



WHERE THE FUTURE IS GROWING.

2026 Sustainability Magazine

About this magazine

Our second Sustainability Magazine gives insight into key developments, projects and milestones of our sustainability commitment in the years 2022 to 2025. Further information, statistics and details can be found in our **Environmental Statement in accordance with the Eco-Management and Audit Scheme (EMAS)** and in our **declaration of compliance with the German Sustainability Code (DNK)**.

We invite you to accompany us on our path toward greater sustainability, and hope you enjoy this issue of the Sustainability Magazine.

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Dr. Tobias Beck, Board Member responsible for Operations (left)
Michael Braig, CEO of Finzelberg (right)

Dear customers!
Dear partners!

150 years of Finzelberg – an impressive anniversary that marks our long-running commitment to plants and to generations of people on this planet. As a family business, we know that **sustainable success isn't a short-term goal, but a long-term strategy**. Ever since we were founded by Hermann Finzelberg all the way back in 1875, our actions have been shaped by foresighted thinking. We are thankful and proud to be marking this momentous anniversary; at the same time, we regard it as a reminder to keep pursuing the path we're on, driven by our mission to protect and promote good health naturally. A global challenge like climate change demands decisive and credible action so that we can quickly respond to risks and secure our future. That is why we are pursuing a

science-based climate strategy with clear, measurable goals. One significant milestone came in **2025**, when we achieved a **neutral carbon footprint at our German sites**. Most of our site-related CO₂e emissions (Scopes 1 and 2) have been reduced through our own efforts. The remaining emissions that cannot otherwise be avoided are compensated for via high-quality, certified projects. At the same time, we are working on further **reducing emissions along our entire supply chain**. Significant potential for reducing emissions comes from the new **biomass heating plant** in Andernach, which provides most of our heating energy. It is fired with regionally sourced waste wood. The plant has enabled us to replace a large proportion of fossil fuel, reducing our energy costs in the long term while also boosting the regional economy. We take a holistic approach to sustainability.

In the area of **environmental impact** we are improving energy efficiency and responsibly procuring raw materials. In the area of **corporate governance** we are ensuring the highest standards of product safety and quality. In the area of **social commitment** we are investing in the health, training and motivation of our employees, because we know that our dedicated workforce is the cornerstone of our success.

For us, reaching this grand milestone of 150 years in business – upholding traditions and pursuing progress – is not an occasion to rest on our laurels. Rather, it inspires us to keep taking responsibility for the future of our planet.



Michael Braig



Dr. Tobias Beck

Welcome to the nature network

The globally unique spectrum of our group of companies

- Responsible procurement and gentle processing
- Development of innovative solutions for industry customers
- Laboratory and consulting services



MartinBauer

LEADING THE BOTANICAL WAY.

Finzelberg

DELIVERING BOTANICAL EFFICACY.

PhytoLab

SAFEGUARDING BOTANICAL QUALITY.

1930

Founded by Martin Bauer;
now a family business in its
fourth generation

90+

years of experience
within the group

25+

production and sales
locations

3,750+

experienced and
motivated employees

700+

million euros in
consolidated sales

∞

possible
applications

150 years of responsibility – for plants, people and our planet

Back in 1875, when Hermann Finzelberg began manufacturing chemical and pharmaceutical products in the western German town of Andernach, he was laying the foundations for an extraordinary success story. With **courage, drive and vision**, Finzelberg evolved from a small pharmacy to a global player in botanical extracts.

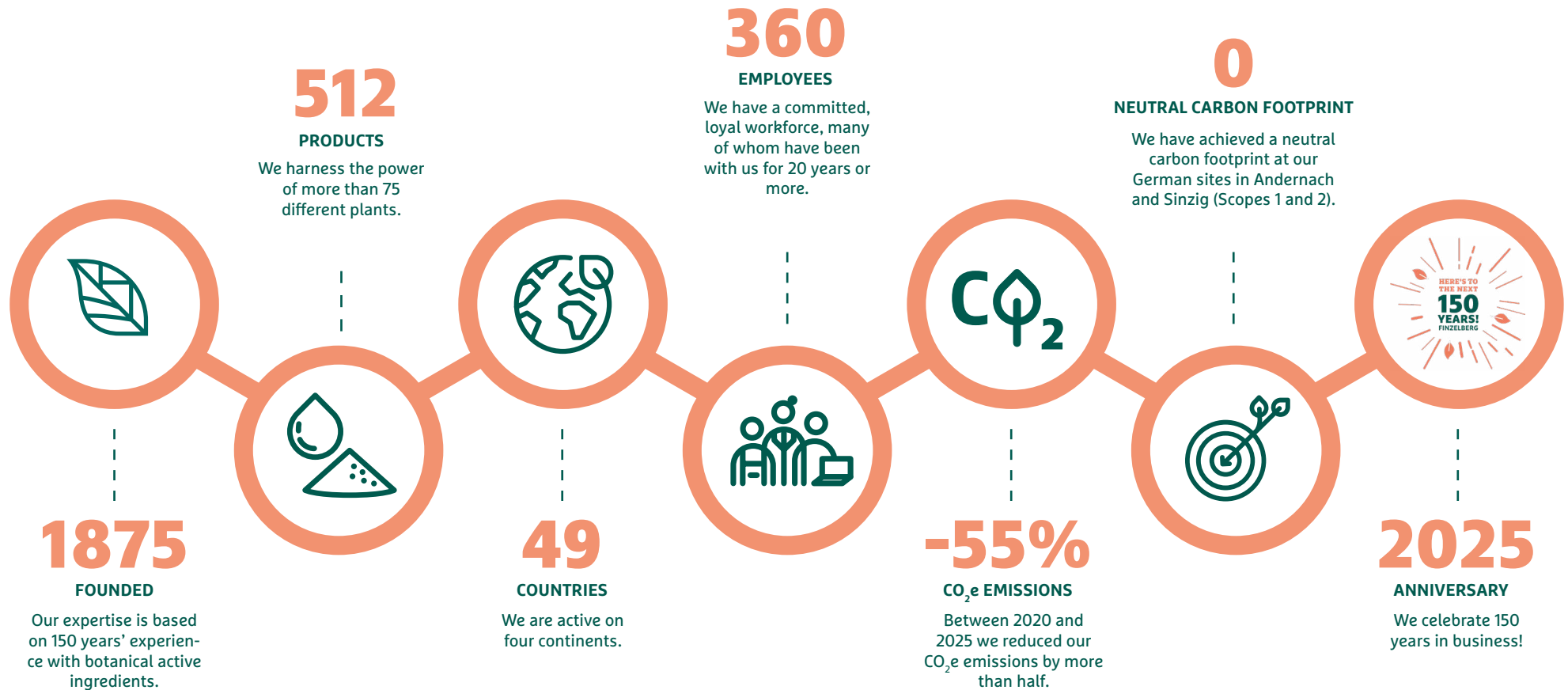
What hasn't changed over the course of all those years is our mission to **protect and promote human health naturally**. On the basis of profound scientific knowledge, we develop botanical extracts and make the power

