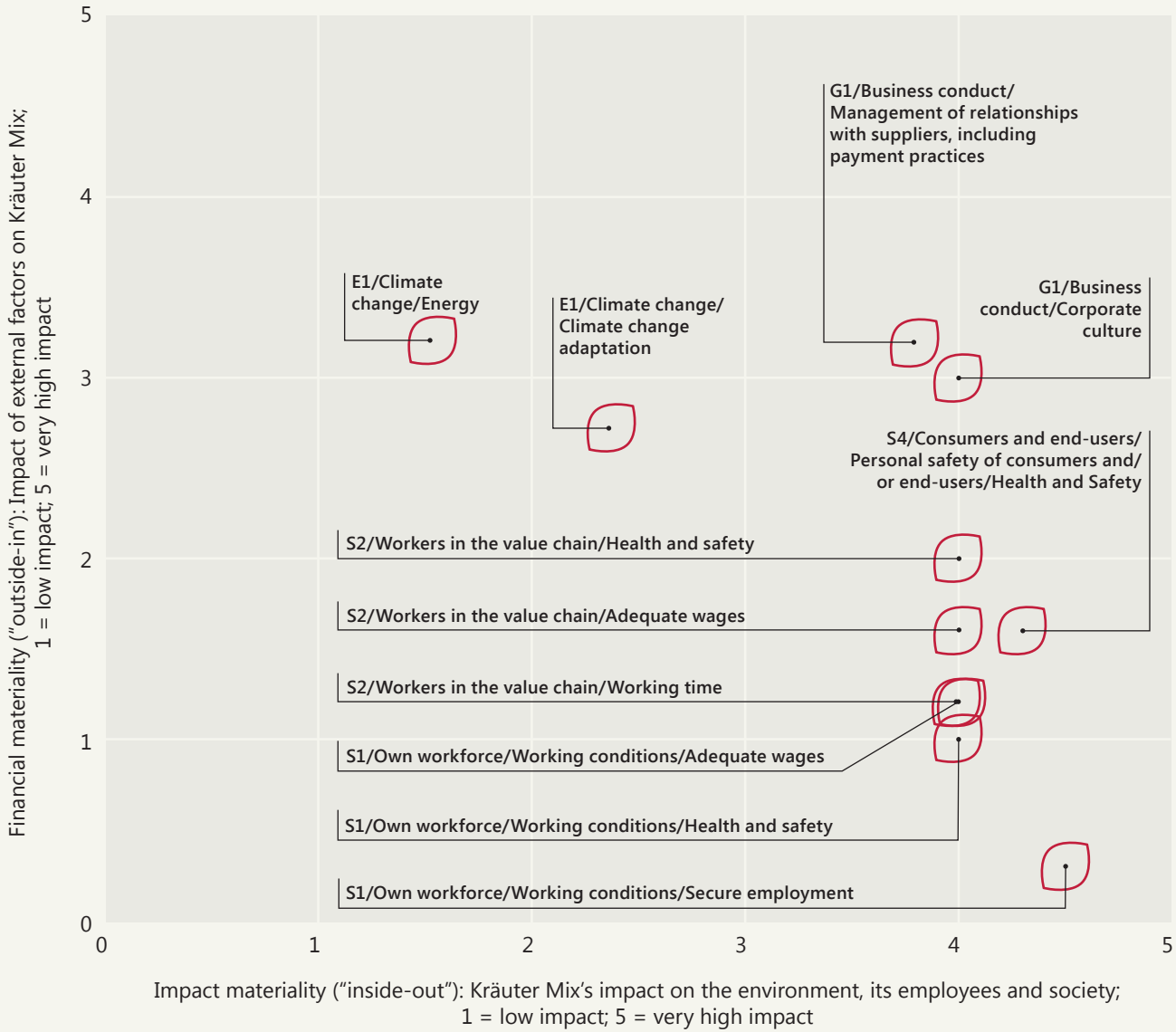


At Kräuter Mix, working with natural raw materials has always shaped our understanding of sustainable practices and responsible resource use. Early investments in environmentally friendly technologies, as well as the implementation of recognized standards such as GACP and EMAS, have further solidified this principle.

SUSTAINABILITY MANAGEMENT

Set against this context, our four-person **sustainability management** team is responsible for coordinating all sustainability-related activities and driving the ongoing development of the relevant management systems. This enables Kräuter Mix to establish the right guardrails to integrate new regulatory and strategic requirements while continuously advancing the company's sustainable orientation.

Materiality matrix



MATERIALITY ANALYSIS

A materiality analysis assesses which sustainability topics are most relevant to the company, including in terms of their impact on the environment and society.
In 2024, Kräuter Mix conducted a double materiality analysis in accordance with the European Sustainability Reporting Standards developed by EFRAG. The 94 sustainability topics specified in the relevant reporting standard were assessed from two perspectives:

- **Impact materiality ("inside-out"):** Shows the potential impacts of our business activities on the environment, the supply chain and society.
- **Financial materiality ("outside-in"):** Shows how external factors can affect our company's financial performance.

The topics identified as most material in the analysis are presented below in a materiality matrix. Our sustainability mission statement is derived from this analysis.

Figure 1: Materiality matrix for the company Kräuter Mix based on the double materiality analysis according to the EFRAG sustainability reporting standards. The topics shown are those that show the highest financial materiality as well as the greatest impact materiality on the environment, employees and society. The scale ranges from 1 = low to 5 = high materiality.

SUSTAINABILITY MISSION STATEMENT

At the heart of our business are our products, and therefore natural, renewable raw materials. We are proud to use these responsibly to create high-quality plant-based products, supporting both our own success and that of our suppliers and customers. As a leading supplier of air-dried herbs and spices, Kräuter Mix has a targeted resource management system in place which we continually seek to evolve. We harness this approach to integrate environmental and social considerations into our day-to-day operations as guided by our corporate philosophy and strategy.

