

SUSTAINABILITY REPORT

2025



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FOREWORD

Dear Readers,

In 2025, NHU EUROPE GmbH (NHU Europe) decided to voluntarily disclose its sustainability activities in a transparent manner, in line with European reporting regulations. I am now delighted to present you with the first sustainability report of our company.

Our message is simple: For NHU Europe and for me as Managing Director, sustainability is a central component of corporate responsibility and a prerequisite for long-term success in a globally interconnected market. For this reason, we firmly integrated it into our strategic management framework. Our aim is to combine high-quality products with the smallest possible environmental and social footprint.

The key principles guiding this approach are more efficient use of resources, continuous optimisation of our processes, and close collaboration with suppliers who share our corporate values. Transparency, a commitment to innovation and reliability form the basis of our operations.

We made tangible progress with this approach during the reporting period. By establishing a clear sustainability governance framework and implementing IT based solutions, we were able to streamline our processes and make them more efficient, systematically set up the collection of non-financial performance indicators, and give greater weight to sustainability criteria in our decision making processes. At the same time, we invested in the training and well-being of our employees. Their commitment and expertise are key to our sustainable development.

We are delighted with our achievements so far, and at the same time we are convinced that: Sustainability is an ongoing process. We must tackle the future with determination and combine economic stability with a long-term perspective. Commercial success and responsible conduct are not mutually exclusive, but rather complement one another. It is precisely in challenging times, such as those we are currently experiencing due to geopolitical tensions, that sustainable practices help to ensure supply reliability, planning certainty and cooperation. We therefore intend to continue steadfastly along the path we have chosen, setting ourselves ambitious targets, and measuring and transparently documenting the progress we make.

We regard this first sustainability report as an important milestone on this journey. It serves as a learning tool and a catalyst for our ongoing transformation. At the same time, we see it as an invitation to dialogue. We would be delighted if you, dear readers, were to accept this invitation. After all, sustainable development is best achieved through mutual exchange.

Finally, I would like to express my sincere thanks to our employees, customers and partners for their trust and support. Together, we are shaping the responsible and sustainable development of NHU Europe.



Thomas Hoops
Managing Director



GENERAL INFORMATION

NHU EUROPE AT A GLANCE: OUR BUSINESS MODEL

NHU EUROPE GmbH (NHU Europe) is a trading company operating across Europe in the field of feed additives and flavouring chemicals. As part of the internationally active NHU Group, we handle the import, warehousing, quality assurance, distribution and sales within the European market of the additives produced by our parent company, Zhejiang NHU Co., Ltd. (Zhejiang NHU).

NHU Europe operates from a central location in Bardowick, Lower Saxony, where it has its own storage facilities, which are operated by our subsidiary Bardoterminal GmbH (Bardoterminal). This enables us to guarantee high delivery capacity and short-notice availability of our products. NHU Europe and Bardoterminal employ a total of 88 employees at this location. In addition, there are three sales employees working in France, Poland and Portugal. The regional presence helps us to maintain close ties with our customers and facilitates direct communication in their native language, which makes on-site interaction easier.

Our product portfolio primarily comprises vitamins, amino acids, carotenoids and algae oil, which are mainly used in animal feed. In particular, we supply additives and preparations for a range of animal feed applications. The products are primarily designed to provide animals with the relevant nutrients and other functional ingredients in accordance with their needs. Carotenoids are generally used as colourings. In addition, our business operations include the logistics management of selected flavouring chemicals for the flavour industry, as well as the supply of products for applications in the food and cosmetics sectors. The main sales markets include, in particular, Germany, Denmark, France and Belgium.

Our customers are primarily manufacturers of premixes (pre-mixed feed ingredients), feed mills and producers of specialised feed for various animal species, particularly poultry, pigs, ruminants, aquaculture and pets. In addition, we have business relationships with companies in the flavourings and fragrances sector.

Product authorisations and market approvals

We want to ensure that we do not sell any products or services that breach applicable market regulations or sanctions. For this reason, when new products are launched, a systematic assessment is carried out to determine the areas of application and markets for which they are intended. The assessment is carried out in accordance with applicable EU law and is intend-

ed to ensure that our products and services comply with the requirements of the Member States and EU-aligned countries.

The in-house Regulatory Affairs Department is responsible for identifying and assessing relevant legal requirements. The focus is particularly on ensuring that actions comply with the law and that the products sold meet regulatory requirements. This includes, in particular, the ongoing monitoring of regulatory developments, the assessment of legal requirements, and the review of sanctions and restrictions lists in accordance with EU law. The lists contain products and product categories the use or distribution of which is restricted or prohibited under certain conditions or in specific countries. If new or amended requirements come into force, the existing product portfolio is reviewed to assess any potential impact. Products that are not authorised for use in certain markets, application areas or for specific animal species are labelled accordingly and are not offered in those contexts.

The Regulatory Affairs Department is in close contact with the parent company in China to ensure that changes to EU law are implemented in a timely manner. Together, we will coordinate the necessary adjustments to products, documentation and labelling to ensure compliance with the applicable European regulations.

Value chain

Our value chain extends from the manufacture of the aforementioned products through to transport, storage and distribution, right through to their use in animal feed and in the food and cosmetics industries.

The upstream value chain encompasses the procurement of raw materials and the production of additives and formulations (primarily by Zhejiang NHU), as well as the subsequent quality assurance and testing. The transport to Europe is mainly by sea freight, and in some cases by air freight. Intra-European transport is carried out by freight forwarders commissioned by NHU Europe.

The Bardowick site is responsible for warehousing, handling, order picking, shipping, quality management and sales. As a logistics unit, the Bardoterminal is closely integrated into the processes. In addition, NHU Europe utilises further leased warehouse space and liquid storage tanks across Europe to ensure a high level of supply capacity and the rapid and efficient delivery of goods to the customers. We do not carry out

any further processing of the products ourselves. In certain cases, however, products are customised by external contract manufacturers.

Further down the value chain, the products are incorporated into further processing processes by our customers. The further processing falls within the remit of the relevant companies.

PRINCIPLES OF THE SUSTAINABILITY REPORT

This Sustainability Report was prepared by NHU EUROPE GmbH and is therefore independent of the parent company, Zhejiang NHU Co., Ltd. The scope of consolidation on which it is based differs from that of the financial statements: Whilst the annual financial statements must strictly comply with the relevant legal and accounting requirements, there was greater scope for flexibility in the Sustainability Report. That is why we deliberately included the subsidiary Bardoterminal GmbH in the scope of consolidation. It makes a significant strategic contribution to our operational value creation, which we want to take into account in our sustainability reporting.

In view of the current legal uncertainties at EU level, we also decided to publish this first Sustainability Report as a voluntary report. In preparing this report, we followed the guidelines set out in the Corporate Sustainability Reporting Directive (CSRD) and, where possible, applied the European Sustainability Reporting Standards (ESRS) based on it. With this approach, we aim to lay the foundations for our future sustainability reporting.

In accordance with the CSRD, we carried out a thorough analysis of the material impacts, risks and opportunities. In addition to its own business unit, this initiative encompassed the entire upstream and downstream value chain of NHU Europe. In our report on the 2025 financial year, we nevertheless focused primarily on our own business unit and the direct impact of our business operations. However, in the coming years we intend to gradually expand the scope and cover the entire value chain. We also intend to gradually incorporate key data points that have not been collected yet.

According to the ESRS, it is possible to omit certain information from the Sustainability Report for reasons relating to the protection of intellectual property, know-how or innovation. However, we did not avail ourselves of this option when preparing this report for the 2025 financial year.

Data sources and responsibilities in the reporting process

All information and key figures provided in the Sustainability Report refer to the year 2025 and include NHU Europe and Bardoterminal. In general, precise figures were used. However, in certain cases, due to a lack of available data, particularly

along the value chain, we had to rely on appropriate estimates or projections. We documented these processes internally. The assumptions and estimates we made are also indicated at the appropriate points in the report.

We intend to expand the data set in the coming years. At present, the data are primarily sourced from our enterprise resource planning system and supplementary Excel-based surveys. Key figures relating to Human Resources (HR) were also generated from the Personio system. The reported data were collected and processed using an IT tool procured specifically for this purpose.

Apart from the ESRS, we did not use any other frameworks in the preparation of this report. Nor has any information from other sources been included in this report by way of reference.

Sustainability reporting was coordinated centrally by the Sustainability Management Department. There are also clearly defined responsibilities within the relevant departments for the individual data points in the ESRS. The information collected was checked in accordance with the dual-control principle and, where possible, compared with the figures from the previous year or with internal benchmarks. The final Sustainability Report was approved by the Executive Board following a thorough review.

RESPONSIBILITIES AND ESG GOVERNANCE

The primary responsibility for the management of significant impacts, risks and opportunities lies with the Executive Board of the company. The sole managing director of NHU Europe and Bardoterminal bears overall responsibility for the operational management and development of the sustainability strategy of the company. In this regard, it is assisted by the authorised signatories of the two companies. The shareholders' meeting exercises its statutory supervisory and control rights over the two companies and is involved in fundamental business decisions.

The Executive Board has many years of experience in the chemical trade and in sales on the European market. In addition, its members play an active role in the work of relevant industry associations. This involvement enables them to engage in ongoing professional dialogue and to play a direct part in market and industry developments.

The operational responsibility for environmental, social and governance (ESG) issues lies with the Sustainability Management Department, which reports directly to the Executive Board. Regular communication between the two departments is intended to ensure a continuous flow of information. In addition, there is close cooperation with the specialist departments, which are involved in, inter alia, the provision of quantitative indicators.

During the reporting year, a materiality analysis was carried out for the first time under the responsibility of the Sustainability Management Department to identify material issues. In addition to the Executive Board, senior managers from various departments were also actively involved in the process. The aim was to identify, assess and validate the key impacts, risks and opportunities.

The findings of the materiality analysis will serve as the basis for the further development of the sustainability strategy at NHU Europe and will be gradually incorporated into strategic considerations and relevant management and decision-making processes.

Furthermore, informing and raising awareness among employees about sustainability-related issues is a key part of management responsibility in the area of sustainability. Relevant information is regularly communicated at company-wide monthly meetings, as well as through additional forums for discussion and communication at departmental and management level.