of plants available in pharmaceutical and healthcare products. Of course, **much has changed** throughout Finzelberg's history, and the relevant technologies and markets have altered fundamentally. Finzelberg has always adapted to these changes – with dedication, the will to evolve, and the consistent pursuit of economically viable solutions.

That's why our 150th anniversary is so much more than a look back at past achievements; it is also a **promise to keep growing in the future**.



Finzelberg at a glance



We think in generations

Finzelberg has an international reputation for effective, safe botanical extracts; modern, resource-saving production processes; and collaborative, thriving partnerships. The people at Finzelberg are the cornerstone of our success. Their commitment, expertise and trustworthy cooperation with customers and partners have characterized Finzelberg for generations.



Nadine Mohrs
Assistance, Operations

Each day, our employees continue developing what Hermann Finzelberg began 150 years ago. At Finzelberg, decisions are made with an eye to their long-term impact rather than short-term successes. This is an approach that characterizes all our business activities.



Michael Winter
Specialist Health,
Safety & Environment

I have experienced how our company and our technologies have developed step by step – from traditional facilities to state-of-the-art systems with a high level of energy efficiency. But it's never been just about performance, it's about responsible use of resources, too.



Maximilian Kasdorf
Specialist, Extraction

For my generation, sustainability is a no-brainer. And the same is true at Finzelberg, where sustainability is a part of the corporate culture. I work with our facilities every day and witness first-hand how much Finzelberg is investing in energy efficiency and modern technical solutions.



Wadim Pfaff
Manager Health,
Safety & Environment

The construction of our biomass heating plant was a clear demonstration of what “thinking in generations” means to us: long-term planning; taking responsibility for energy consumption and the climate; and making production processes more sustainable. This is our important contribution to our company, our region, and to the wellbeing of future generations.



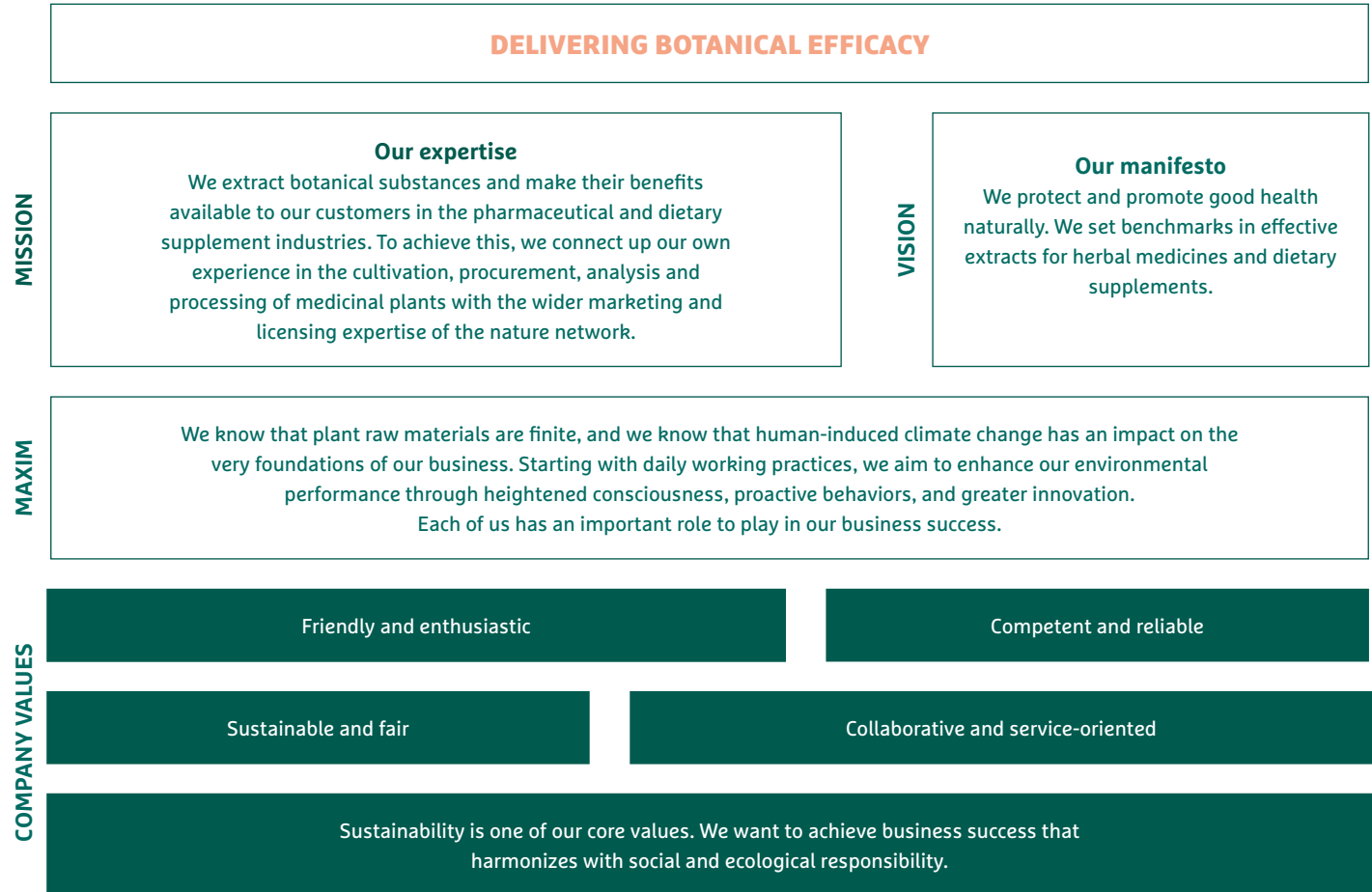
Bärbel Schäfgen
Specialist, HR

When I started working life 43 years ago, “sustainability” was not yet a buzzword. But the concept behind the term has always been present in spirit at Finzelberg: careful handling of resources, planning for the long term, and collaborative, friendly partnerships. All of that is as true today as it ever was.