Our stakeholders play a decisive role in our shared success and include, among others, our own employees as well as those in our supply chains. Fair cooperation and responsible conduct in our value-adding activities are fundamental to how we do business.

Our sustainability mission statement comprises six key areas:

Sustainable raw material procurement and partnerships:
Kräuter Mix sources raw materials and traded goods from reliable national and international business partners. We have worked with the majority of our suppliers for decades, spanning multiple generations of ownership. We work with large, medium, and small family-run businesses as well as smallholders and base our relationships on a procurement philosophy and structure rooted in mutual respect. The long-term nature of our supplier relationships reflects our ongoing commitment to deliver on the promises we make to our customers – sustainably and successfully.

Environmentally responsible processing:
At Kräuter Mix, we choose energy-efficient processes and state-of-the-art technology to minimize resource consumption in a sustainable manner. As part of our Eco-Management and Audit System (EMAS), we continuously review and optimize our facilities to identify where we can further save on energy. Waste prevention and recycling are also high priorities. Insofar as possible, we reuse and further process the plant-based byproducts generated during processing, achieving a current material efficiency rate of over 95 %. Where residual materials cannot be reused or further processed, these are recycled or disposed of properly, and we consistently pursue further reductions in unavoidable waste. With regard to our water consumption, we are developing efficient measures to significantly reduce the impact on local water systems.

Sustainable packaging:
With a consistent focus on product safety, Kräuter Mix is gradually switching its packaging materials to more environmentally friendly options. We already use a high proportion of recyclable materials and are evaluating new, even more sustainable alternatives to meet our packaging needs – always with the goal of reducing packaging waste.

Cutting greenhouse gas emissions:
Since 2024, Kräuter Mix has been targeting its greenhouse gas emissions based on the Greenhouse Gas (GHG) Protocol standard for greenhouse gas accounting.
The accounting is based on the cradle-to-gate approach, meaning it spans from the field production of raw materials to our facilities as well as transportation to our customers. All relevant emission sources are taken into account and categorized under Scopes 1, 2 and 3.
As part of our emissions management, we are working to gradually reduce our recorded emissions. Medium- to long-term investments in low-emission processes and renewable energy play an important role in this. Since 2015, Kräuter Mix has sourced electricity exclusively from renewable energy, reducing our Scope 2 emissions to zero.

Social responsibility and fairness in the supply chain:
We are committed to fair working conditions and human rights throughout our supply chains. Kräuter Mix has developed and implemented a comprehensive risk management system to address sustainability-related risks in our supply chains. We maintain an open and transparent dialogue with our suppliers and support them through training, joint projects and regular visits. For us, long-term partnerships anchored in trust and mutual respect lay the foundation for strengthening social responsibility and environmental protection along the entire value chain.

Transparency and engagement:
We communicate our achievements, progress, and challenges related to sustainability openly and transparently. As part of our EMAS certification, we publish an annual environmental statement and have been reporting on our relevant goals, action points and results since 2015. Starting with the 2025 reporting year, we will combine our EMAS-based environmental statement with VSME sustainability reporting to ensure even more comprehensive reporting.
Kräuter Mix is also actively involved in professional associations and supports industry initiatives. By collaborating with scientific institutions and experts, we pursue joint development, continuous learning and the co-creation of new standards.
Transparent and sustainable action means involving and raising awareness among our business partners. Thus, we regularly inform our customers about our sustainability activities and actively involve suppliers in our efforts, goals and developments.



SUSTAINABILITY RISK MANAGEMENT IN THE SUPPLY CHAIN

In light of its complex global procurement structures, Kräuter Mix has established a risk management system to identify potential risks to human rights and the environment along the supply chain at an early stage and respond appropriately.

This risk management system is based on the German Supply Chain Act (LkSG) and comprises two stages:

1. **Abstract risk analysis:** Analyzes general human rights and environmental risks in sourcing countries using publicly available studies and indices.
2. **Concrete risk analysis:** Based on a mandatory supplier code of conduct; assesses the actual risks in our supply chains – depending on the results of the abstract risk analysis – using a supplier self-assessment questionnaire and audits.

The concrete risk analysis is based on the following internationally recognized standards:

- *UN Universal Declaration of Human Rights (A/RES/217(III))*
- *UN Convention on the Rights of the Child (New York, 20 November 1989)*
- *UN Guiding Principles on Business and Human Rights*
- *UN Global Compact Principles*
- *OECD Due Diligence Guidance for Responsible Business Conduct*
- *OECD-FAO Guidance for Responsible Agricultural Supply Chains*
- *FAO Framework on ending child labour in agriculture*
- *OECD Guidelines for Multinational Enterprises on Responsible Business Conduct*
- *ILO Declaration on Fundamental Principles and Rights at Work*



GOVERNANCE

Cornflowers



GOVERNANCE

CORRUPTION & BRIBERY

Kräuter Mix is committed to complying with applicable laws and guidelines and conducts its business on the basis of integrity, fairness and **responsible conduct**. In the reporting year 2025 – as in all previous years – Kräuter Mix was not convicted of corruption or bribery, and no fines were imposed.

WHISTLEBLOWER & COMPLAINT SYSTEMS

Kräuter Mix operates a confidential, publicly accessible **reporting channel** for reporting misconduct, human rights violations and breaches of due diligence and complies with the requirements of the German Act for the Better Protection of Whistleblowers (HinSchG).