At management level, regular assessments are also carried out to determine whether the existing knowledge within the company regarding sustainability issues is sufficient, or whether additional training, human resources or external support is required.

Further procedures, control mechanisms and areas of responsibility for the systematic management and monitoring of sustainability-related impacts, risks and opportunities were still being established during the reporting period.

Risk management processes

Business risks and opportunities relating to areas such as finance, human resources and the environment are currently discussed at monthly and quarterly meetings attended by senior management and representatives from all departments on site. All other employees have the option of joining the meetings online. The minutes of the meetings will subsequently be made available to all employees.

Relevant risks and opportunities are documented in, among other places, the Annual Target Roadmap of NHU Europe. It serves as an internal tool for the structured definition and monitoring of key business objectives for the relevant financial year.

Specific risks associated with sustainability reporting relate in particular to the availability and completeness of data. To minimise these risks, the Sustainability Management Department coordinates an early consultation with the relevant specialist departments, a structured consolidation of the data, and a needs-based technical review of the consolidated results in collaboration with an external sustainability consultancy. In addition, there is a regular exchange of information with the parent company regarding relevant sustainability matters and existing reporting approaches.

The effectiveness of these measures and other insights gained through the sustainability reporting process are regularly evaluated in order to identify any need for optimisation or adjustment and to incorporate this into existing processes.

OUR FIRST DUAL MATERIALITY ANALYSIS

In the 2025 financial year, NHU Europe carried out a dual materiality analysis in accordance with the requirements of the CSRD. The aim of the process was to systematically identify the key impacts, risks and opportunities of the company. The Sustainability Management Department was responsible for the implementation.

Methodology of the analysis

The starting point for the materiality process was a comprehensive analysis of the current situation. In this step, the reporting scope and the non-financial consolidation scope were defined, and a detailed profile of the value chain was drawn up. In addition to NHU Europe, the analysis also covered Bardoterminal as the sole subsidiary, as well as the entire upstream and downstream value chain.

We examined the value chain from two perspectives: On the one hand, the significance of individual activities for the business model (financial materiality) and, on the other hand, their relevance to the environment and society (impact materiality). This analysis was used to prioritise activities, business relationships and geographical contexts that are of particular importance to NHU Europe. A description of the value chain is provided in the 'Value Chain' section.

Building on this, we conducted structured interviews with relevant experts from NHU Europe. The interviews served to validate the value chain analysis and to supplement it where necessary. In addition, the relevance of the ESRS topics and subtopics was discussed. Based on the interview findings, the value chain analysis, secondary data and desk research, we compiled a list of potential and actual impacts, risks and opportunities.

All identified impacts were then classified as positive or negative, and as actual or potential. We assigned a time horizon to potential impacts, as well as to all risks and opportunities, which reflects the likely time-frame in which they might occur.

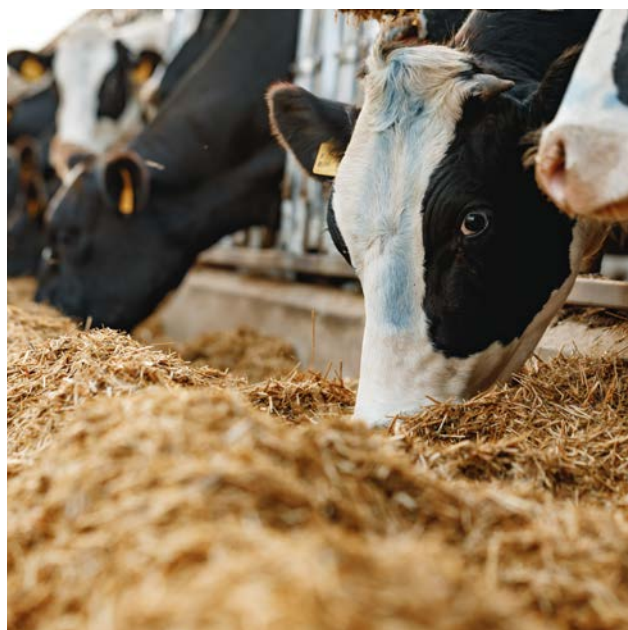
An IT tool procured specifically for this purpose was used to document the identified aspects in a structured manner and to evaluate them systematically. The assessment was carried out by the Sustainability Management Department based on the methodological guidelines of the European Financial Reporting Advisory Group (EFRAG).

Negative impacts were assessed on the basis of their severity. When considering potential impacts, we also took the probability of them occurring into account. The severity was determined on the basis of the criteria of extent, scope and remediability. Positive impacts were assessed solely on the basis of their scale and scope. The probability of occurrence was determined only for potential impacts. We assessed the risks and opportunities in terms of their financial impact and the likelihood of their occurrence. We used the thresholds defined in the tool to determine the materiality of the individual aspects.

To validate the impacts, risks and opportunities identified as material, we held a workshop led by the Sustainability Management Department with relevant experts and senior management. Within this framework, the results of the materiality analysis were presented, discussed and further refined. As a final step, we involved internal and external stakeholders in the validation process. Employees and selected customers were asked to assess the relevance and priority of the identified topics via online surveys.

The interests of our stakeholders

Taking the concerns and expectations of our stakeholders into account is, for us, an essential part of responsible business practices. In addition to our own commitment to continuously advancing sustainability, we are also seeing growing interest from our stakeholders in the ESG activities of NHU Europe. Through dialogue with them, we aim to gain a thorough understanding of the various perspectives and key areas of interest, and to systematically incorporate these into the decision-making and management processes of the company in the future.



GENERAL INFORMATION

We analysed the results of the first anonymous survey and the priorities identified internally and presented them to the Executive Board. Relevant findings were incorporated into the final assessment of the key impacts, risks and opportunities and will be taken into account in the further development of the sustainability strategy and operational measures.

We identified the following key **stakeholder groups**:

- **Employees** have a significant influence on business operations and are also significantly affected by them. Key issues include working conditions, job security, and equal treatment and equal opportunities.
- **Customers** are the stakeholder group with the highest priority. Key expectations relate to product quality, transparency regarding the origin of raw materials, compliance with social and environmental standards, supplier audits, product carbon footprints, pricing, and the reduction of customer complaints.
- **User and consumers** are indirectly affected by our business operations despite the fact that we operate in the business-to-business (B2B) sector. Key considerations include

product safety, traceability, compliance with legal requirements and the sustainability of the supply chain.

- **Suppliers** expect stable business relationships, compliance with sustainability requirements throughout the supply chain, regular audits and long-term contractual relationships.
- **Shareholders** have particular expectations regarding returns, as well as influence over strategic decisions and investments.
- **Regulatory authorities** wield considerable influence due to the regulatory framework governing feed additives. Key issues include compliance with legal requirements and the implications of new regulations.

Other relevant stakeholder groups include banks and financial institutions, certification bodies, local residents and the wider local community, community groups and environmental non-governmental organisations, as well as the media and the general public. In particular, these groups expect compliance with recognised standards, a responsible approach to environmental and social issues, and open communication regarding relevant sustainability matters.

DISCLOSURE REQUIREMENTS CONTAINED IN THE ESRS AND COVERED BY THE SUSTAINABILITY REPORT¹

The table below sets out the ESRS standards that NHU Europe applied when preparing its Sustainability Report, based on the results of the materiality analysis.

ESRS standard	Featured chapter
ESRS 2 General Information	General information NHU Europe at a glance: Our business model Principles of the Sustainability Report Responsibilities and ESG Governance Our first dual materiality analysis Our key impacts, risks and opportunities
ESRS E1 Climate Change	Environment Climate protection within our company
ESRS E2 Environmental pollution	Environment Product safety and the prevention of environmental impact
ESRS E5 Resource Use & Circular Economy	Environment Resource use and waste within our business
ESRS S1 Own workforce	Social NHU Europe as an employer
ESRS S2 Workers in the value chain	Social Workers in the value chain
ESRS G1 Corporate governance	Governance Responsible corporate governance

¹ This list is provided for guidance only and does not claim to be exhaustive or to comply with ESRs standards. Cross-references can be found in the relevant chapters..

OUR KEY IMPACTS, RISKS AND OPPORTUNITIES

As part of our first dual materiality analysis, in accordance with the ESRS, we identified the following material impacts, risks and opportunities.

Description	Type	Value chain	Time horizon
Climate protection within our company			
Actual negative impacts on climate change caused by Scope 1 and 2 greenhouse gas emissions (GHG emissions)	Negative impact	Own business	
Actual negative impacts on climate change caused by Scope 3 GHG emissions	Negative impact	Upstream and downstream	
Financial losses resulting from the loss of customers who require sustainability measures and emissions reduction targets as a prerequisite for doing business	Risk	Downstream	In the short term
Cost savings through generating solar power in-house	Opportunity	Own business	In the medium term
Product safety and the prevention of environmental impact			
Actual negative environmental impacts resulting from the sourcing of raw materials and products	Negative impact	Upstream	
Actual negative environmental impacts caused by the transport of goods upstream and downstream, and in particular the microplastic particles generated as a result of tyre wear	Negative impact	Upstream and downstream	
Potential negative impacts on the environment and health arising from the handling and trade of products containing substances of concern	Negative impact	Own business	In the short term
Resource use and waste within our business			
Actual negative environmental impacts resulting from the generation of microplastic particles during the repackaging of products	Negative impact	Own business	
Actual negative impacts on global resources caused by outer packaging purchased as part of the product procurement process	Negative impact	Upstream	
Actual negative impacts on global resources resulting from the procurement and trade of products manufactured using non-renewable materials	Negative impact	Upstream and downstream	
Competitive disadvantages compared to competitors who implement circular economy requirements for packaging more quickly	Risk	Downstream	In the short term
Actual negative environmental impacts resulting from the generation of waste in administrative and storage buildings	Negative impact	Own business	