Who we are

Foresighted thinking and sustainable action – these principles have guided Finzelberg since its founding by Hermann Finzelberg back in 1875. For 150 years they have been the values underpinning the way we do business.

As a family business with a long tradition, we do not **focus** on short-term successes but on the long-term **needs of generations to come**. We believe that longer-term success comes from continuity, innovation and reliability.



Our climate protection timeline



UNGC

Finzelberg joins the UN Global Compact, integrating the Ten Principles into its business practices.

CLIMATE PLEDGE

The nature network commits to climate neutrality in Scopes 1, 2 and 3 by 2030.



EMAS

For the first time we are awarded an Eco-Management and Audit scheme (EMAS) seal and publish a declaration of compliance with the German Sustainability Code (DNK).

CLIMATE TARGET

We submit our science-based target to the SBTi and have it validated.



NEUTRAL CARBON FOOTPRINT

Finzelberg achieves a neutral carbon footprint at its German sites (Scopes 1 and 2).

BIOMASS HEATING PLANT

Our new biomass heating plant enables us to generate around 60% of our heating energy from waste wood. In the first year of its operation, we already save 6,300 tonnes of CO₂e – and that figure is set to increase.

until 2020

2021

2022

2023

2024

2025

2026



ECOPROFIT

Finzelberg joins ecological consultancy and climate protection program EcoProfit.

GREEN ELECTRICITY

We switch entirely to green electricity at our sites, reducing CO₂e emissions by 3,500 tonnes each year.

GREENHOUSE GAS FOOTPRINT

We create greater transparency by publishing our first greenhouse gas footprint, certified by TÜV Rheinland.



SBTi

The Science Based Targets initiative, which Finzelberg committed to in 2022 as part of the nature network, validates our climate targets.



REVALIDATION FROM EMAS

We receive repeat validation from EMAS and obtain the EMAS environmental seal.

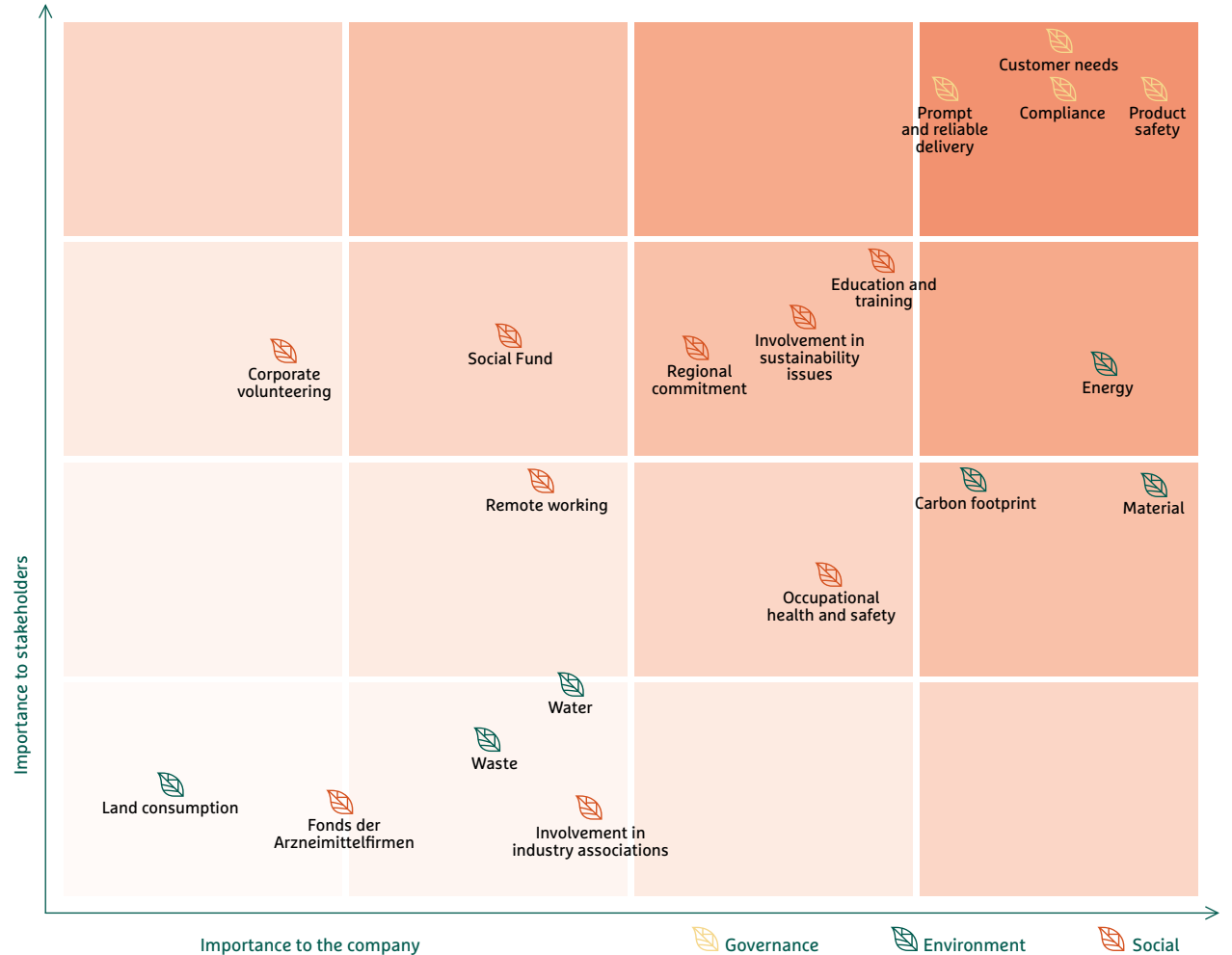
Of material importance

Our commitment to sustainable action **secures Finzelberg's future**. Our materiality analysis deliberately targets those topics that harbor the **greatest opportunities and risks** for us as a company and for our most important stakeholders. That way, we can harmonize our business activities with their expectations.