ENVIRONMENT

ENVIRONMENT

DIRECT AND INDIRECT ENVIRONMENTAL IMPACTS

Our materiality analysis identifies the key factors for our company regarding resource use and environmental impact. Within our own operations (direct environmental impacts), these primarily include energy use, and the resulting greenhouse gas emissions, as well as water use in steam processes. Waste volumes and wastewater are also of direct relevance.

Meanwhile, the agricultural production of our raw materials and their transportation play a significant role along our upstream and downstream supply chain (indirect environmental impacts). These environmental impacts are primarily from emissions generated during the pre-processing of raw materials – particularly during drying – as well as from their transportation to Kräuter Mix. Along the downstream value chain, indirect impacts such as energy use and packaging waste play a significant role, yet our influence here is limited. Kräuter Mix actively employs sustainable procurement strategies and topic-specific customer engagement to address these indirect environmental impacts.



CLIMATE RISKS AND ADAPTATIONS

The physical risks posed by climate change for Kräuter Mix were examined as part of a climate risk analysis. The location-specific climate risk analysis revealed that, as things stand, the company sites in Abtswind and Wiesentheid are resilient to climate impacts. Potential climate hazards with a time scale of >10 years were analyzed, taking into account a range of factors (a rise in temperature, extreme weather events such as storms or extreme rain, etc.). There is solely a low probability of significant, long-term impacts: The rise in temperature poses a marginal climate risk to our locations, which could be mitigated through, for example, air conditioning.

Further, climate-related risks, such as the impact of changing precipitation patterns or flooding, are taken into account in raw material sourcing decisions. By diversifying our sources of supply (raw materials from more than 70 countries) and maintaining close collaboration with our suppliers, we reduce the vulnerability of our supply chains to the impacts of climate change.

Overall, no significant environmental or climate risks were identified beyond the aspects mentioned above.

KEY ENVIRONMENTAL PERFORMANCE INDICATORS

Kräuter Mix has collected and analyzed environmental metrics since 2012, creating a solid benchmark for development.
The fire and resulting damage to a number of processing lines in July 2024 had a direct impact on the environmental metrics. The reduction in the number of production facilities in operation saw a decrease in energy and water use. Work to rebuild the halls and production areas is already underway.

Energy

Since 2015, Kräuter Mix has sourced all of its electricity from renewable sources. The majority of production facilities are electrically powered, while oil and gas are primarily used for heating warehouses and buildings, as well as for specific production processes, such as juniper drying and germ reduction systems.

In recent years, there has been a significant reduction in total energy use. This is closely linked to the respective production volumes but also demonstrates the efficacy of the energy-saving measures implemented to date. In particular, the energy-efficient renovation of two buildings has helped cut electricity use.

A note on changes to KPIs compared to the environmental statement for the 2024 reporting year: In previous years, the intensity and efficiency metrics were based on total sales volume and total revenue, respectively. These are now based on the volume produced and the resulting revenue. This new calculation method has been applied retrospectively to all years to ensure comparability.

Energy use	2012	2023	2024	2025
Electricity use Abtswind [kWh]	3.298.263	3.982.381	3.953.241	3.571.294
Electricity use Wiesentheid [kWh]	473.307	675.224	697.558	734.346
Total electricity use [kWh]	3.771.570	4.657.605	4.650.799	4.305.640
Proportion of electricity from renewable energy [%]	8%	100%	100%	100%
Oil use [kWh]	2.697.417	4.694.278	4.373.825	3.291.752
Gas use [kWh]	283.034	588.621	652.812	594.468
Total energy use [kWh]	6.752.021	9.940.504	9.677.436	8.191.860
Physical energy efficiency [kWh/t]	377	408	409	395
Economic energy efficiency [kWh/T€]	169,67	109,45	105,66	99,11

Table 3: Key energy indicators

Oil, gas and electricity use

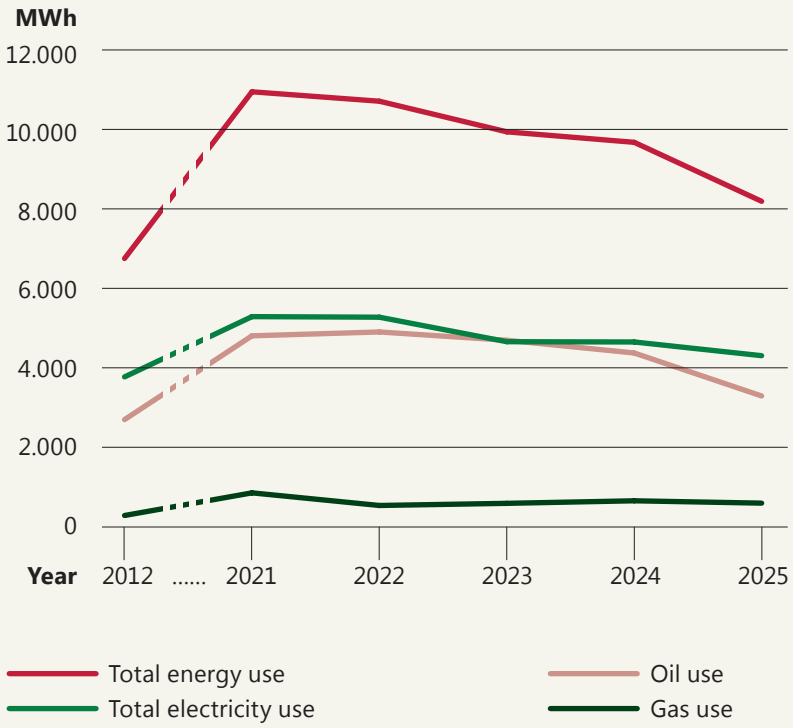


Figure 2: Total energy use as well as oil, gas and electricity use [MWh] at Kräuter Mix.