GENERAL INFORMATION

Description	Type	Value chain	Time horizon
NHU Europe as an employer			
Tangible positive impacts on employee health and well-being through the provision of additional benefits	Positive impact	Own business	
Tangible positive impacts on the workforce of the warehouse operation through regulated working hours in logistics	Positive impact	Own business	
Potential negative impacts on the in-house workforce due to accidents at work and work-related illnesses	Negative impact	Own business	In the short term
Actual adverse impacts on the health of the workforce due to periods of very high workloads	Negative impact	Own business	
Loss of efficiency and reduced competitiveness due to a shortage of skilled workers	Risk	Own business	In the short term
Actual adverse impacts on equal opportunities and equal treatment for people of different genders	Negative impact	Own business	
Workers in the value chain			
Actual adverse health impacts on drivers employed by transport companies caused by air pollutants during the transport of goods by road	Negative impact	Upstream and downstream	
Potential negative impacts on the rights of workers in the upstream value chain resulting from the occurrence of child labour and forced labour	Negative impact	Upstream	In the long term
Responsible corporate governance			
Risk to the integrity, transparency and credibility of the company due to potential incidents of corruption or bribery in international business dealings	Risk	Upstream and downstream	In the short term
Fines resulting from data protection breaches	Risk	Own business	In the short term



HIGHLIGHTS

GAINING MOMENTUM

2025 was a year of new beginnings and development for our company, marked by strong momentum, measurable progress, and valuable lessons learned. With these, we have reached our first milestones toward permanently embedding sustainability and managing it systematically:

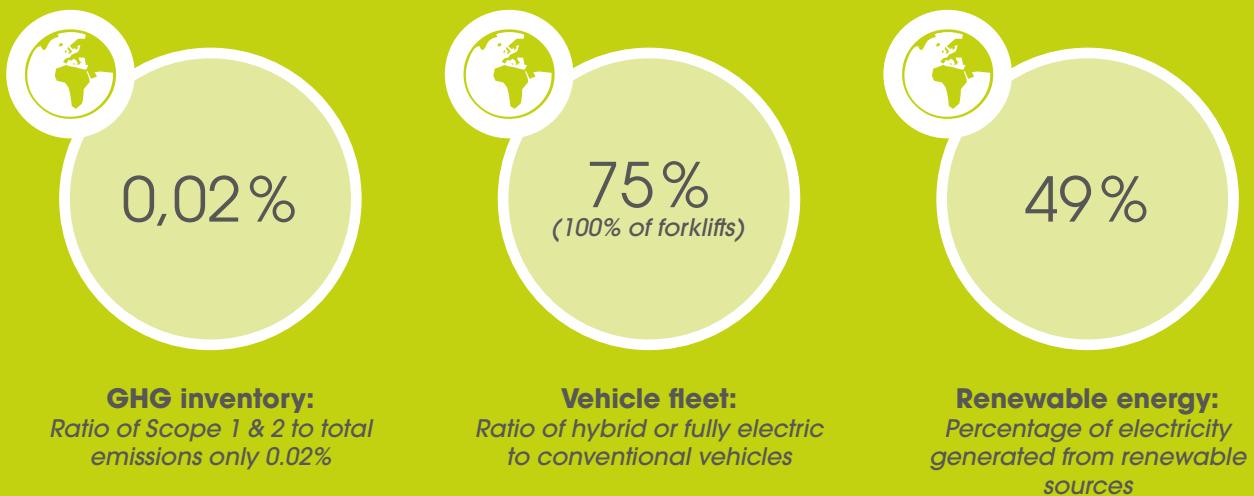


What our customers expect¹

- Decarbonization based on reliable data
- Responsible resource management
- Transparency at the product level

WHAT WE DO – OUR KEY AREAS OF FOCUS

Leading by example on the path to climate neutrality

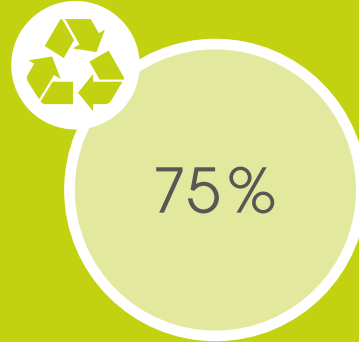


¹ According to a customer survey conducted in 2025

One step closer to a circular economy



Resource use in operations:
Recycling rate



Responsibility for packaging:
Percentage of renewable materialsⁱⁱ

Employee retention through good working conditions



A positive working environment:
Percentage of employees report satisfactionⁱⁱⁱ



Long-term employee retention:
Average length of service across both companies

ⁱⁱ Including paper, cardboard, and wood

ⁱⁱⁱ According to the 2025 employee survey

OUR CORPORATE MISSION

NHU Europe pursues a holistic corporate policy based on quality, safety, sustainability and responsibility. We firmly believe that commercial success and social responsibility are inextricably linked. We are therefore actively working to create long-term value for our stakeholders and to make a positive contribution to society.

NHU Europe is a key partner in the supply chain for feed additives and selected flavouring chemicals for the flavour and fragrance industries. In addition, certain business units supply products for applications in the food and cosmetics sectors. To ensure the safety of our customers and end users, we are committed to meeting the highest statutory and regulatory standards.

In addition to the ongoing improvement of product and food safety, social and environmental issues are at the heart of

everything we do. We aim to minimise our environmental impact by using materials in a resource-efficient manner and promoting innovations that help protect the environment. At the same time, it is of great importance to us that we provide our employees with fair, safe and non-discriminatory working conditions and that we actively engage in projects aimed at strengthening local communities.

We set out these principles in our core corporate policy. This was developed by the Executive Board and was last updated during the reporting year. It is available on the website to all employees and other interested parties.

ENVIRONMENT

CLIMATE PROTECTION WITHIN OUR COMPANY

Our aim is to minimise our environmental impact as much as possible and to work actively towards reducing our greenhouse gas emissions (GHG emissions). We set this out in our company policy (for broader aspects of our company policy, see the section 'Our corporate strategy').

Our aim is to achieve a significant reduction in emissions in the long term. This goal marks an important milestone for our future direction in the area of environmental and climate protection.

Our measures

We are currently still in the early stages of the transition to a decarbonised business. Our measures to date focused on gaining a clear understanding of our sources of emissions and taking the first effective steps towards decarbonisation.

During the reporting year, we compiled a comprehensive greenhouse gas inventory for our company for the first time. By systematically recording our direct and indirect emissions, we are laying the groundwork for data-driven management of our climate protection activities. The assessment serves as an important starting point for the identification of potential reductions, the prioritisation of targeted future mitigation measures, and the quantification of progress. We have not carried out any resilience or climate risk analysis yet. A roadmap to

climate neutrality has not been drawn up either yet, but we do plan to set out our climate targets in more detail.

Details of the methodology used to calculate our Scope 1, 2 and 3 emissions can be found further down in this chapter, in the 'Key Figures' section.

Transformation of energy supply and consumption

Although we did not have access to more detailed data during the reporting period yet, it was clear to us that energy management is a key lever for the reduction of our GHG emissions. Our measures to date in this area included energy efficiency programmes, the expansion of renewable energy, and the promotion of climate-friendly technologies.

Our site in Bardowick is currently supplied with electricity by a regional utility provider, using an energy mix that includes both green electricity and a proportion of energy from fossil fuels. In order to minimise the associated site-specific GHG emissions, we began construction of a photovoltaic system with integrated battery storage during the reporting year; once completed, this is intended to cover a large proportion of our energy requirements and make us less reliant on fossil fuel-generated electricity in the long term. The plant is designed to generate around 2,236.00 MWh of electricity per year in the future. As things stand, this amount significantly exceeds our

own consumption, which is why it is likely that, despite the integrated storage system, a large proportion of the energy generated will have to be fed into the public grid. We are also looking into other possible uses. The plant is scheduled to be commissioned in the second quarter of 2026.

Electrification of vehicle fleets and warehouse logistics

NHU Europe and Bardoterminal each have their own fleet of vehicles. These are used for a wide range of business purposes, including business trips, client meetings and internal business travelling. In addition, company cars may also be used for private purposes, depending on the terms of the user agreement. Whilst a few vehicles with combustion engines are still in use at present, the vast majority of our fleet already consists of hybrid or fully electric models. At our site in Bardowick, a dedicated charging infrastructure is available. We intend to expand this further in the future by having additional electric charging points installed in a newly created car park area. The implementation of this measure is set out in 2026 Annual Target Roadmap of NHU Europe.

The new charging points are primarily intended for use by employees with company cars. The aim is to promote the use of electric vehicles within the company and, to this end, to utilise the electricity generated by our own photovoltaic systems. In the future, we would like to make the charging points available to other employees so that they can charge their personal electric vehicles.

Energy efficiency is also improving in other parts of the business: In our warehouse operations, for example, we have already switched entirely to electric forklift trucks, all the lights in the warehouses have been converted to LED, and our newest warehouse is heated by a heat pump.

Key figures

Energy-related indicators are calculated in accordance with ESRS requirements and in the same way as GHG emissions.

Our total energy consumption in the year 2025 was 554.62 MWh. As NHU Europe does not have its own production facilities, its energy requirements are mainly driven by site infrastructure and transport. This includes electricity and gas sourced externally for the operation of our buildings and technical facilities, fuel consumption by the in-house vehicle fleet, and electricity drawn from external public charging points for our electric vehicles, insofar as these are used in the course of our business operations.

All data are based on actual consumption figures. For some of the external vehicle charging operations, cost data from travel expenses claims were converted into energy consumption figures using appropriate average values.

Energy consumption and energy mix of NHU Europe (2025)	In megawatt hours (MWh)
Total energy consumption	554.62
Total consumption of fossil fuels²	437.28
Fuel consumption from coal and coal products	-
Fuel consumption from crude oil and petroleum products	200.96
Fuel consumption from natural gas	116.03
Fuel consumption from other fossil sources	-
Consumption of electricity, heat, steam and cooling purchased or received from fossil fuel sources	120.29
Proportion of fossil fuels in energy consumption (in %)	78.84
Consumption from nuclear sources	-
Proportion of total energy consumption accounted for by nuclear sources (in %)	0.00

² In the absence of available data on the energy mix of externally sourced charging current for electric vehicles, the corresponding consumption is conservatively attributed to fossil fuels..