The findings of this analysis are directly incorporated into our strategic decision-making. They also form the basis for the contents of this report. We have defined specific goals and measures for all 19 material topics in the areas of cor-

porate governance, environmental impact, and social commitment. Step by step, we will monitor our progress to see if everything is being implemented according to plan.

We believe that sustainable development is only possible within **a well-functioning network**. That's why we remain in **ongoing dialog** with our **stakeholders**. We work particularly closely with our shareholders, joint venture partners, raw materials partners, customers and employees – as well as with the city governments in Andernach and Sinzig.

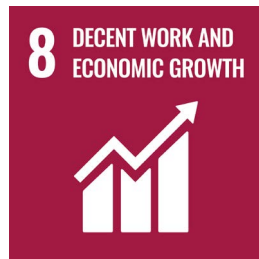


What drives us

We have made it our goal to **protect and promote health naturally**. To ensure we can do this, we set benchmarks for effective extracts used in herbal medicines and dietary supplements. We want our expertise and solutions to facilitate progress, actively promote sustainable development, and minimize the negative impact of our actions on people, the environment, and society.

We have pledged our commitment to all UN Sustainable Development Goals, but are specifically focused on the seven SDGs shown below as these are where our actions as a company can make the **greatest contribution to saving resources and fostering innovative developments for the future**.

SUSTAINABLE DEVELOPMENT GOALS



We never compromise on quality and safety

	GOAL	MEASURE	BY
Customer needs	Focus on customer needs	We assess customer satisfaction annually and incorporate sustainability issues into our surveys.	Ongoing
Product safety	Demand highest product quality and safety	Additional certification in line with international standards enables us to guarantee our customers' parameters for quality and safety, including country-specific ones.	Ongoing
Compliance	Further development of compliance management system	We train our employees on anti-corruption, anti-trust legislation, and contractor management.	2026
Prompt and reliable delivery	Secure ecologically produced raw materials of consistent quality and sufficient quantity from certified or actively managed supply chains	<ul style="list-style-type: none"> • Our sister company MartinBauer provides us with raw materials from actively controlled supply chains. • Where possible, we substitute wild collection of plants for sustainable cultivation. • We train collectors in sustainable collection methods. 	Ongoing

Precisely right

Products that get it right – scientifically, technologically, and legally

Finzelberg's passion: applying its knowledge about the beneficial power of plants to protect and promote good health **naturally**. We employ profound expertise, decades of experience, and our leading market position across numerous segments to develop innovative botanical extracts. Our continuously **growing portfolio** is backed by the latest **scientific findings**, clinical studies into efficacy, and a thorough understanding of changing **consumer demands**.

To ensure the success of our products, we **work closely with our customers**

as respected partners. Some of them have been with us **for decades**. Their needs guide us in each and every task we perform for them, backed by our **unique spectrum** of scientific, legal and technological expertise, and our competent **advice**.

Through close cooperation with our sister company **PhytoLab**, the consultancy laboratory for botanical products, we offer **analysis procedures** that go far beyond standard product testing, and outstanding **regulatory expertise**.



75
PLANTS



49
COUNTRIES
OF ORIGIN



512
PRODUCTS AND
8 BRANDED
INGREDIENTS



2024
NUTRAINGREDIENTS
AWARD



A solid basis of trust

Reliable products and integrity that go beyond regulatory requirements

Finzelberg's top priorities are the quality of our extracts and the **safety of the people** who consume them. Demands on **hygiene, precision and efficacy** are particularly high – and intensifying – in the pharmaceutical industry. Our quality assurance system ensures that we adhere to **all national and international regulations** and guarantees compliance with all relevant certification standards. Supply routes and process steps are consistently **monitored** by ourselves and **independent agencies** – from raw materials procurement through product development and manu-

facture to storage and transportation. As a globally active company, we place great value on **effective compliance management**, which we continually develop further. For us, compliance means acting in accordance with our **company values and ethical principles** – as laid down in our **Code of Conduct and Supplier Code of Conduct**. We have an appropriate **risk management** system in place to rapidly identify risks and protect our business, and we regularly **train our workforce**. What's more, both our sites are assessed for corruption risks.



The right stuff

Whether in a pill, capsule, gummy or drops, our products begin with the right resource and a shared understanding of what quality means.

We source the **very best raw materials** to ensure our botanical extracts deliver the full **power of nature**. The procurement experts at our sister company **MartinBauer** secure us raw materials of the right quality and **quantity**. Where possible, we purchase directly from producers in order to guarantee traceability and transparency along the entire supply chain. Our trusting relationship with suppliers is based on our **rigorous quality standards**, continuous **monitoring**, and personal contacts going back years. We forge fair partnerships and conclude long-term contracts. We source raw ma-

terials from separate regions around the world to protect against supply **fluctuations** and other risks. As environmental and biodiversity legislation gets stricter, we are substituting the **wild collection of medicinal plants** with **sustainable cultivation** and propagation. Our active supply chain management deliberately strengthens the **resilience of our raw materials partners**. Together, we take responsibility for the sparing and careful use of raw materials, the preservation of intact ecosystems, and good working and living conditions for people in the sourcing regions.

SPOTLIGHT



PRIMROSE ROOT CULTIVATION

Primrose roots (*Primulae radix*) have a high saponin content, which is known for **breaking down mucus** and is therefore an ingredient in herbal remedies for **respiratory issues**. Currently, this traditional plant raw material is primarily harvested through **wild collection**, but supply bottlenecks and the risk of contamination are now posing significant supply chain challenges. In order to **stabilize yields in the long term**, Finzelberg has launched a primrose cultivation project. By supple-

menting wild collection with **cultivated primroses**, we aim to **improve both supply predictability and the monitoring of raw material quality**.