Energy generation from photovoltaics

	2012	2023	2024	2025
Energy generation from photovoltaics [kWh]	–	98,76	77,97	36,86

Table 4: Energy generation from photovoltaics

Between 2024 and 2025, total energy use fell from 9.68 GWh to 8.19 GWh, which in turn is attributable to the reduction in production capacity as a result of the fire in 2024. In this context, oil use also decreased by 25 % in this period.

In recent years, overall energy use has been reduced, and the company has gained valuable insights into base loads, process consumption and additional savings potential. These insights help us to plan the next steps in a practice-oriented, forward-looking manner. Kräuter Mix is working continuously to realize energy-saving potential, specifically to switch out fossil fuels and optimize facilities and processes accordingly.

Our own electricity generation from photovoltaics had declined significantly in recent years following technical limitations. As part of the reconstruction of Hall 12, which was damaged by the fire, new photovoltaic systems were installed and are scheduled to go into operation in 2026.

Water

Germ reduction processes represent the most water-intensive process stage in Kräuter Mix's operations. However, the central role they play in product safety makes their associated water use indispensable. Company water usage is largely determined by the type and quantity of raw materials that undergo germ reduction in a given year. Germ reduction involves the use of saturated steam, some of which evaporates at the end of the process. This explains the difference between the volume of water supplied (total water use) and the subsequent wastewater discharge (see Table 5). In addition to process-related use, water is also used for staff and operational hygiene. Given that the company processes food and herbal medicines, adherence to high hygiene standards is a top priority. Accordingly, the company sanitary facilities are state of the art and enable responsible, controlled water management.

In 2025, a significant reduction in both water use and wastewater discharge was recorded. This development is primarily attributable to the partial shutdown of production in the aftermath of the fire and currently allows only limited conclusions regarding efficiency-related improvements.

An analysis of recent years shows that responsible water management primarily involves understanding and transparently monitoring the key drivers of use. Our water management aims to review water-intensive processes on a regular basis, identify potential savings and make resource use more sustainable.

Water and wastewater	2012	2023	2024	2025
Total water use [m³]	11.824	24.392	23.654	17.721
Technical water use intensity [m³/t]	0,70	1,00	1,00	0,86
Economic water use intensity [m³/T€]	0,30	0,27	0,26	0,21
Staff and operational hygiene [m³/person]	19,30	20,24	25,29	17,10
Total wastewater [m³]	8.150	18.012	18.697	12.940
Technical wastewater intensity [m³/t]	0,46	0,74	0,79	0,62
Economic wastewater intensity [m³/T€]	0,21	0,20	0,20	0,16

Table 5: Key water and wastewater indicators

Material efficiency and waste

Kräuter Mix's production demonstrates exceptionally high material efficiency. A large proportion of the byproducts generated is reused and reprocessed, while continuous efficiency improvements keep yield losses at a low level. The reliable recycling of valuable, high-quality raw material components in the company's circular economy loops evidences our responsible use of resources.

Material efficiency				
	2012	2023	2024	2025
Material efficiency [%]	97,5	96,9	97,4	97,3

Table 6: Key material efficiency indicators

In recent years, waste volumes have largely been determined by the type and nature of the raw materials used as well as the respective product specifications and, consequently, the processing methods. Organic waste varies significantly depending on raw material quality, while packaging materials such as cardboard, plastic film and big bags are generated in largely consistent quantities.

Nearly all packaging materials at Kräuter Mix are fully recyclable. The careful on-site separation of recyclable waste streams ensures that valuable materials are returned to existing recycling loops insofar as possible.
To ensure systematic resource conservation, internal processes are further developed in line with the principles of the circular economy.

Waste				
	2012	2023	2024	2025
Organic waste + cuttings [t]	323,70	517,60	558,00	398,37
Cardboard, paper bags, office paper [t]	248,80	340,85	339,60	360,87
Plastic film, big bags, woven polypropylene bags [t]	101,10	139,30	136,20	126,81
Residual waste [t]	150,80	150,75	124,90	112,19
Metal [t]	24,90	30,80	12,70	27,96
Wood, pallets [t]	15,70	65,50	59,80	76,09
Other waste [t]	-	69,6	440,70	80,72
Total non-hazardous waste	886,60	1.314,40	1.671,90	1.183,01
Total non-hazardous waste/production volume [kg/t]	48,00	53,91	70,63	57,11
Separation rate as per Commercial Waste Ordinance [%]	77,00	88,60	92,60	91,00
Total hazardous waste [t]	0,89	8,72	4,70	9,80
Total hazardous waste/production volume [kg/t]	0,05	0,36	0,20	0,47

Table 7: Key waste indicators

Emissions

Previous Kräuter Mix environmental statements have already included key indicators on Scope 1 and 2 greenhouse gas emissions. Starting with the 2024 reporting year, these emissions will be recorded in greater detail and expanded to include Scope 3 in keeping with the Greenhouse Gas (GHG) Protocol standard.

This entails additional consideration of selected steps in our upstream supply chains, a more in-depth recording of our own Scope 1 emissions and the accounting of transportation all the way to the customer's gate.

Such expansion offers a holistic understanding of the impacts of emissions along our value chain and identifies emission hotspots. In fact, a number of effective measures have already been implemented at the Kräuter Mix sites, leading to measurable improvements. Such measures include the conversion of heating systems to heat pump technology, which has drastically reduced oil consumption for heating and the associated emissions.

At the same time, the expanded emissions balance sheet makes it clear that emissions generated at the company's own sites account for only a very small proportion of the overall balance. The majority (>80 %) arise primarily in the upstream value chain – a reality that is typical across the industry (see also Figure 3). In particular, artificial or technical drying represents a central source of emissions given the energy-intensive processes involved.