Energy consumption and energy mix of NHU Europe (2025)	In megawatt hours (MWh)
Total consumption of renewable energy	117.34
Fuel consumption from renewable sources (including biomass)	-
Consumption of electricity, heat, steam and cooling purchased or received from renewable sources	117.34
Consumption of self-generated renewable energy (excluding fuels)	-
Proportion of renewable energy in total energy consumption (in %)	21.26
Energy intensity (in MWh/€ million)³	1.69
Net sales (in € million)	326.44 ⁴

Scope 1, 2 and 3 GHG emissions

In 2025, GHG emissions from NHU Europe and Bardoterminal totalled 1,263,963.84 tonnes of CO₂e⁵. The proportion of Scope 1 and 2 emissions is low⁶, whilst Scope 3 accounts for almost all emissions, at 99.89%. This is largely attributable to category 3.1 (purchased goods and services), in which individual products with high-emission manufacturing processes account for a significant proportion.

The calculation of GHG emissions is based on the guidelines of the Greenhouse Gas Protocol (GHG Protocol), using the operational control accounting approach. The survey is conducted on a consolidated basis for NHU Europe and Bardoterminal. This takes direct energy and process emissions (Scope 1),

emissions from procured electricity and heat (Scope 2), and upstream and downstream emissions along the value chain (Scope 3) into account. Our GHG intensity is calculated in accordance with the ESRS on the basis of net sales revenue⁷. The calculation takes all CO₂e emissions from Scope 1, Scope 2 and Scope 3 into account.

The GHG emissions are calculated using an externally procured IT tool. Where possible, primary data sources are used. Where there are insufficient data available, secondary data and appropriate average values will be used. Emission factors are selected primarily on the basis of the emission databases stored in the tool; individual emission factors, such as supplier-specific factors, are used only in isolated cases.



³ Our discipline falls within the wholesale sector (NACE code 46; excluding the trade in motor vehicles), which was taken into account when determining energy intensity

⁴ Consolidated net sales in accordance with the non-financial scope of consolidation comprising NHU EUROPE GmbH and Bardoterminal GmbH. These therefore differ from the annual report.

⁵ Market-based approach.

⁶ 0.01% in each case.

⁷ The calculation is based on a consolidated net sales revenue of €326.44 million.

GHG Balance Sheet (2025)	In tonnes of CO ₂ equivalents (t CO ₂ e)
Scope 1	
Scope 1-Gross emissions	71.34
Percentage of Scope 1 emissions from regulated emissions trading schemes	-
Scope 2	
Location-based Scope 2 gross emissions	83.51
Market-based Scope 2 gross emissions	88.72
Scope 3	
Scope 3 gross emissions	1,263,803.78
3.1 - Procured goods and services	1,246,074.63
3.2 - Capital goods	127.20
3.3 - Fuel- and energy-related emissions	33.85
3.4 - Upstream transport and distribution	16,214.83
3.5 - Waste	8.07
3.6 - Business trips	39.02
3.7 - Employee commuting	59.72
3.9 - Downstream transport and distribution	1,167.50
3.12 - Recycling of products sold at the end of their useful life	78.96
Total	
Total emissions (location-based)	1,263,958.63
Total emissions (market-based)	1,263,963.84
GHG intensity (location-based) (in thousands of tonnes of CO₂e per million €)	3.87⁸
GHG intensity (market-based) (in thousands of tonnes of CO₂e per million €)	3.87

Calculation of key figures in accordance with Scope 1, 2 and 3

Scope 1 emissions from stationary fuel consumption, e.g. for the generation of heating energy, are calculated on the basis of consumption data measured during the reporting year and the relevant supplier-specific emission factors. The emissions from the vehicle fleet are calculated based on the fuel volumes recorded via business fuel cards. Fuel purchases that were not fully recorded are estimated on the basis of travel expenses claims and average fuel prices. The calculation is based on current emission factors published by the UK government, the Department for Environment, Food & Rural Affairs (DEFRA). Fugitive emissions are not relevant to us.

The Scope 2 emissions of NHU Europe and Bardoterminal are limited to purchased electricity and are also based on actual consumption data. In accordance with ESRS requirements, both a market-based and a location-based approach are reported. In the market-based approach, the calculation is carried out using

a supplier-specific emission factor (utility factor); for electric vehicle charging outside the premises of the company, the residual mix is used. The location-based approach is based on emission factors from the Federal Environment Agency (UBA) for Germany and Ember factors for other European countries.

To identify the relevant Scope 3 categories, NHU Europe carried out a GHG relevance analysis. The following categories are not currently reported in detail, as they were deemed non-material to the business model: Category 3.8 (Rented or leased tangible assets), 3.10 (Processing of products sold), 3.11 (Use of products sold), 3.13 (Rented or leased tangible assets), 3.14 (Franchising) and 3.15 (Investments).

The following overview sets out the reporting boundaries, the calculation methods used and the calculation tools, based on the categories of Scope 3 GHG emissions covered by the GHG Protocol.

⁸ Due to rounding effects, the location-specific and market-specific intensities are shown as identical. Unrounded figures may differ slightly from one another.

Background to the calculation of Scope 3 categories

3.1 Purchased goods and services

For Scope 3.1, upstream (cradle-to-gate) emissions from purchased products, materials and services are taken into account. The calculation is preferably based on supplier-specific Life Cycle Assessment (LCA) data; alternatively, it is based on expenditure using emission factors from the EXIOBASE 3 database, adjusted to the relevant reference year using inflation rates.

3.2 Capital goods

The report covers all investments made during the reporting year, in particular those relating to technical installations, plant and equipment, and IT hardware. Upstream (cradle-to-gate) emissions are calculated on an expenditure basis using emission factors from EXIOBASE 3 and adjusted to the reference year using appropriate inflation rates.

3.3 Fuel- and energy-related emissions

The survey is based on the figures from the Scope 1 and 2 emissions inventories of NHU Europe and Bardoterminal. To calculate emissions from operational energy consumption from various energy sources, the well-to-tank emission factors of the UBA are used. DEFRA factors are used for upstream well-to-tank emissions. In one specific case, approximately equivalent national reference factors stored in the calculation tool were used instead.

3.4 Upstream transport and distribution

All upstream transport operations managed by NHU Europe are recorded. The emissions are calculated on the basis of the mass transported and the distance travelled. The relevant activity data are derived from internal system analyses and supplementary information provided by suppliers. The assessment is based on the well-to-wheel emission factors published by the Global Logistics Emissions Council (GLEC).

3.5 Waste

The figures take all the waste produced during the reporting year into account, as well as the annual volume of waste-water generated. In this regard, a distinction is made between solid waste recorded on a weight basis and waste-water recorded on a volume basis, with disposal records serving as the data source in each case. The solid waste is sorted by type and allocated to the treatment routes specified by the waste management company. The calculation of the emissions from solid waste and waste-water is primarily based on current emission factors from DEFRA; for hazardous waste, emission factors from the French environmental agency Agence de l'environnement et de la maîtrise de l'énergie (ADEME) are also used.

3.6 Business trips

Business trips are calculated largely on an expenditure basis, using emission factors from EXIOBASE 3 and an adjusted inflation rate. For air travel, directly provided emission figures are used where available. This includes all business trips, including hotel accommodation. Due to a lack of data, business trips undertaken using company vehicles is included in Scope 1 and 2 and is not reported separately under Scope 3.

3.7 Employee commuting

The emissions from the commuting of employees are calculated on the basis of assumptions regarding the modes of transport used and average commuting distances, derived from the places of residence of employees. The calculation is based on emission factors provided by the UBA. Emissions from remote working are taken into account and calculated using the latest emission factors from DEFRA. As the data available are insufficient, commuting in company vehicles is included in Scopes 1 and 2 and is not reported separately under Scope 3.

3.9 Downstream transport and distribution

This covers shipments to customers located outside the immediate catchment area of NHU Europe, which typically fall within the remit of the customers themselves or the logistics service providers they have engaged. The emissions calculation is based on internal system analyses of customer data. Transport distances are calculated approximately on the basis of average distances to country-specific reference points. GLEC well-to-wheel emission factors are used to calculate GHG emissions.

3.12 Recycling of products sold at the end of their useful life

As the products sold are classified as consumer goods, the disposal of packaging falls within the responsibility of customers following use. The calculation is based on the quantities of packaging used, broken down by material type. Appropriate estimates were made regarding the breakdown into individual materials, based on the information available. The modelling of waste disposal and recovery pathways is based on statistical data from Eurostat at EU level, which is linked to the respective material quantities. It is assumed that a significant proportion of pallets are reused; the remaining quantities are estimated using Eurostat data.

Emissions are calculated using emission factors from the DEFRA database.

PRODUCT SAFETY AND THE PREVENTION OF ENVIRONMENTAL IMPACT

Ensuring and continuously improving product and food safety, as well as complying with legal requirements, are of paramount importance to NHU Europe. As part of this process, we always assess the potential environmental impact. As a key player in the feed additive supply chain, we are fully aware of our responsibility to handle potentially hazardous substances and substances of concern in our products with the utmost care, as well as the associated environmental impact.

Our concepts

As part of our company policy, we are expressly committed to, inter alia, minimising this environmental impact. We also expect our suppliers to act in an equally responsible manner (further details on our Code of Conduct for Suppliers can be found in the section 'Workers in the value chain – our approach').

When handling potentially hazardous substances and substances of concern, we comply with the relevant European regulations governing feed, food, fragrances and cosmetics, as well as the provisions of the CLP Regulation⁹ and the REACH¹⁰ Regulation. These are supplemented at national level by the Chemicals Prohibition Regulation (ChemVerbotsV), which also stipulates which hazardous substances or products may not be placed on the market in Germany, or may only be placed on the market subject to strict conditions. They all contribute to the safe handling of chemicals by clearly defining their hazards, restrictions and requirements for use. In doing so, we take the legally defined maximum levels and requirements into account, which generally preclude the use of certain chemical compounds in the manufacturing and processing stages. We carry out analytical checks to ensure compliance prior to the first import and as part of regular monitoring programmes.