With this project, Finzelberg is responding to changes in the market while also strengthening the **resilience of its own supply chain**. This way, important high-quality plant raw materials will still be reliably available for extract production in the future.

Getting better every day

Finzelberg upholds proven solutions and paves the way for new ideas.

For 150 years, Finzelberg has had a **decisive influence** on the modernization of plant extraction processes. We continually test new approaches and technologies with the goal of improving both the **sustainability** and the **precision** of our processes, procedures and structures. Constant optimization allows us to gradually raise **awareness** of the **significance of new ideas and approaches**. At the same time, we are

continuously expanding our portfolio of **innovative active ingredients** and helping our customers meet the increasing demand for effective, natural products. Our workforce of 351 demonstrates this kind of innovative thinking in their daily collaboration and dialog with our customers. This has allowed Finzelberg to successfully progress in a challenging market environment and **actively shape transformation**.

SPOTLIGHT



FROM RESIDUE TO RESOURCE

What's waste for some can be a raw material for others. At Finzelberg, recycling plant residues into new and useful materials is part of our **responsible approach to resources**.

We are currently participating in a project with green tech company FRENVI based in Mannheim to create a biodegradable, sturdy material from plant residue. An innovative thermal molding method turns,

for example, valerian residues from our extraction process into insulating panels – a high-performing and resource-saving alternative to conventional boards made from mineral or wood fibers.

Projects such as this impressively uncover the hidden potential of our residues and encourage us to keep **rethinking resources** and **actively contribute to the circular economy**.

Acting today for the good of tomorrow



	GOAL	MEASURE	BY
Climate protection	SBTi long-term targets: Net zero target	We achieve our SBTi verified targets.	2040
Carbon footprint	Reduce CO ₂ e emissions in our supply chains	We reduce our Scope 3 emissions through projects with our raw materials partners	Ongoing
	Compensation for unavoidable CO ₂ e emissions	We compensate only for unavoidable CO ₂ e emissions in Scopes 1 and 2 through the highest-quality climate protection projects.	Ongoing
Energy	Renewable energies	<ul style="list-style-type: none"> Our state-of-the-art biomass heating plant saves up to 9,000 tonnes of CO₂e each year. 	Ongoing
		<ul style="list-style-type: none"> We replace the existing gas heating system at the Sinzig site with a wood pellet fired system. 	2027
Water	Reduce total water consumption	We reduce water consumption at both sites by around 5% each year.	2028

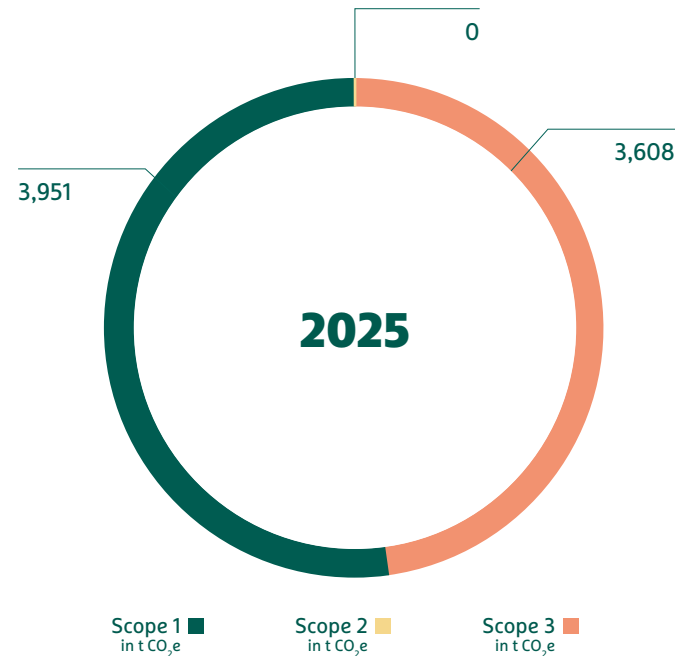
Neutral carbon footprint at German sites

As a family business that thinks in generations, we are consistently pursuing an ambitious climate strategy.

The nature network, the global group of companies of which Finzelberg is part, set itself the goal of leaving no greenhouse gas footprint by 2030 at the latest, beginning with its own sites and continuing into its global supply chains. The climate strategy follows a clear principle: measure, reduce, avoid. Since 2025, Finzelberg has voluntarily compensated for only those CO₂e emissions that it cannot avoid or reduce. For our compensation approach we selected a climate protection project certified by the Verified Carbon Standard (VCS). The nature network is committed to the Science Based Targets initiative (SBTi), and our climate targets were validated

by the SBTi in 2024. That constitutes independent verification that our targets are in accord with the Paris Agreement. As a member of the nature network, each year Finzelberg reports transparently on its progress in implementing those targets.

Finzelberg is the pioneer within the nature network: since 2025 our **German sites** in Andernach and Sinzig (Scopes 1 and 2) have had **neutral carbon footprints**. This achievement shows that ambitious climate protection goals are compatible even with energy-intensive extract production – if one has the determination to do more and go further.



1.5°C TARGET

Our climate target is in line with the Paris Agreement and with the IPCC's Special Report on Global Warming target of 1.5°C.

SBTi

Our climate target is based on science, and we report on our progress toward it in line with the requirements of the Science Based Targets initiative (SBTi).

SCOPES 1, 2 and 3

We take responsibility for all relevant emissions along our supply chains – from raw materials cultivation all the way through to delivery to our customers.



Measure

Since 2020 we have presented an annual climate footprint that transparently displays all the CO₂e emissions that Finzelberg is responsible for in **Scopes 1, 2 and 3** of the Greenhouse Gas Protocol. Each year, inspection body **TÜV Rheinland checks** the data in our climate footprint for plausibility and completeness.