Much of Kräuter Mix's product line comes from wild harvesting, which takes place in the relevant regions of origin. Consequently, the gathering of wild herbs is largely carried out without significant mechanical assistance and without cultivation or fertilization. A substantial number of these products are dried naturally using solar heat in protected outdoor areas. This traditional method significantly reduces the impacts on the climate and has a positive effect on the greenhouse gas footprint of these products.

Scope of greenhouse gas accounting	
	Topics included in the accounting
Scope 1	• Fixed combustion & process emissions • Emissions from storage • Company vehicle fleet • CO_2 from stock protection treatment
Scope 2	• Emissions from energy purchased (100 % renewable)
Scope 3	**Upstream** • Purchased goods and services - Emissions from cultivation - Emissions from processing (incl. drying) - Emissions from packaging purchased • Upstream transport and distribution • Waste • Business travel • Commuting **Downstream** • Downstream transport and distribution

Table 8: Scope of greenhouse gas accounting (Scopes 1–3)

Greenhouse gas emissions

	2024	2025
Scope 1 emissions [kg CO_2e]	2.138.578	1.987.047
Scope 2 emissions [kg CO_2e]	0	0
Scope 3 emissions [kg CO_2e]	70.041.909	67.709.814
Emissions from processing [kg CO_2e/kg product]	2,12	1,95
Emissions from packaging [kg CO_2e/kg product]	0,15	0,14
Emissions from transport [kg CO_2e/kg product]	0,31	0,22
Average product footprint [kg CO_2e /kg product]	2,72	2,55
Emissions intensity [t CO_2e/M€]	454,32	455,68

Table 9: Greenhouse gas emissions (Scopes 1–3)

Greenhouse gas emissions by Scope

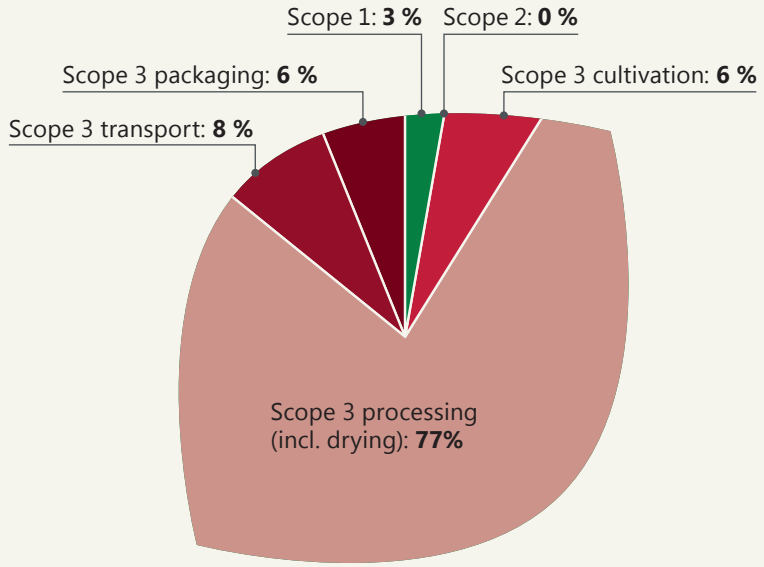


Figure 3: Percentage distribution of Kräuter Mix greenhouse gas emissions, Scopes 1–3, with Scope 3 broken down by category. Scope 1 emissions account for only 3 %, while 97 % of emissions fall under Scope 3.

Additional emissions

	2012	2023	2024	2025
SO_2 emissions from heating oil and gas [kg]	831	1.448	1.352	1.019
NO_x emissions from heating oil and gas [kg]	571	1.012	962	742
Particulate matter emissions from heating oil and gas [kg]	72	127	119	91

Table 10: Additional emissions from heating oil and gas use



SOCIAL



Employees at Kräuter Mix shape day-to-day collaboration and play a vital role in the company's long-term success. Employee satisfaction and motivation are decisive factors in achieving success and form the focus of our social responsibility.

SOCIAL

Secure employment, work-life balance, fair remuneration, occupational health and safety as well as comprehensive training opportunities and personal development are all central pillars in our relationship with our employees. This is also reflected in our materiality analysis and underscores what matters most to our workforce and the priorities that Kräuter Mix actively seeks to promote.

KEY SOCIAL PERFORMANCE INDICATORS

Our workforce – general characteristics

At Kräuter Mix, employees often stay with the company for many years. With occasional changes, our workforce grew steadily from 2012 to 2022 and has remained at a stable level ever since. Almost all employees are on permanent contracts, and temporary employment is virtually nonexistent. This deliberate continuity builds trust, keeps valuable experiential knowledge in the company and forms the foundation for a reliable working relationship.

Average number of employees per year

	2012	2022	2023	2024	2025
Number of employees – annual average	265	500	480	480	480

Table 11: Annual average number of employees

Early 2026 saw a change in the company's management. This has already been factored into the following analysis. As a result, the proportion of women at management level also changes, given the small comparison group. The low turnover rate evidences that many employees stay with the company for years – not just because of the job, but because they feel a strong sense of loyalty to Kräuter Mix, because their needs are valued and because they are able to grow here over the long term. This loyalty ensures stability, keeps knowledge within the company and bolsters cohesion. Employee retention, therefore, is not an abstract goal at Kräuter Mix, but rather the result of lived practice and continuous development and an essential component of our social sustainability.

Employees at Kräuter Mix

	2024	2025
Total	482	486
Women, permanent	145	151
Women, fixed-term	0	2
Men, permanent	334	319
Men, fixed-term	3	14
Employees on permanent contracts [%]	98 %	97 %

Table 12: Key workforce indicators – overview, figures calculated as number of people
In the 2024/2025 reporting period, we did not receive any voluntary self-disclosures regarding gender identity beyond "female" and "male".