To ensure high standards of quality and safety, we utilise company-wide quality management systems and industry-specific certifications. These include, inter alia, ISO 9001 and FAMI-QS¹¹ in the area of feed additives. In addition, we work with qualified and certified suppliers throughout the supply chain.

When designing our processes, we continuously take the relevant regulatory developments at European level into account, as well as the latest scientific findings. We systematically

monitor and assess legislative initiatives and decisions to ensure that our internal processes are continuously adapted to the current legal framework. We are also active in industry associations, which enables us to maintain regular contact with companies, public authorities and other relevant institutions in order to identify and minimise potential risks at an early stage.

Our measures

The use of substances of concern, as defined by the CLP and REACH Regulations, occurs primarily in the upstream synthesis stages of the manufacturing process. However, some of our products do contain components that are classified as substances of concern.

We try to avoid the use of hazardous substances wherever possible. Substitution options, e.g. the use of micro-organisms like yeasts, fungi or algae, are regularly assessed. Decisions and development activities in this regard fall primarily within the remit of our parent company. The NHU Europe Regulatory Affairs Department supports you in this by providing information on customer and EU regulatory requirements.

Responsible product handling

The safe and environmentally responsible handling of the products of NHU Europe forms the basis for all subsequent process steps. The products we market are imported into Europe in sealed containers. As such, the release of substances is only possible in exceptional cases, e.g. during handling or decanting processes.

Should a release occur in such situations, it cannot be ruled out that this may have an impact on environmental media such as water, soil or living organisms. However, the greatest risk lies in the upstream production processes, as large quantities of chemicals are processed there. To minimise this risk, we are in regular contact with our supplier, Zhejiang NHU in China. We conduct tours of the production facilities, during which we also examine aspects of product safety and environmental protection in production, including standard operational procedures for safe plant management and the prevention of potential emissions.

⁹ EU regulations on the classification, labelling and packaging of substances and mixtures (CLP: Classification, Labelling and Packaging).

¹⁰ EU Chemicals Regulation on the Registration, Evaluation, Authorisation and Restriction of Substances (REACH: Registration, Evaluation, Authorisation and Restriction of Chemicals).

¹¹ FAMI-QS is an internationally recognised quality and feed safety management system for specific feed ingredients, designed to minimise potential risks and ensure that safe and legally compliant products are placed on the market. Certification is carried out in accordance with the requirements of the International Accreditation Forum Multilateral Recognition Arrangement (IAF MLA), an international recognition agreement that ensures the mutual recognition of accredited certificates worldwide.

All hazardous substances and dangerous goods handled at our premises are labelled in accordance with the relevant European regulations on the classification, labelling and transport of dangerous substances. These include, inter alia, hazard pictograms in accordance with the CLP Regulation, transport labelling in accordance with the European Agreement concerning the International Carriage of Dangerous Goods, and, where required, the registration of UFI codes (Unique Formula Identifiers) for hazardous mixtures. An EU-compliant safety data sheet is also available for each product, setting out safe handling procedures and measures to be taken in the event of an incident. Furthermore, all products covered by the REACH Regulation are duly registered or authorised. The necessary procedures are carried out by our Chinese manufacturer and an exclusive representative based in Ireland, who acts as an authorised representative to fulfil the obligations under the REACH Regulation on behalf of the non-European manufacturer.

Strict safety requirements also apply to the storage and handling areas at the Bardoterminal in order to effectively minimise risks to living organisms and the environment. Substances that pose a risk to water are stored exclusively in designated, certified areas with controlled access. Our warehouses also feature specially sealed hazardous materials areas designed to effectively contain any potential leaks. Sluices and drip pans also ensure that spilled substances do not enter the environment.

Since the introduction of the aforementioned technical, organisational and structural measures, NHU Europe and Bardoterminal have so far successfully avoided any security incidents.

Ensuring product safety

To ensure that our quality and safety standards are met, we put in place a structured system of regular checks. This includes internal process audits, which are carried out at fixed intervals of one to three years, as well as supplementary annual management reviews. For added assurance, we commission in-depth internal audits to be carried out annually by certified external experts. In addition, compliance with recognised standards is regularly verified by independent, accredited certification bodies as part of external audits:

- NHU Europe is certified in accordance with, inter alia, the FAMI-QS feed standard and ISO 9001 (for quality management systems)
- Bardoterminal is certified in accordance with the International Featured Standards Logistics (IFS Logistics) for warehousing and foodstuffs, and in accordance with the Good Manufacturing Practice (GMP+) standard, including the Feed Safety Assurance (FSA) module, for the storage and handling of animal feed

The qualification and sense of responsibility of our employees are essential to the effectiveness of this review system. That is why we run comprehensive training and awareness-raising programmes. These are recorded and tracked digitally in order to continuously develop skills and improve the quality of our products and processes in the long term. In our annual compulsory training sessions, we cover, inter alia, generally applicable legal requirements, food safety standards, the provisions of the Chemicals Prohibition Regulation, and occupational health and safety guidelines.

The authorisation of feed additives takes place within the framework of a defined procedure, under which safety-related information is reviewed and assessed by the European Food Safety Authority (EFSA). In this context, NHU Europe carries out comprehensive analyses and provides the necessary product and safety data, which serve as the basis for the regulatory assessment.

Every authorisation and every renewal of the authorisation of a feed additive undergoes a comprehensive assessment procedure, which also includes an evaluation of potential environmental impacts. This assessment takes into account, inter alia, the potential distribution of the substance in question via slurry into the soil, as well as its entry into aquatic systems and its behaviour within those systems. The aim of these tests is to ensure that the use of the relevant additives does not cause any unacceptable impact on environmental media such as soil and water, and that it complies with the applicable regulatory requirements.

¹² Accord européen relatif au transport international des marchandises Dangereuses par Route (ADR).

Responsibilities

Responsibilities for environmental impacts are clearly defined and embedded within the organisational structure of NHU Europe. The Regulatory Affairs Department is responsible for continuously monitoring developments in European legislation, assessing manufacturing processes in relation to regulatory requirements, and ensuring that information is communicated effectively to internal departments, customers and suppliers. Our Quality Management Department is responsible for drawing up and maintaining product specifications and test plans, approving products, and managing non-conformities and safety-related incidents in a structured manner. In addition, we established a crisis management system with clearly de-

defined procedures governing conduct and communication in the event of a crisis, e.g. an unplanned release of hazardous substances. The aim is to ensure a swift, coordinated and transparent response to unforeseen events at all times.

Key figures

The figures shown in the table below relate to the quantities of substances of concern that arose during the reporting year as a result of both the procurement and the sale of products containing such substances. The survey is based on the product data available to us and takes the legal classifications applicable at the time of reporting into account.

Quantities of substances of concern by hazard class in accordance with the CLP Regulation (2025)

In tonnes (t)	Volumes purchased	Volumes sold ¹³
Total quantity of substances of concern ¹⁴	823.78	849.66
By main hazard class¹⁵		
Corrosive effect on the skin / skin irritation (Skin irrit. 2)	818.72	843.75
Serious eye damage/irritation (Eye dam. 1, eye irrit. 2)	648.89	667.94
Skin sensitisation (Skin sens. 1)	818.72	843.75
Acute toxicity (Acute tox. 4)	5.08	5.91
Specific target organ toxicity, single exposure (STOT SE3)	5.08	5.91
Hazardous to water, long-term effects (Aquatic chronic 3)	0.07	0.08

RESOURCE USE AND WASTE WITHIN OUR BUSINESS

As part of our company policy, we are committed to continuously reducing our environmental impact and operating in a way that conserves resources. We are therefore committed to minimising our use of resources throughout the entire supply and logistics chain by reducing packaging and transport costs and strengthening material cycles.

In addition, we are preparing for the new EU Packaging Regulation (Regulation (EU) 2025/40, Packaging and Packaging Waste Regulation), the provisions of which will gradually come into effect for us from 12 August 2026. In this context, we are constantly monitoring regulatory developments and maintaining dialogue with our suppliers and business partners so that we can take early account of future requirements, for example regarding proof of compliance, recyclability, packaging minimisation and labelling.

Resource use in relation to our products

Products such as the feed additives produced by our parent company, together with packaging materials, represent the most significant resource inputs for NHU Europe and Bardoterminal. The total weight of these inflows amounted to approximately 1.51 million tonnes in the reporting year.

Our main product categories include vitamins, amino acids, carotenoids and raw materials for the fragrance and flavour industry. These are mainly produced using synthetic or fermentation processes.

¹³ During the reporting year, the volumes sold in all hazard classes exceeded the volumes purchased; the difference is attributable to stocks carried over from the previous year (2024).

¹⁴ Only substances with a concentration of at least 0.10% in products are taken into account.

¹⁵ The presentation by hazard class includes multiple classifications, as substances with multiple classifications are included in each relevant hazard class. Consequently, the total of the quantities reported for each hazard class may differ from the total quantity of the substance reported.

Synthetic manufacturing processes require specific raw materials, which are often of petrochemical origin and can currently only be substituted to a limited extent by substances from other, renewable sources. These feedstocks include both solvents used in the production process and basic molecular building blocks such as ethene, propene or aromatic compounds, which are produced via petrochemical synthesis routes. These molecular building blocks form the basis for many additives, whose complex molecular structures can currently only be produced in this way in a cost-effective and energy-efficient manner.

As part of the ongoing development of our product portfolio, we are increasingly exploring ways to utilise plant-based raw materials and alternative production processes. These include, in particular, biotechnological innovations and the development of new formulations.

Biotechnological fermentation processes offer a potential alternative to non-renewable raw materials and are becoming increasingly important in production. To this end, micro-organisms such as bacteria, yeasts, algae or fungi are specifically used to produce certain molecules from renewable carbon sources – e.g. sugar, starch, plant-based hydrolysates (chemically broken-down biological materials) or suitable waste streams. Fermentation processes essentially enable the production of highly pure compounds with defined chemical structures without the need for fossil-based raw materials. Initial findings suggest that optimised processes and new product generations can improve both resource efficiency and environmental impact.

However, these processes are not yet in widespread use for many additives. The main challenges include the fluctuating availability of suitable raw materials, the genetic stability of the micro-organisms used, and higher production costs. In addition, there are extensive regulatory requirements, as approvals in the feed sector are generally required on a production batch basis.

