



2024

# FULL STEAM AHEAD

## Meesenburg Sustainability Report



# SUSTAINABILITY REPORT

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## PREFACE

# FULL STEAM AHEAD!

### **Dear Readers,**

*You are holding the Meesenburg Group's first Sustainability Report. In 2023 we began the process of embedding sustainability strategically across our business: we set objectives, developed measures and started to collect our sustainability data systematically. We are now pleased to present our ambitions and our initial achievements.*

*At Meesenburg we recognise that we are merely guests on this planet. It is our responsibility to pass it on to the next generation in good condition. This responsibility calls for decisive action and for every individual to show initiative.*

*We are particularly proud of the sustainable innovations within our own blaugelb brand, through which we have for many years developed products that meet the highest technical standards while consistently taking sustainability aspects into account – both in their manufacture and in their use. Since 2023 we have also broadened our range: with our STROXX ENERGY brand we now support our customers with solutions for decentralised and renewable energy supply. Other examples of our commitment to climate protection include the installation of our first photovoltaic systems and heat pumps at various sites, and the commencement of a systematic transition of our company car fleet to electric mobility.*



*However, the true heart of Meesenburg is its people. Our aim is to create and maintain a working environment in which every individual feels comfortable, is able to realise their potential, and actively contributes to the sustainable development of our company.*

*We have set ourselves ambitious targets. Together with our employees, customers, suppliers and our wider network, we will spare no effort in striving to achieve them. For us, sustainability is a holistic journey to shape not only our business but also our world in a positive way. We extend our thanks to all partners who are joining us on this path.*

*We hope you enjoy reading this report and welcome your feedback.*

Martin Meesenburg

# 1. ABOUT THE SUSTAINABILITY REPORT

[ESRS-2 BP1], [ESRS-2 BP2]

This Sustainability Report is the first consolidated sustainability statement of the Meesenburg Group and covers the reporting year 2024 (1 January 2024 to 31 December 2024). The reporting scope follows the consolidation perimeter used for financial reporting and includes Meesenburg GmbH & Co. KG as well as the German subsidiaries Meesenburg GmbH and Laarmann und Peez GmbH. Other, particularly international, subsidiaries and investment companies are not yet included in this report. Inclusion equivalent to the Group's full consolidation perimeter is planned for future years.

The sustainability statement and the double materiality assessment incorporate, where possible, relevant information, impacts, risks and opportunities from the upstream and downstream value chain; the respective scope is explained in the topic-specific standards.

For certain data points—particularly in the calculation of Scope 3 emissions and in the risk assessment of the upstream value chain—assumptions and secondary data are used, with a notably high degree of uncertainty for Scope 3.1 emissions. We aim to continuously increase the proportion of verified primary data and to improve the accuracy of the assumptions made.

This sustainability statement is aligned with the European Sustainability Reporting Standards (ESRS); the accounting of greenhouse gas emissions (Scope 1–3) is carried out in accordance with the Greenhouse Gas Protocol.

There is an inherent risk of incomplete or inaccurate information in the Meesenburg Group's sustainability reporting, particularly due to human error or limited data availability, especially in the context of the upstream and

downstream value chain. To mitigate this risk, a cross functional core team has been established to coordinate the maintenance of a consolidated, group wide data model, supported by a dedicated software solution. The automated processes provide transparency, traceability and standardisation.



## 2. THE MEESENBURG GROUP – COMPETENT PARTNER SINCE 1758

[ESRS-2 SBM-1]

Since its founding in 1758 the Meeseburg Group has remained a family-owned, owner-managed business and is today led by Martin Meeseburg. As a trusted competence partner, Meeseburg supports manufacturing companies involved in windows and doors, the building trades, businesses in the security and service sectors, installation firms, and architectural and planning practices.