Employees at Kräuter Mix	2024			2025		
	Total	M	W	Total	M	W
Management (exec. team)	13	9	4	13	10	3
Group/team leaders	30	24	6	31	23	8
Commercial employees	166	58	108	173	60	113
Industrial employees	243	227	16	233	216	17
Employees enrolled in vocational training/ dual-work study programs	30	19	11	31	21	10
Temporary staff	0	0	0	3	3	0
Marginally employed/interns	0	0	0	5	3	2
Total	482	337	145	486	333	153

Table 13: Key workforce indicators – overview, figures calculated as number of people

Employees at Kräuter Mix	2024	2025
Country of employment contract	Germany	Germany
Share of women [%]	30 %	31 %
Share of women at management level [%]	31 %	23 %
Number of employees with 0–9 years of service [people]	243	310
Number of employees with 10–24 years of service [people]	189	123
Number of employees with >25 years of service [people]	50	53
Employee turnover (calculated using the Schlüter formula)	4,70 %	4,60 %
Ratio of women to men at management level	Exec. team: 4 : 9 Team and group leaders: 6 : 24	Exec. team: 3 : 10 Team and group leaders: 8 : 23

Table 14: Key workforce indicators – overview, figures calculated as number of people

Training

Training young talent is both a top priority and a long-standing tradition at Kräuter Mix. Every year, multiple trainees on eleven different vocational training programs as well as students on two dual work-study programs begin their professional careers at Kräuter Mix. Each trainee and student is personally mentored by a dedicated supervisor. By completing targeted placements in a range of departments, the trainees and students gain an in-depth insight into the entire process landscape at Kräuter Mix. This broad practical experience transforms our students and trainees into well-rounded, competent employees with a deep understanding of our products, processes and connections. All this means our training programs lay the foundation for a successful career at Kräuter Mix. Our high retention rates, which range between 90 and 100%, underscore the fact that training plays an essential role in our human resources development and in meeting our staffing needs. Many young professionals remain with the company long-term upon completion of their training, gradually taking on new responsibilities and having the opportunity to develop both personally and professionally at Kräuter Mix.

Training at Kräuter Mix	2024	2025
Number of trainee/work-study programs	11 / 1	11 / 2
Training rate [%]	6,9 %	6,4 %
Hiring rate [%]	>90 %	100 %
Number of trainers/supervisors [people]	21	22

Table 15: Key workforce indicators – training

Our workforce – Health and safety

The health and safety of our employees are at the core of our daily operations and the continued development of the company. To provide a reliable and safe environment, we maintain a comprehensive network of specially qualified colleagues — from first responders to safety and fire safety officers, as well as other qualified functional roles that significantly strengthen our occupational health and safety. Our internal network also works closely with external experts, who ensure continuous professional support.

We view health, safety and well-being as a shared responsibility. Through regular training, defined processes and a culture of mutual care, we foster conditions that integrate safety into our daily work in a tangible manner. As such, "health" at Kräuter Mix is not just an abstract goal or target but something we embody every day, as our diverse projects, our range of fitness classes and our company runs all go to show.

Health and safety at Kräuter Mix	2024	2025
Reportable workplace accidents	27	24
Number of deaths resulting from work-related injuries or illnesses	0	0
Number of fire safety officers [people]	3	1 + external service provider
Number of explosion protection officers [people]	1	1
Number of safety officers [people]	20	13
Number of goods protection officers [people]	7	6
Number of first responders [people]	45	57
Sick pay rate [%]	5,6 %	5,4 %

Table 16: Key workforce indicators – health and safety

Kräuter Mix has a **staff committee**. This is an elected employee representative body that represents the interests of our employees and conveys their shared concerns to the company management. The committee is a trusted point of contact for the entire workforce and helps to channel structured feedback into the organization. Consequently, the staff committee helps bolster transparency and advocate for employee interests, thereby improving working conditions in our employees' best interests and improving staff satisfaction.

Collective bargaining agreement coverage		
	2024	2025
Employees covered by collective bargaining agreements [%]	98	98

Table 17: Workforce – collective bargaining agreement coverage

Our workforce – remuneration, collective bargaining agreements and training

Our remuneration is based on the collective bargaining agreement for wholesale and foreign trade and, in many cases, exceeds it. This ensures that our employees receive fair and reliable pay that is almost always above the statutory minimum wage, which was last updated in 2025. The only exception to this is our interns, who receive an expense allowance depending on the duration of their employment. At Kräuter Mix, employee development is a top priority. Secure processes, personal skills and keeping the relevant groups informed about changes and innovations are all core components of a responsible work environment.

New colleagues receive a structured onboarding plan for the first six months, which includes key internal training sessions, job-specific work content and guidance, designated contacts and regular feedback meetings.

Two learning platforms are available for general professional training and development:

Mix Campus for the commercial team and an external software for the industrial team. Both options provide both in-person training and online courses, for example on specific product knowledge, food and feed safety, hygiene training and core internal processes. We also foster key soft skills as well as the physical and mental health of our employees with self-study courses and exercise programs.

In addition, we support individual employee development through participation in continuing education and on-the-job training programs. We do this both financially and by offering flexible work schedules. We communicate changes to processes or guidelines quickly and reliably to all relevant individuals via our procedural documentation system.