We are working closely with Zhejiang NHU to explore possible courses of action aimed at expanding the use of alternative raw materials in the future and reducing the negative impacts associated with the use of finite resources. The aim is to gradually supplement or replace existing raw material systems.

Handling packaging diligently

Alongside products, packaging accounts for one of the largest inflows of resources at NHU Europe and Bardoterminal, as it is required in significant quantities for sales, warehousing and logistics activities: in particular for goods handling, repackaging and the use of various types of pallets and containers. In the reporting year, the volume amounted to 1,459.71 tonnes.

We use a wide variety of different packaging materials. These include wooden and plastic pallets, cardboard boxes, paper and plastic sacks, steel, plastic or composite drums, as well as large packaging, e.g. big bags, intermediate bulk containers (IBCs) and isotanks. In addition, packaging materials like stretch film are used. When selecting packaging, we pay particular attention to its recyclability. Consequently, the majority of the packaging materials we use are, in principle, recyclable. Our packaging itself does not contain any recycled material yet. Biological materials¹⁶ account for 75.00%.

In order to minimise packaging and handling costs as much as possible and to avoid unnecessary outer packaging, we endeavour to source products in the same containers in which they are subsequently sold to our customers.

Where possible, packaging waste is recycled. However, the consistent application of this principle is challenged by conflicting logistical requirements and operational needs on the part of customers. Many of our contractors rely on standardised pallets, for example due to general requirements such as handling by forklift truck or use in high-bay warehouses. Consequently, repacking is often unavoidable.

We are increasingly focusing on reusing pallets that are marked in accordance with the specifications of the European Pallet Association (EPAL). We take part in the exchange systems run by our service providers and also encourage our customers to make active use of this option. The exchange is based on the 'pallet-for-pallet' principle, whereby the recipient returns the same number of exchangeable, standard-compliant EPAL pallets. We also pass on some pallets that are no longer needed to external companies for reuse. These measures enable us to reuse pallets multiple times, thereby reducing the need for newly manufactured pallets and the associated consumption of resources.

¹⁶ In this context, biological materials include paper, cardboard and wood.

Goods imported from China are also often delivered on pallets that are not marked in accordance with EPAL specifications or the Chemical Pallet (CP) standard. In such cases, even though the dimensions are the same, replacement is often necessary. In such situations, goods are usually repacked onto EPAL wooden pallets. Plastic and single-use pallets are used only where strictly required by the customer. If the use of such pallets cannot be avoided, we enter into return agreements to ensure that the pallets can be reused wherever possible.

In order to optimise our use of resources in relation to packaging and to respond to customer enquiries and upcoming regulatory requirements, we are exploring further changes to develop more sustainable packaging solutions. We continuously monitor and assess whether any new developments or changes are emerging in packaging regulations, and share our findings with our suppliers in China to support them in implementing the requirements at an early stage.

Resource efficiency in waste management

At NHU Europe and Bardoterminal, waste is generated primarily from packaging materials and from individual products that do not comply with legal or customer requirements. This is usually due to returns resulting from damage to the packaging or the goods, expired use-by dates or other complaints. Another waste stream consists of residues from the extraction system at the Bardoterminal, which we use to reduce dust formation.

In addition, ordinary household waste is generated as part of day-to-day office operations.

The waste streams generated include various types of plastic, wood, paper and cardboard, metals and product residues. They are systematically recorded and documented in order to identify opportunities for improvement and to continuously enhance resource efficiency.

To promote the circular economy, the vast majority of the waste generated is sent to specialist recycling companies¹⁷ Hazardous waste arising from the disposal of individual, unusable products (primarily those that have expired or are damaged) and material residues from the extraction system is disposed of in accordance with regulations and is not, as a rule, recycled. Pallets imported from China are reused wherever possible. If the product cannot be used on the European market, or can only be used to a limited extent, it is disposed of by certified specialist companies, for example as part of waste wood recycling.

Key figures

A total of 302.20 tonnes of waste were generated during the reporting year. The data collection is based on billing data and information provided by the contracted waste management service providers.

Waste generated by business operations (2025)		
In tonnes (t)	Not hazardous	Hazardous
Total amount of waste recycled	272.98	-
Recycling	272.98	-
Preparation for reuse	-	-
Other uses	-	-
Total amount of waste disposed of	28.65	0.57
Combustion	8.60	0.17
Landfilling	11.46	0.39
Other disposal methods	8.59	-
Total quantity of non-hazardous and hazardous waste	301.63	0.57
Total amount of waste		302.20
Total amount of non-recycled waste		29.22
Proportion of non-recycled waste (in %)		9.66

¹⁷ This includes, in particular, discarded packaging materials such as big bags and plastic film, as well as plastic packaging in general. Paper and cardboard waste is compacted on site and also sent for recycling.

NHU EUROPE AS AN EMPLOYER

For NHU Europe and Bardoterminal, respectful cooperation among all employees is not merely an organisational principle, but a way of life. The well-being of our employees shapes our culture, creates a supportive working environment and is ultimately key to our shared success. We therefore place particular emphasis on ensuring a trusting, respectful and fair working environment.

Our concepts

Our aim is to shape our working and employment conditions in a forward-looking and responsible manner, to promote sustainable development, and to avoid or minimise any negative impacts. Our aim is to do our utmost to support the well-being of our employees.

Our company policy serves as an overarching guideline for the organisation, including in matters relating to our employees. It is based on the UN Guiding Principles on Business and Human Rights and, as such, commits us to respecting human rights. Through this policy, we also aim to ensure fair and safe working conditions free from harassment and to prevent any form of discrimination. The overarching principles of our company policy can be found in the section entitled 'Our Corporate Philosophy'.

Our New Harmony Code

In addition to our overarching company policy, we have been guided since 2018 by our internal code of conduct, the New Harmony Code of NHU Europe. It forms the shared foundation of the values of our company and sets out how we want to work, communicate and take responsibility. At the heart of the Code lies the idea of collaboration characterised by team spirit and a sense of belonging, marked by a willingness to help, mutual consideration and a working day that leaves room for joy and humanity. In particular, it aims to foster respectful, non-discriminatory behaviour and open dialogue, as well as equal opportunities, safe working conditions and the support and development of the employees. It also lists the points of contact for raising personal concerns and conflicts, as well as for reporting misconduct.

The New Harmony Code applies to all employees of NHU Europe and Bardoterminal, regardless of their role or position within the organisation. The HR Department and the Executive Board are responsible for ensuring that this information is communicated throughout the company. The New Harmony Code is updated regularly and - like the company policy - is available to all employees via our internal digital filing system.

Involvement of the company's employee base

We regard employee involvement and transparent corporate governance as essential prerequisites for a respectful working environment. We therefore place great importance on the sharing of information and collaboration between all departments within our company. To this end, we, inter alia, established regular consultation forums to ensure that the concerns of employees are heard and taken into account when developing further measures.

At the heart of this exchange is our monthly meeting, to which all employees are invited. In it, the Executive Board provides updates on current issues, developments and decisions. In addition, the departmental representatives will report on their respective areas. The discussions cover both company-wide matters and issues specific to the organisation. At the monthly meeting, employees are expressly given the opportunity to ask questions, share their thoughts and openly express suggestions for improvement. We address suggestions for improvement directly during the meeting and reach a decision on them as soon as possible. Any issues requiring clarification are forwarded to the relevant departments for further action. The results will be presented no later than the following month. Minutes are taken at every monthly meeting and distributed to all employees afterwards to ensure transparency and accountability.

Employees are also involved in relevant issues through existing communication channels and regular dialogue with managers and the HR Department. To this end, we make use of, inter alia, annual employee appraisals, internal departmental meetings and topic-specific employee surveys, e.g. as part of the Workplace Health Management (WHM) programme. Every two years, an internal survey on mental health is conducted as part of this initiative.

In addition, NHU Europe conducts an employee survey every two to three years, which enables participants to provide structured feedback on their views, experiences and areas where changes are needed. The survey provides insights into how employees perceive efforts to promote transparency, collaboration and inclusion. To ensure anonymous participation and an independent evaluation, we are being assisted by an external body in the performance of this process. Based on the results, potential areas for action are identified, internal processes are further developed, and measures are drawn up.

We also appointed confidential counsellors from among the workforce. These individuals volunteered for the role, were selected by the HR Department in consultation with the Executive Board, received specialist training, and are available to employees as a point of contact for urgent matters. You can also raise concerns with the Executive Board anonymously and, if necessary, mediate between disputing parties.

In addition, NHU Europe and Bardoterminal have a whistleblowing channel that enables both employees and external parties to report concerns and highlight any adverse effects whilst maintaining their anonymity. This is described in more detail in the section entitled 'Whistleblowing for prevention and redress'.

Operational responsibility for employee involvement lies with the relevant managers. The Managing Director bears overall responsibility. The effectiveness of the exchange is assessed through regular employee surveys.

Our measures

In order to prevent or mitigate any negative impact our business operations may have on our employees and to reduce the associated risks, we implemented a range of measures, which we are continually refining. When designing these measures, we draw on the suggestions and feedback we receive from our employees through various channels of communication. Further details on our employee involvement initiatives can be found in the section above entitled 'Involvement of the company's employee base'. Reports received are first reviewed by the Executive Board and the HR Department and classified according to the nature, cause, likelihood and severity of the potential impact. Based on this classification, we define our

measures, distinguishing between short-term remedial actions and longer-term preventive approaches. Any measures we subsequently implement are documented and evaluated through employee surveys or one-to-one discussions with those affected. We use the results of the evaluations to further guide and adapt our activities.

The aim is to select measures that are equally practical, effective and proportionate. NHU Europe always strives to strike a balance between business needs and the concerns of its employees. Where there is a conflict of interests between business requirements and potential burdens on the workforce, a balanced and appropriate solution is sought. We support the decisions we make as a result with accompanying measures, such as transparent communication, organisational adjustments or reducing workloads.

When making decisions regarding organisational changes, we assess at an early stage whether this could have a negative impact on our employees. Feedback from discussions with employees, managers and the HR Department is incorporated into the decision-making process.