Reduce and avoid

The greatest potential for reducing our CO₂e emissions lies in constantly **improving energy efficiency** and comprehensively **using renewable energies** – in both electricity purchasing and our own electricity generation. Since 2020, we have purchased **only green electricity**, saving 3,500 tonnes of CO₂e each year. In 2021, the first of our **photovoltaic plants** went online; today there are eight. Since our

own **biomass heating plant** went into operation in 2025, the share of self-generated electricity has risen to 58%. Further reductions in CO₂e emissions are achieved through the use of digital communication technologies and the promotion of environmentally friendly transportation among our workforce. From 2020 to 2025 we were able to reduce our **total CO₂e emissions** in Scopes 1 to 3 by 9,400 tonnes, or **55%**.

Compensate

We compensate for only those CO₂e emissions in Scopes 1 and 2 that we are not able to avoid or reduce. To do so, we have a shared investment with our sister company MartinBauer in a high-quality climate protection project certified by the Verified Carbon Standard (VCS).

Regenerative heating for extract production

Our biomass heating plant is the nature network's biggest project to date for the self-generation of renewable energy.

Finzelberg's biomass heating plant is a key element in our climate strategy. Botanical extraction is energy-intensive and requires massive amounts of process heat. The new facility allows us to greatly reduce our consumption of natural gas – replacing it with a locally available, renewable resource. Construction of the plant was a conscious decision that was taken to significantly reduce our CO₂e emissions and secure a stable energy supply.

Since January 2025 the plant has provided up to **60% of the heating energy needed for extract production and**

building heating at our Andernach site – and that figure is set to increase. The new facility has thus made a significant contribution to **achieving a neutral carbon footprint at our German sites.**

How the plant works:

- ▶ Fuel: Woodchips from regional waste wood
- ▶ Combustion: Generation of hot water and process steam
- ▶ Heat utilization: Extract production and building heating





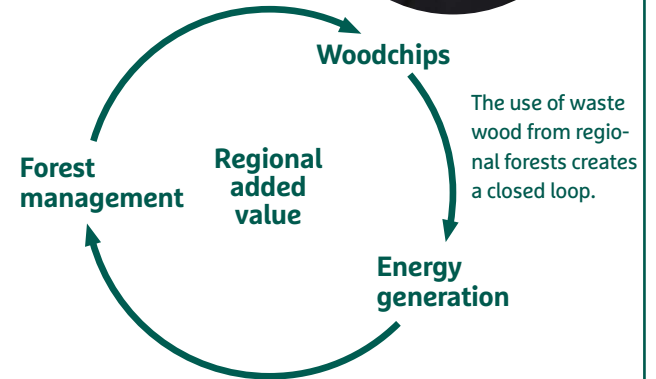
WOOD WASTE: A REGIONAL RESOURCE

The biomass heating plant is fired with woodchips from waste wood and wind-fall timber. That means Finzelberg is using a locally available, renewable fuel and thus supporting the regional economy. The wood comes from sustainable forest management in the nearby Eifel, Hunsrück and Westerwald areas. Damaged, diseased, or poorly positioned trees

are removed in order to foster healthy and robust forest growth. Usually, this kind of wood is unsuitable for high-quality wooden products, but it's great for energy generation. **No trees have to be felled to fuel our heating plant.**

The woodchips we use comply with the sustainability criteria of the **EU Renewable**

Energy Directive (RED II). The plant requires around 50 to 70 tonnes of woodchips each day. The use of sustainably generated regional wood means shorter transportation times with lower emissions as well as improved employment prospects in the region.



Climate protection that adds up

Our biomass heating plant ensures a secure, long-term energy supply for our production processes.

For Finzelberg, sustainability isn't just about reducing emissions – it's about making our production processes economical and environmentally friendly. Our biomass heating plant is an important element in that.

The facility is the nature network's **biggest project** to date for the **self-generation of energy from renewable resources**. It replaces around **27,000 MWh of natural gas** each year and reduces site-related CO₂e emissions by around **6,300 tonnes each year** (and

that's just the beginning). The plant thus made a considerable contribution to the 2025 achievement of a neutral carbon footprint at our German sites (Scopes 1 and 2). At the same time, the investment has made our production **more economically stable**. Generating our own energy decreases our **reliance on fossil fuels and the volatile energy markets**. The use of locally available biomass also creates added value for the region and ensures a **reliable energy supply in the long term**.

REPLACES
27,000
MWh
NATURAL GAS

SAVES
6,300
t CO₂e
PER YEAR

SUPPLIES
60
PERCENT OF
HEATING ENERGY
FOR PRODUCTION
AND BUILDING HEAT



Expanding efficiency

Finzelberg is continually investing in energy-efficient production with state-of-the-art technology.

The investment in our biomass heating plant is part of a comprehensive strategy to improve energy efficiency and secure our energy supply in the long term. **Energy flow transparency and structured energy management** are key to identifying and exploiting energy-saving potential.

Since 2014, when our systematic energy management began (in line with the ISO 50001 standard), we have saved 27,500 MWh in our energy-intensive production processes.

The measures are:

- ▶ Combined heat and power
- ▶ Heat recovery
- ▶ Insulation
- ▶ Leak repair
- ▶ Cleaning exhaust air electronically and mechanically instead of flaring it off
- ▶ Reduced steam pressure
- ▶ Energy grid optimization with inductive low-pass-filter
- ▶ LED lighting