OUR GOALS

REVIEW & OUTLOOK

Rosehip

OUR GOALS
REVIEW
& OUTLOOK

OUR GOALS: HUMAN RESOURCES

Integration of sustainability / environmental protection into our vocational training programs

To include at least three different activities in trainee projects, e.g. projects for Mix for Kids, health and wellbeing promotion

» Due: 12/2025 **ACHIEVED**

» **Outcome:** Three trainee groups were implemented.
Mix for Kids project group: Implementation of a range of social projects.
Health services project group: Raising health awareness among all employees with assorted videos on workplace health and offering back screening.
Intercultural cookbook project group: Employee-submitted recipe collection from different countries.
In addition, a **full-day trainee session** on the topic of sustainability was also held (in collaboration with the "Umweltstation Kitzingen" and the sustainability management team).

Health promotion and environmental protection on the commute

To promote existing "Cycle to work" and bike-leasing schemes through incentives

» Due: 12/2025 **ACHIEVED**

» **Outcome: "Cycle to work"** took place from May to August with a great participation rate. Cyclists were awarded with around 50 sports jackets. The bike-leasing scheme was promoted internally at a number of events.

REVIEW

OUR GOALS: TECHNICAL MANAGEMENT & TECHNICAL PROCUREMENT

Reducing packaging materials

To evaluate options for utilizing packaging with lower material use while still complying with all legal, quality and customer-specific requirements

» Due: 06/2026 **ACHIEVED**

» **Outcome:** Using the initial tests conducted in 2023 to reduce composite materials, approximately 30 % of the packaging was switched over. In this case, that meant moving from poly-paper bags to mono-material poly-dot bags made of LDPE (low-density polyethylene). This reduced the consumption of poly-paper bags from 343.000 to 238.000 and has resulted in improved recyclability.

Replacing the oil heating system with a heat pump

To switch the office building and a production line in Abtswind away from oil and over to heat pump; targeted savings of approx. 8.800 l of heating oil and approx. 23 metric tons of CO_2

» Due: 12/2025 **ACHIEVED**

» **Outcome:** Heat pump successfully installed; oil heating system dismantled in parallel.

Conversion of Hall 7 (warehouse) to LEDs

To replace existing fluorescent tubes with LED lighting and optimize the control systems; existing inventory will be used up and then replaced

» Due: 12/2025 **ACHIEVED**

» **Outcome:** The switch to LEDs with optimized control systems has been completed. The use of motion sensors will save 20.000 kWh per year.

Reconstruction of Hall 12 in Abtswind (following fire)

To reconstruct the production hall with a ventilation system for heat recovery from waste process heat and a photovoltaic system (approx. 30 % of the roof area will be fitted with solar panels)

» Due: 12/2026 **ONGOING**

» **Interim outcome:** Reconstruction is underway and the photovoltaic system has already been partially installed.

REVIEW

OUR GOALS: SUSTAINABILITY

Continuous implementation of Supplier Code of Conduct

To ensure the ongoing implementation of and compliance with the Supplier Code of Conduct and to confirm on an ongoing basis that all active standard suppliers agree to the Code

» Due: 12/2025 ACHIEVED

» Outcome: The ongoing acceptance of our Supplier Code by our suppliers has been successfully ensured, particularly through improved verification of suppliers' own codes and optimization of internal processes.

Promoting sustainable arnica use

To partner with a German research institution with substantial arnica expertise, including a field trip to generate knowledge and promote the sustainable use of arnica on the Iberian Peninsula

» Due: 12/2025 ACHIEVED

» Outcome: 2025 saw a one-week field trip to the harvesting regions conducted in collaboration with a German research institute. Both the institute in question and Kräuter Mix expanded their expertise through the project, particularly regarding local conditions and their impact on arnica populations. At the same time, local stakeholders gained new knowledge on the sustainable use of arnica populations.

Recording greenhouse gas emissions

To record greenhouse gas emissions comprehensively based on the GHG Protocol by the end of 2025 prior to defining measures and targets to gradually cut identified emissions

» Due: 06/2026 partially ACHIEVED

» Outcome: A comprehensive greenhouse gas inventory was prepared based on the GHG Protocol standard. The calculation includes Kräuter Mix's corporate carbon footprint as well as individual accounts of the most significant products in our range by volume. The definition of reduction measures will follow.

Sustainably certified goods

To expand the procurement of sustainably certified goods as part of the Rainforest Alliance; at least one item or increase in the quantity procured year-on-year

» Due: 12/2025 ACHIEVED

» Interim outcome: The procurement of sustainably certified goods under the Rainforest Alliance program was further expanded. In addition to increasing the total quantity procured, the product range was expanded to include one additional certified product.

OUTLOOK

OUR GOALS: HUMAN RESOURCES

Promoting social awareness in our vocational training programs

To support social engagement and greater teamwork through three new trainee projects

» Due: 12/2026

Integrating environmental awareness into our vocational training programs

To host a full-day trainee session on our products and the local environment

» Due: 12/2026

Promotion of employee health and securing retirement benefits for our employees

To introduce an employer-funded company health insurance plan

» Due: 01/2026

To host a "health day" for employees in collaboration with a health insurance provider

» Due: 12/2026

To optimize and expand our company pension plan

» Due: 04/2026

OUR GOALS: TECHNICAL MANAGEMENT & TECHNICAL PROCUREMENT

Reducing packaging materials

To further evaluate options for utilizing packaging with lower material use while still complying with all legal, quality and customer-specific requirements under the PPWR (Packaging and Packaging Waste Regulation)

» Due: 12/2027

Reconstruction of Hall 12 in Abtswind (following fire)

In progress: To reconstruct the production hall with a ventilation system for heat recovery from waste process heat and a photovoltaic system (approx. 30 % of the roof area will be fitted with solar panels)

» Due: 12/2026

Water management

To analyze current water use based on previously recorded water consumption in order to identify potential further water management optimizations.

To renovate the retention basin with a throttled outflow to protect biodiversity in a nearby flowing water source (Kantersbach). To create a rainwater storage capacity of over 200 m^3 for operational use.