NHU Europe provides the necessary human and organisational resources to manage significant impacts on its own employees. This is managed as part of the existing management, HR and health and safety processes. The Executive Board, the HR Department and the Sustainability Officer play key roles in this regard.

Our current measures are described below.

Health and safety at work

One of our key duties of care as an employer is to ensure the safety of our employees and to protect their health. To fulfil this task, we operate a comprehensive occupational health and safety management system at our site that complies with legal requirements and relevant accident prevention regulations. This is overseen by the Health and Safety Committee (HSC), which meets quarterly. Responsibility lies with the Executive Board, the Human Resources Department, the Health and Safety Officer and the external occupational health and safety specialist. The scheme applies to all employees, including those in mini-jobs and trainees.

As part of risk assessments, all work areas are regularly reviewed and processes are adjusted where necessary. The aim is to ensure that employees can work safely, in a manner that protects their health, and in accordance with current standards at all times. Other key elements of the management system include: defined reporting procedures for accidents and near-misses, accident investigations and the identification of preventive measures, as well as documentation of their implementation. These are stored, inter alia, in our internal digital filing system, which is accessible to all employees. To prevent accidents at work and occupational illnesses as a matter of principle, all employees receive safety training from the Health and Safety Officer on their first day of work. In addition, NHU Europe and Bardoterminal hold annual health and safety training sessions that are compulsory for all employees. The content of each is tailored to the potential hazards of the relevant work area.

In particular, at the Bardoterminal warehouse, all activities involving the handling of products are carried out in accordance with comprehensive health and safety measures. This includes regular training on safe working practices, the correct handling of materials, and specific hazards. In addition, strict attention is paid to the wearing of personal protective equipment. This includes suitable gloves, protective clothing, safety footwear and, depending on the task, other personal protective equipment (PPE) such as safety goggles or respiratory protection.

We involve our employees in the development of our measures through open reporting systems, regular reviews of safety guidelines at monthly meetings, and site inspections carried out with the Health and Safety Officer. The effectiveness is continuously reviewed and improved.

During the reporting year, workplace accidents were largely prevented thanks to the measures put in place. There was a reportable accident at work, which was a commuting accident. In addition, we continued improving occupational health and safety measures and, for example, adjusted work processes following an increase in the number of minor cuts. As part of this process, clear instructions were drawn up on how to open packaging safely, and the mandatory use of suitable cut-resistant gloves and safety knives was introduced.

To further promote health and safety, we began implementing a workplace health management scheme at NHU Europe in 2025 and provided our employees with comprehensive information about the benefits it offers. As part of this process, we carried out a survey to identify the key health issues that our employees are facing. The topics that received the highest ratings were healthy eating, stress management and boosting the immune system.

Based on these findings, we are now working with Barmer health insurance to further develop the workplace health management programme. As an expert partner, they assist us in evaluating the results, selecting effective measures and developing a sustainable health strategy.

As an important first milestone on our journey towards a holistic, long-term health management scheme within the company, we set ourselves the goal during the reporting year of organising a health day in 2026. It is intended to provide employees with practical services, workshops and health checks.

Benefits and pensions

In addition to workplace health management initiatives, we offer employees at NHU Europe and Bardoterminal a range of additional services designed to support their day-to-day working environment and to promote health, wellbeing and job satisfaction. This includes, inter alia, a free daily lunch on site, access to our in-house gym – which is open 24/7 to all employees – and the option to take advantage of a bicycle leasing scheme.

In addition, we offer all employees comprehensive national insurance benefits. In addition to complying with all legal requirements relating to sickness, accidents at work, incapacity for work, parental leave, retirement and unemployment, this includes a supplementary company pension scheme and additional health insurance.

Promoting a healthy work-life balance

To meet the needs of our employees, who find themselves in different life situations and at different stages of life, we offer flexible working hours and arrangements within our companies, such as flexitime and remote working. During busy periods, we ensure there is open and ongoing communication within the teams and take targeted measures to ease the workload. Overtime worked is compensated with time off or is, under certain conditions, paid out. We also aim to help our employees balance their professional and personal commitments through a range of measures:

Unlike is often the case in the logistics sector, we operate according to fixed working hours at the Bardoterminal warehouse. To ensure we can support our logistics employees and customers, we are available every day during normal office hours, but we do not operate shift work or night shifts. In addition, employees of both Bardoterminal and NHU Europe can arrange their working hours flexibly in consultation with their teams. With this approach, we aim to create an environment for our employees that offers predictability, reliability and a healthy work-life balance. One factor pointing to the success of this approach is the length of service, which, at an average of five years, is above the industry average.

We also place a strong emphasis on work-life balance. For example, we support employees when their children need childcare due to illness. Whilst German employment law generally only provides for the right to unpaid leave in the event of a child's illness, we go a step further: All employees at the Bardowick site are entitled to continued payment of their wages for a specified number of working days, even without providing a medical certificate. This entitlement applies regardless of the agreed working hours. If the child's illness continues beyond the agreed period, you will, as usual, be entitled to claim sick pay through your health insurance fund in accordance with the relevant statutory provisions.

In addition, we naturally allow all employees to take leave for personal reasons, e.g. parental leave, maternity leave and leave to care for relatives, in accordance with the relevant legislation. During the reporting year, one female employee availed herself of this option (2.04% of all female eligible employees)¹⁸.

With these expanded internal company policies, we aim to ensure that employees receive reliable support in exceptional family circumstances, whilst at the same time complying with the legal framework and meeting health and family policy standards.

Commitment to diversity

At NHU Europe and Bardoterminal, we are committed to promoting equality, diversity and inclusion, and we value a safe, open environment in which everyone can thrive.

The principles enshrined in the New Harmony Code and in company policy are implemented in day-to-day working life through existing internal procedures. These include clear rules of conduct, transparent communication channels and designated points of contact for reporting concerns or making complaints.

To find out which aspects of diversity are particularly important to our workforce, we conducted an employee survey during the reporting year. In particular, we were able to identify equal opportunities and gender equality as key areas for action. Based on these findings, we would now like to initiate a process in which we explore these aspects in greater depth and examine how they can be implemented within our organisation.

Key figures

All reported key figures are compiled on a consolidated basis for NHU Europe and Bardoterminal and include all employees¹⁹ of both companies. The entire company employs only permanent employees; other forms of employment, e.g. temporary work, are not used. Data are collected on a specific reference date and cover the entire reporting period. All data are based on accurate real-world data from the internal HR system. The key figures are collected in accordance with the ESRS definition and reported uniformly as headcount.

¹⁸ No other employees availed themselves of this entitlement.

¹⁹ Including trainees and those in mini-jobs.

Our workforce

In 2025, we had a total of 91 employees. Nine employees left the company during the reporting year. The staff turnover rate was therefore 10.34%²⁰.

Employees at NHU Europe and Bardoterminal

In terms of the number of people	Male ²¹	Female	Various
Total	42	49	0
Germany ²²	39	49	0
Other	3	0	0

Number of employees by type of agreement, broken down by gender

In terms of the number of people	Male	Female	Various	Total
Permanent	42	48	0	90
Temporary	0	1	0	1
On-call employees	0	0	0	0

Our diversity

The proportion of men and women in management positions was balanced during the reporting year. The age distribution was also balanced.

Gender distribution at senior management level

In terms of the number of people	2025	Proportion (in %)
Total number of senior management employees ²³	4	100.00
Male	2	50.00
Female	2	50.00
Various	0	0.00

Employees by age

In Personenzahl	2025	Proportion (in %)
Total number of employees	91	100.00
of whom are aged under 30	21	23.10
of whom are aged between 30 and 50	51	56.00
of whom are over 50	19	20.90

²⁰ Staff turnover during the reporting period as a proportion of the average annual workforce.

²¹ Gender as self-identified by employees

²² In accordance with ESRS, all countries with more than 50 employees, or accounting for 10% of the company's total workforce, are included in the breakdown. Countries that fall below this threshold are grouped under 'Other'.

²³ In this context, senior management comprises the Managing Director and individuals with power of attorney.

Occupational health and safety of our employees

100.00% of the employees at NHU Europe and Bardoterminal are covered by a health and safety management system that complies with legal requirements.

Accidents at work and occupational illnesses

In terms of the number of people	2025
Number of work-related illnesses subject to mandatory reporting ²⁴	-
Number of reportable workplace accidents ²⁵	1
Rate of reportable workplace accidents ²⁶	8.33
Number of days lost due to work-related injuries and workplace accidents	85.00
Number of deaths resulting from work-related injuries and work-related illnesses	-

Remuneration structure

In 2025, we calculated our gender pay gap²⁷ for the first time. This metric describes the pay gap between women and men and is also calculated on a consolidated basis for NHU Europe and Bardoterminal. Our findings show a gender pay gap of 14.26% for the reporting year. The difference can be attributed largely to the different distribution of women and men across the various functional areas. Departments with variable pay components and additional benefits, such as sales, tend to be dominated by men, whilst female employees are more commonly found in administrative roles with predominantly fixed pay components. Furthermore, the operational warehouse area is staffed exclusively by male employees. The differing job profiles and remuneration structures across the various departments have a corresponding impact on the aggregate result of the key performance indicator.

In addition to the gender pay gap, we calculate the total remuneration ratio to provide further insight into the internal distribution of pay within the company. The ratio of the total annual remuneration of the highest-paid individual to the median total annual remuneration of all employees (excluding the highest-paid individual) was 5.56 in the reporting year. The median was calculated on the basis of the gross annual salaries of all employees. Variable remuneration components and non-cash benefits were taken into account in the calculation.

Incidents, complaints and serious consequences relating to human rights

No incidents or complaints relating to human rights, discrimination or harassment were reported to us during the reporting year. Consequently, there was no basis whatsoever for penalties, sanctions or compensation payments.

²⁴ No work-related illnesses were reported during the reporting period; however, for data protection reasons, it is not possible to guarantee that all cases were recorded.

²⁵ This was a commuting accident.

²⁶ Rate of workplace accidents per million hours worked. The figures are based on an average of 120,013 working hours per year and 91 employees.

²⁷ Based on the average gross hourly wage.