Three ways we're reducing CO₂e emissions



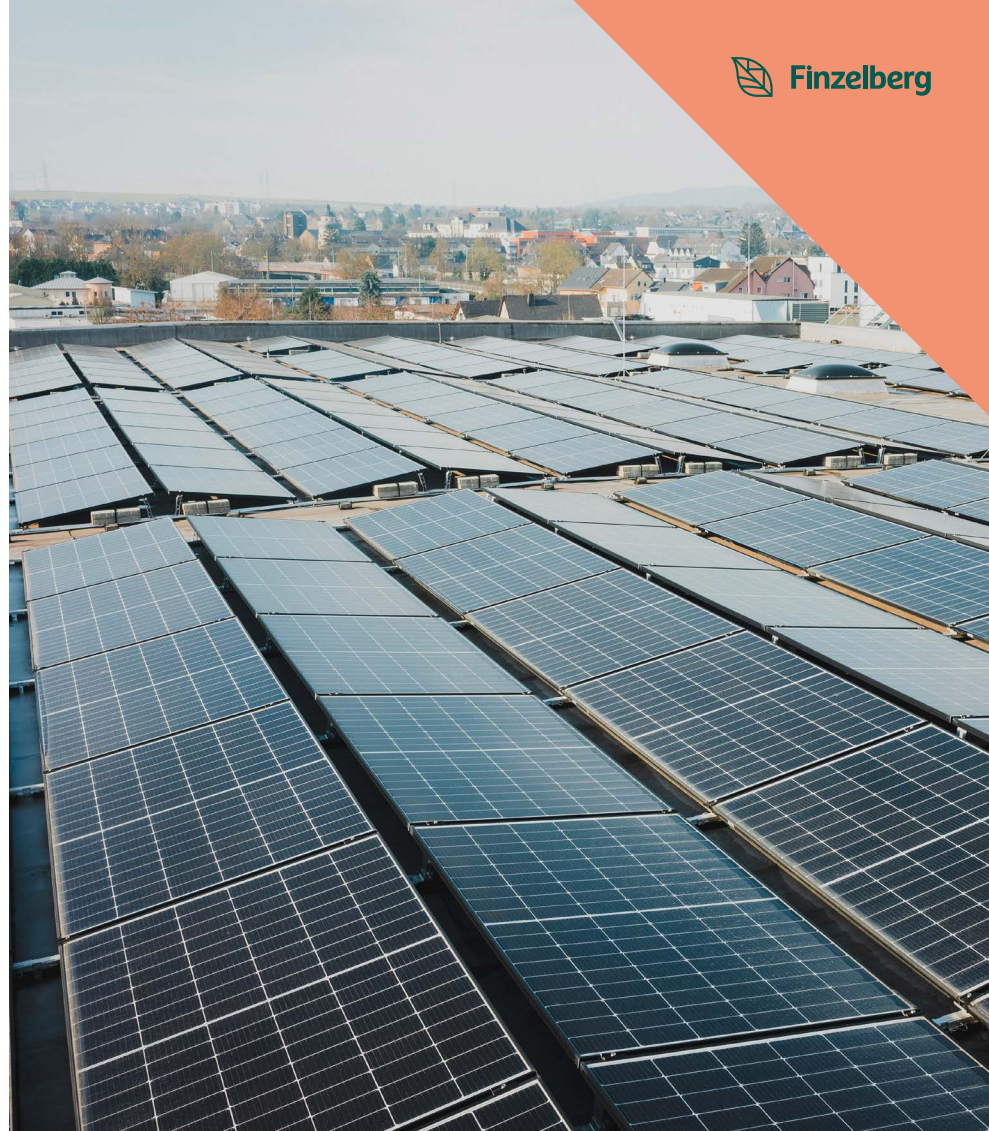
MORE EFFICIENT ENERGY USE



SELF-GENERATION OF RENEWABLE ENERGY



PURCHASE OF RENEWABLE ENERGIES



Making the best of it

Leveraging synergies in our production processes allows us to save valuable resources.

Our plant extracts contain not only the concentrated power of medicinal herbs – but also all the benefits of our **modern, consistently developed production processes**. Extraction offers some of the greatest potential for improvements in sustainability as it is particularly energy-intensive. That is why we are continuously developing our processes and systematically harmonizing our material and energy cycles. We extract active ingredients as gently as possible while also trying to ensure solvents, packaging, fuels, etc. are used sparingly and **can be recycled**. We already **recycle 99% of our residual materials**. We reduce packa-

ging without compromising on quality and product safety. For example, we now use cardboard boxes with four layers instead of six – without any loss in stability. Switching from single-use to **reusable packaging** and stainless steel containers has allowed us to save around **ten tonnes of packaging waste each year**. We have also integrated more sustainable solutions into daily working life – from hand dryers to water dispensers. Alongside our larger investments, many smaller projects and **employee initiatives** have contributed toward systematically saving resources and further reducing CO₂e emissions.

SPOTLIGHT



The containers used in our extract production must be thoroughly cleaned and dried so that they can be reused quickly and hygienically. Finzelberg recently installed a new container washing facility to improve the efficiency of the cleaning process. After many years, the previous facility had reached the end of its useful life. With the new system, as many as **40 1,000-liter containers** – most of them IBCs made from stainless steel and polyethylene – can be automatically cleaned **each day**, ready for re-

use. The cleaning facility has a dual chamber system: while one container is being washed in the first chamber, another is being dried with warm air in the second. The new facility cleverly makes use of existing energy from the production processes – **waste heat from the biomass heating plant**. As a result, greater volumes can be processed in a shorter time, and cleaning results are consistently excellent. That contributes to greater time and resource efficiency for our production.

**A good job,
a great family**

	GOAL	MEASURE	BY
Staff involvement	Include sustainability and energy efficiency in training schedules	We equip trainees to qualify as Energy Scouts and encourage them to initiate their own sustainability projects.	Ongoing
Education and training	Strengthen further training	We promote opportunities for our employees to develop their skills.	Ongoing
Involvement in sustainability issues	Continually involve employees in our sustainability strategy	We regularly provide relevant information and initiate campaigns – e.g. city cycling, Go Zero Action Weeks, our newsletter.	Ongoing
Strategy and transformation	Involvement in the transformation process and improvements in teamwork	We support active participation in the Sounding Boards and team workshops.	Ongoing
Health & safety	Prevent industrial accidents	We implement operational health and safety measures so we can maintain a work-related accident record of 0.	Ongoing

APPRECIATION AND SENSE OF BELONGING

The Finzelberg family

When your workplace feels like home

Finzelberg is a family business – in more ways than one. We have a **friendly atmosphere of mutual respect and cooperation**. The 360 people who work at Finzelberg are the cornerstone of our success – the driving force behind our products, services and quality. They lend us their **experience and passion**, giving Finzelberg its unique spirit. Many of them have been with us for a long time – 31% for 20 years or more. We’re particularly gratified by the fact that in some cases several generations of the same family have worked at Finzelberg. That truly makes us a **family business!**



360
EMPLOYEES



31%
WITH US
> 20 YEARS



100%
PERMANENT
CONTRACTS



Realizing potential

Employees who get the job done!