» Due: 12/2029

Photovoltaics

To renovate and expand the existing 200 kWp photovoltaic system to 850 kWp for internal use

» Due: 12/2026

Evaluation of opportunities to cut greenhouse gas emissions from juniper drying

To explore alternative heating/drying concepts for juniper, namely to evaluate the options for converting a gas-fired drying facility to renewable-powered heating media, thereby reducing the corresponding Scope 1 greenhouse gas emissions

» Due: 12/2026

OUTLOOK

OUR GOALS: SUSTAINABILITY

Recording greenhouse gas emissions

In progress: To record greenhouse gas emissions comprehensively based on the GHG Protocol by the end of 2025. Next, to set out measures and targets to gradually cut identified emissions.

» Due: 06/2026

Integrating the concrete risk analysis on sustainability in the supply chain into internal standard processes

To integrate sustainability audits into existing supplier audit structures, thereby establishing these as an internal standard process to strengthen the sustainability risk management system in the supply chain. To utilize existing infrastructure for this purpose.

» Due: 03/2027

Raising stakeholder awareness of sustainability at Kräuter Mix

To communicate on sustainability at Kräuter Mix via external channels in order to actively inform external stakeholders.

To ensure active internal knowledge transfer on sustainability at Kräuter Mix to relevant internal stakeholders.

» Due: 03/2027



VALIDATION

INTECHNICA
FUTURE SECURE BUSINESS GROWTH

Erklärung des Umweltgutachters

zu den Begutachtungs- und Validierungstätigkeiten nach Anhang VII der Verordnung (EG) Nr. 1221/2009

sowie nach Änderungs-VO 2017/1505 und 2018/2026

Der Unterzeichnende, **Dr.-Ing. Reiner Beer,** EMAS-Umweltgutachter mit der Registrierungsnummer DE-V-0007, akkreditiert oder zugelassen für die Bereiche 10, 10.3, 10.84, 46.37, 47.29 (NACE-Code Rev. 2), bestätigt, begutachtet zu haben, ob die gesamte Organisation / wie in der Umwelterklärung der Organisation

KRÄUTER MIX GMBH

an den Standorten

Wiesentheider Str. 4, 97355 Abtswind
und
Industriestraße 30, 97353 Wiesentheid

(mit der Reg.-Nr. DE-180-00058)

angegeben, alle Anforderungen der Verordnung (EG) Nr. 1221/2009 des Europäischen Parlaments und des Rates vom 25.11.2009 und Änderungs-VO 2017/1505 vom 28.08.2017 und 2018/2026 vom 19.12.2018 über die freiwillige Teilnahme von Organisationen an einem Gemeinschaftssystem für Umweltmanagement und Umweltbetriebsprüfung (EMAS) erfüllt.

Mit der Unterzeichnung dieser Erklärung wird bestätigt, dass

- die Begutachtung und Validierung in voller Übereinstimmung mit den Anforderungen der Verordnung (EG) Nr. 1221/2009 und Änderungs-VO 2017/1505 und 2018/2026 durchgeführt wurden,
- das Ergebnis der Begutachtung und Validierung bestätigt, dass keine Belege für die Nichteinhaltung der geltenden Umweltvorschriften vorliegen,
- die Daten und Angaben der aktualisierten Umwelterklärung der Organisation / des Standortes ein verlässliches, glaubhaftes und wahrheitsgetreues Bild sämtlicher Tätigkeiten der Organisation / des Standortes innerhalb des in der Umwelterklärung angegebenen Bereichs geben.

Diese Erklärung kann nicht mit einer EMAS-Registrierung gleichgesetzt werden. Die EMAS-Registrierung kann nur durch eine zuständige Stelle gemäß der Verordnung (EG) Nr. 1221/2009 erfolgen. Diese Erklärung darf nicht als eigenständige Grundlage für die Unterrichtung der Öffentlichkeit verwendet werden.

Nürnberg, 08.05.2026

Dr.-Ing. Reiner Beer
Umweltgutachter

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URKUNDE

EMAS
GEPRÜFTES UMWELTMANAGEMENT

Kräuter Mix GmbH

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97355 Abtswind

mit den Standorten
Wiesentheider Straße 4, 97355 Abtswind und
Industriestraße 30, 97353 Wiesentheid

Register-Nr. DE-180-00058

Die Ersteintragung erfolgte am
13. Januar 2015.

Diese Urkunde ist gültig bis
4. Juni 2027.

Diese Organisation wendet zur kontinuierlichen Verbesserung der Umweltleistung ein Umweltmanagementsystem nach der EG-Verordnung Nr. 1221/2009 und EN ISO 14001:2015 (Abschnitt 4 bis 10) an, veröffentlicht regelmäßig eine Umwelterklärung, lässt das Umweltmanagementsystem und die Umwelterklärung von einem zugelassenen, unabhängigen Umweltgutachter begutachten, ist eingetragen im EMAS-Register (www.emas-register.de) und deshalb berechtigt, das EMAS-Logo zu verwenden.

IHK Würzburg-Schweinfurt Mainfranken

Würzburg, 24. Juni 2024

Dr. Lukas Kagerbauer
stv. Hauptgeschäftsführer



LEGAL NOTICE & CLOSING REMARKS

LEGAL NOTICE

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CLOSING REMARKS

We would like to thank all our employees for their ongoing commitment to the environment and sustainability. Special thanks go to the sustainability management team, the EMAS team and the marketing department, as well as to everyone involved in the preparation of this report.

Keen to know more?
Visit our website and follow us on social media: **Facebook**, **LinkedIn** and **Instagram**.
Head to our **YouTube** channel for an insight into life at Kräuter Mix.