WORKERS IN THE VALUE CHAIN

As an international distribution company, NHU Europe bears a particular responsibility for its social, ethical and environmental impact throughout the supply chain. This responsibility is particularly important in our dealings with our suppliers and service providers.

Our concepts

We established uniform minimum standards for this purpose in our Code of Conduct for Suppliers. The Code sets out our fundamental requirements for responsible, lawful and ethical conduct and is based on the ten principles of the UN Global Compact in the areas of human rights, labour standards, the environment and anti-corruption. The Code of Conduct requires suppliers, in particular, to:

- respect internationally recognised human rights and to ensure that no human rights violations occur and that it does not contribute to any such violations,
- comply with core labour and social standards, including freedom of association, the right to collective bargaining, the abolition of forced and child labour, and the prevention of discrimination,
- adopt a proactive and responsible approach to environmental issues and to take measures to reduce negative environmental impacts.

NHU Europe expects its suppliers and their subcontractors to adhere strictly to the principles set out in the Code and to keep appropriate records in this regard. We accept recognised third-party standards and certifications as evidence, provided that their content is consistent with the requirements of the Code of Conduct. To this end, we recommend that our suppliers, for example, have a Sedex Members Ethical Trade Audit (SMETA) carried out. SMETA is an internationally recognised social audit designed to assess ethical business practices and working conditions within supply chains. Its purpose is to highlight risks such as unsafe working conditions or non-compliance, and to minimise them on an ongoing basis through clearly defined corrective measures.

If you have any concerns, suspect a breach of the Supplier Code of Conduct, or are aware of any potential negative impacts, external parties are also welcome to contact us at any time. We operate a whistleblower channel on our website in both German and English. Further details can be found in the section entitled 'Whistleblowing for Prevention and Redress'.

Our measures

In order to promote social standards throughout the supply chain and to verify compliance with the Supplier Code of Conduct, NHU Europe regularly carries out on-site visits and audits at Zhejiang NHU in China. These take place across departments, involving in particular our management team as well as the Sales, Quality Management and Regulatory Affairs Departments. In addition, we carry out assessments at selected production sites of the parent company using recognised external standards and assessment tools. This includes, for example, the Sedex (Supplier Ethical Data Exchange) online platform, where the results of SMETA audits can be uploaded and shared. However, tools such as these are not used across the board in all production facilities.

The incorporation of social criteria into the selection of service providers is not strategically embedded yet. To date, we mainly worked with domestic or established freight forwarders. However, as part of the ongoing development of the sustainability strategy, consideration will be given to how social criteria can be taken into account in the future when selecting and evaluating logistics service providers. The aim is to develop appropriate approaches step by step.

During the reporting period, the company was not made aware of any serious issues or incidents relating to human rights within its upstream or downstream value chain.

RESPONSIBLE CORPORATE GOVERNANCE

NHU Europe acts as the European sales agent for Zhejiang NHU Co., Ltd., China. As a subsidiary, it is closely integrated into the structures of the parent company, which is also its main supplier. The business relationship is characterised by regular professional dialogue. There are clearly defined points of contact between the two, as well as a relationship of trust that has developed over many years. The Code of Conduct for Suppliers forms the basis of our collaboration (see the section 'Workers in the value chain – our approach' for further details).

Zero tolerance of corruption and bribery

In this policy document, we set out common minimum standards for ethical conduct, compliance and integrity. The Code sets out the expectation that our business partners must refrain from any form of corruption, extortion or bribery. This principle is also enshrined in our company-wide policy. Accordingly, NHU Europe consistently adheres to a zero-tolerance policy towards corruption and bribery.

No incidents relating to such breaches of the rules came to light during the reporting period, meaning that no specific measures were required to address them.

Prevention of corruption

We implemented internal guidelines as a preventive measure. They apply to all managers and employees, set binding value limits for anniversary and occasional gifts, inter alia, and are intended to ensure that gifts are handled in a transparent and compliant manner. In addition, we put in place a structured process for approving invoices. Every approval is carried out strictly in accordance with the four-eyes principle and subject to a clear separation of duties. The aim of these organisational measures is to ensure that potential irregularities are identified at an early stage and that breaches are prevented.

Issues relating to responsible corporate governance, e.g. anti-corruption and the prevention of bribery, are enshrined in the employment agreements of NHU Europe. To ensure a consistent understanding of the applicable rules, all employees are made aware of them in the on-boarding materials as soon as they are hired. The relevant policies and expectations are also communicated to our employees via other internal communication channels. This includes the intranet, emails, meetings and notices. In the future, we also intend to incorporate this

subject area firmly into our regular training programmes. In addition, we organise information sessions in collaboration with an external law firm to explain legal requirements and explore practical issues in greater depth.

As part of its quality assurance procedures, the Internal Quality Management Department conducts regular audits of key processes such as procurement, sales and order processing. These audits are designed to optimise processes and help to identify potential risks associated with corruption and bribery at an early stage and to reduce them effectively.

Given the nature of their work, the Sales and Logistics Departments are considered to be particularly vulnerable to corruption.

Whistleblowing for prevention and redress

To prevent and address any potential negative human rights, social or compliance-related impacts, NHU Europe established a structured whistleblowing scheme. The aim is to identify issues at an early stage, address any negative impacts promptly and put in place appropriate preventive and corrective measures. The system is designed and implemented in accordance with the provisions of the German Whistleblower Protection Act (Hinweisgeberschutzgesetz).

A key component of the system is a whistleblower reporting channel through which reports can be submitted confidentially, either by voluntarily providing personal details or, if necessary, anonymously. The reporting channel is accessible at all times via our website and is open to both employees and external whistleblowers. Designed as a low-threshold, secure channel, it is intended to encourage those affected to raise their concerns openly and report suspected misconduct. This provision is supplemented by internal communication channels and points of contact, which are described in the section entitled 'Involvement of the workforce'.

The employees responsible for handling reports are obliged to ensure that whistleblowers and their personal data are properly protected. This concerns the identity of whistleblowers, the confidentiality of the information they provide, and measures to prevent any discrimination or retaliation resulting from a report.

All incoming reports and complaints are systematically recorded, documented and tracked until the case in question is resolved. Once a report has been received, the information is forwarded to the relevant authorities. In the first line, this would be the Executive Board or the HR Department. You define the appropriate escalation level, assign responsibilities and arrange for the matter to be investigated. Depending on the specific circumstances, this may be carried out internally or with the involvement of external third parties, for example as part of a legal review. On this basis, appropriate corrective measures are defined and implemented. Where possible and permissible, feedback will be provided directly to the person who made the report or anonymously via the external reporting channel. This allows whistleblowers to track the progress of their report at <https://nhueurope.whistlelink.com/> in a 'safe space'. Finally, the effectiveness of the measures taken is reviewed by our specialists.

The nature of the remedial measures depends on the specific circumstances and may include, inter alia, clarifying

discussions, adjustments to internal processes, or targeted awareness-raising and training initiatives. Their effectiveness is assessed on the basis of feedback from those affected and by examining the extent to which the identified shortcomings have been rectified. The insights gained from this work are incorporated into the further development of internal processes and preventive measures.

In addition to internal reporting channels, whistleblowers also have the option of raising concerns or reporting misconduct externally to a competent authority. In Germany, this is specifically the external reporting office of the Federal Office of Justice. It can receive reports, provide feedback and follow up on whistleblower cases. In certain cases, e.g. potential breaches of competition law or suspected infringements of EU law, a report may also be made to the institutions, bodies or other agencies of the European Union.



Cyber-security and data protection

NHU Europe places a high priority on the protection of personal and business data, as unauthorised access – e.g. a cyber-attack – could result in reputational damage and potential fines. We continuously invest in data protection and cyber-security measures with the aim of effectively managing risks associated with data loss, unauthorised access and system failures, and ensuring the integrity of our IT-supported business processes. This is based on the requirements of the General Data Protection Regulation (GDPR) and the Federal German Data Protection Act (BDSG), which form the basis for our internal practices and procedures.

We incorporated the legal requirements regarding data protection and information security into our internal policies. These are regularly reviewed and refined. The internal IT Department, supported by external specialist service providers, is responsible for the operation and security of the IT infrastructure. Employees are kept informed in a targeted manner of any relevant changes or security incidents. In addition, regular training sessions and awareness-raising initiatives are held on data protection and information security. In doing so, we make a point of actively involving our employees, raising awareness of existing risks and fostering understanding and acceptance of security measures, so that information security becomes an integral part of our day-to-day work as a shared responsibility.

NHU Europe implements appropriate technical and organisational measures to meet the requirements set out above. This includes, inter alia, multi-factor authentication procedures for key applications, role-based access management, and the ongoing monitoring of IT systems as part of internal risk management. Login and security logs, as well as the status of servers and end devices, are regularly checked; vulnerabilities are analysed and necessary security updates are implemented promptly.

To prevent data loss, a multi-tiered data backup strategy is in place, which provides for the regular backup of central systems and the audit-proof storage of key user data. Measures to improve system availability, including redundant IT and internet connections and an uninterruptible power supply, help to effectively minimise the risk of downtime.

In the event of a data protection or information security breach, the relevant internal departments will be notified immediately. Security incidents are analysed, identified vulnerabilities are addressed, and affected individuals are notified where necessary in accordance with legal requirements. Security-related risks are also taken into account when dealing with external service providers, and necessary measures, such as restricting or blocking access, are implemented where required. Lessons learnt from incidents and audits are incorporated into the ongoing development of information security and data protection processes.

To mitigate the risks described, we set ourselves the goal of continuously improving our organisational and technical measures in these areas. The focus in this regard is on developing emergency and recovery plans, strengthening the security of key IT systems, raising awareness amongst our employees, and ensuring an increasingly professional approach to security incidents. In doing so, we adhere to recognised information security standards and the applicable legal requirements.



ADDRESS

NHU EUROPE GmbH

Daimlerstrasse 14-16
D-21357 Bardowick
Germany

Phone: +49 4131 580 88 00
E-mail: info@nhu-eu.com

RHRB Nr.: HRB 205610
USt-IdNr.: DE300149623
Local Court: Lüneburg
Managing Director: Thomas Hoops



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