Finzelberg's success is down to people who **take responsibility, get involved,** and want to **work together to make a change.** That's why we promote the professional and personal development of our workforce and target further training offers at their specific needs.

We value our employees' ideas and input. Progress happens when people question processes, come up with new approaches, and get actively involved in improvement efforts. This **culture of active participation** is an important

element in our long-term strategy to reach our business and sustainability goals.

Training the next generation is also a high priority at Finzelberg. We welcome trainees in nine training occupations. We aim to maintain our trainee quota of at least 7% or to expand it. By taking on 100% of trainees following their training period, we secure ourselves qualified new workers and give talented young individuals good perspectives for their professional future.



Sometimes new perspectives provide decisive inspiration for improvements. At Finzelberg, trainees are an important part of that – in their role as **Energy Scouts**. The goal is to make young employees more aware of the topics of energy and resource efficiency and to give them scope to contribute their own ideas. As qualified Energy Scouts, our trainees evaluate processes at our sites with the specific goal of **finding ways to save energy**. One example from 2025 is a project to upgrade our lighting system. The Energy

Scouts looked at the potential of modern, demand-driven LED lighting systems that automatically adapt brightness levels and are equipped with motion sensors and dimming functions. Such systems can considerably reduce electricity consumption. Energy Scouts demonstrate the value of a younger person's perspective. Also, their projects heighten general awareness of ways we can all **save electricity in everyday working life** – as well as encouraging other staff members to contribute their own ideas.

A good place to work

The health and safety of our employees is our highest priority – wherever, whenever.

We create **safe conditions** to protect employees from injury and health problems. We take our responsibility toward our people seriously, lending reliable support throughout the entire duration of their employment.

To ensure **shift workers** enjoy greater **job satisfaction and improved health** we have developed a concept for more and longer periods of time off. This is complemented by a company health management system that goes beyond regulatory requirements and is aimed at improving the health and performance of employees. This includes preventive medical and health

checkups and special Action Days on health-related topics.

We also work with professional partners to conduct psychological stress risk assessments, and we offer employees and their families psycho-social counselling that is anonymous, free of charge, and available at short notice. In addition, we have set ourselves the goal of keeping the number of work-related **accidents** resulting in more than three days' absence each year **at zero**. For comparison: in 2024 the average in the German chemicals industry was 14 in 1,000, according to professional association BG RCI.



Making a difference

In our localities, we are more than just an employer – we are an active part of the community.

As a company with strong roots in Andernach, Finzelberg feels a close connection to the region and the people who live here. This sense of community is reflected in our projects that support the local environment, education system, and society, and in our employees' own activities. During Action Weeks and project days, they garden together, construct raised beds and insect hotels, or collect litter, for example.

Such initiatives strengthen not only **environmental awareness** but also **team spirit at the company**. For us, taking a responsible attitude to nature is a given. Our bee colony FiBees

is part of that. The bees pollinate plants and contribute to biodiversity. At the site in Andernach we have medicinal herb beds that give visitors insight into the diverse world of the plants we work with every day. We also support educational projects in the region and work with schools and with partner organizations in the fields of environment, sustainability and climate protection. Projects like the mobile school garden raise **awareness among young people of the importance of nature and natural resources**. All this shows that we take an active role in shaping our region: for us, sustainability begins on our own doorstep.



One very special example of our commitment to our region is the **mobile school garden** that we launched in partnership with the Andernach city government. The project is part of the “Edible Cities” initiative, which raises awareness of natural processes and of sustainable fruit and vegetable cultivation in public spaces.

The mobile garden brings herbs, vegetables and other plants straight to schools and special events. Here, children and

teenagers can discover how plants grow, what part biodiversity has to play, and how food is made.

The project has multiple benefits for Finzelberg: it **fosters environmental education, strengthens regional cooperation, and conveys awareness of the importance of plants** as the basis of all that we do. The mobile school garden is a vibrant place of learning that brings together nature, knowledge and community.

EMAS

EMAS – the Eco-Management and Audit Scheme – is the **world's most rigorous environmental management** instrument. As an EMAS participant, we independently apply the scheme at our German sites in Andernach and Sinzig, going beyond the requirements of international standards. We have set ourselves **additional quality criteria** and installed monitoring mechanisms. A state-supervised independent environmental auditor has **assessed us on site**. Our second EMAS Environmental Statement (also assessed) creates transparency with regard to improvements achieved. We have been reporting annually on our progress since 2023. EMAS certification also confirms that we adhere to the international ISO 14001 and ISO 50001 standards.



DNK

The German Sustainability Code (DNK) contains **20 criteria and quantifiable performance indicators** and is heavily informed by the renowned Global Reporting Initiative (GRI). Our reporting in line with the DNK goes beyond an environmental statement to be a comprehensive sustainability report. The DNK's reporting standards direct our attention at the most important elements of our **economic, social and ecological responsibility** and help us to shoulder that responsibility more effectively and ambitiously. We have compiled our declaration of compliance and published it in the DNK database. That means we have laid the basis for sustainability reporting in accordance with the EU's Corporate Sustainability Reporting Directive (CSRD).



With its chapters on environmental impact, social commitment, and corporate governance, our Sustainability Magazine draws on the approach of the EU's Corporate Sustainability Reporting Directive (CSRD). As a company within the nature network, we will report consistently on the basis of the ESG (Environmental, Social, Governance) approach. This will also include our sustainability goals, which are structured according to ESG across the entire group. Our more precise explanations in line with EMAS and DNK are structured slightly differently but contain all the subject areas mentioned in this magazine.

CONTACT

Sustainable dialogue

Reporting on our numerous sustainability topics is an ongoing task. We are therefore grateful for any feedback you may have. What do you like? What could we do better?

Send an email to:

sustainability@finzelberg.com

Or write to:

Finzelberg GmbH & Co. KG

Sustainability Team

Koblenzer Str. 48-56

56626 Andernach

Germany

www.finzelberg.de

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