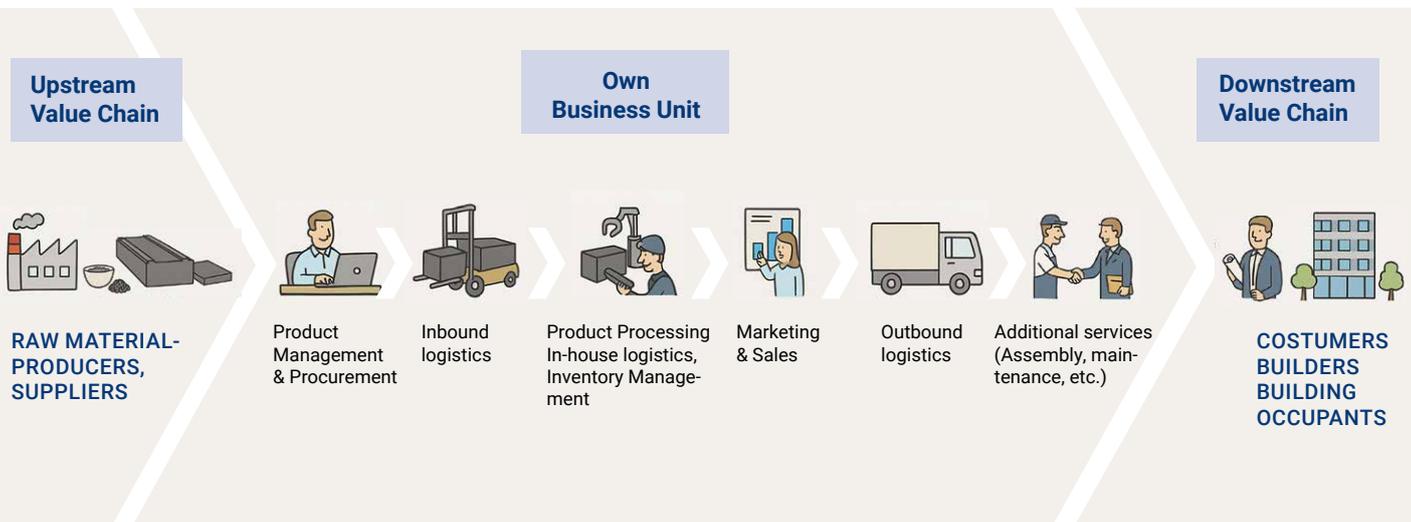
The company has continually developed its product and service offering and today provides a comprehensive range: from architectural fittings, building components and tools to system solutions for window installation and products for decentralised energy and heat supply. With 32 locations – including 26 specialist wholesale branches and five regional warehouses – the Meeseburg Group’s activities are primarily focused on the German market. In addition, Meeseburg is present internationally through subsidiaries, particularly in Eastern Europe and Asia.

As a wholesaler of branded products, the Meeseburg Group is increasingly distinguishing itself in the market through its own brands blaugelb, STROXX and STROXX ENERGY.

Through the blaugelb and STROXX ENERGY brands Meeseburg stands for innovative system solutions and sustainable construction. The blaugelb Triotherm+ profiles are key components of modern façade mounting systems, notable for their high load capacity, ease of installation and thermally insulated load transfer. They minimise thermal bridging and – like other system elements – are EMICODE and Cradle to Cradle® Silver certified, hold an Environmental Product Declaration (EPD) and form a Passive House certified component. The STROXX ENERGY brand supports the transformation to renewable energies with a portfolio of high-quality photovoltaic modules, heat pumps and charging infrastructure for electric mobility. The brand portfolio is completed by the professional tools and well-designed accessories of the STROXX range, which are known for robust construction, innovative functionality and excellent value for money.



## Meesenburg Group's value chain



The Meeseburg Group's value chain encompasses all principal stages of the traditional wholesale business – from product selection and procurement through to delivery to end customers.

The process begins with collaboration with suppliers and manufacturers to select and source the product range. For the Group's own brands, the development of product design is a central part of the selection and procurement process. Logistics constitute a core element of value creation at Meeseburg, extending from inbound logistics and warehousing through internal goods hand-

ling to outbound logistics and delivery to customers. At the Bischofswerda site, selected blaugelb products are additionally cut and finished.

Further key elements include marketing and sales. Meeseburg's sales channels comprise field and internal sales teams, specialist branches and the online shop. The value chain is complemented – particularly within Meeseburg GmbH – by services such as installation, maintenance and repair.



## 2.2. Responsible Leadership – Sustainability as a Guiding Principle

[ESRS-2 GOV-1], [ESRS-2 GOV-2]

### Governance Structure and Responsibilities

The Meesenburg Group’s sustainability team reports directly to the Executive Management. The team’s decisions, authorities and mandates are legitimised by Executive Management. The sustainability team provides regular updates to Executive Management – at minimum on a quarterly basis – on current developments, progress against the sustainability strategy and sustainability projects, and on any matters requiring executive decisions.

In addition, sustainability related impacts, risks and opportunities are reported and monitored on an ad hoc basis as required. Responsibility for governance lies with the sustainability team and the relevant specialist departments.

Strategic sustainability objectives are reviewed at least annually in collaboration with Executive Management and the specialist departments. Implementation of measures, the integration of sustainability considerations into business processes, and the proactive management of opportunities, risks and impacts are carried out in close cooperation between the sustainability team, the specialist departments and interdisciplinary project groups.

### Executive Management and Advisory Board

Within Meesenburg GmbH & Co. KG, Executive Management comprises owner Martin Meesenburg and the managing directors Hans Bentheimer, Stefan Ohrts, Murat Yucel and Nils Johannsen. The subsidiaries Meesenburg GmbH and Laarmann und Peez GmbH are managed by Ilva Dethleffsen and Thomas Leitner. Female representation among the executive managers is 14%, male representation 86%. The Meesenburg Group’s Advisory Board consists of four independent members.

Through their broad professional backgrounds, pronounced competencies and many years of experience in their respective areas of responsibility, Executive Ma-

agement and the Advisory Board are able to identify, assess and oversee material impacts, risks and opportunities of the business model.

### Capacity Building and Knowledge Transfer

External consultancy was engaged at the outset of the sustainability process to embed foundational knowledge across the company. In March 2023 a Sustainability Manager was appointed; she has since been responsible for the continuous development of expertise, for informing Executive Management and for coordinating internal training activities. Ongoing knowledge transfer between the sustainability team and specialist departments ensures that relevant insights are communicated to Executive Management in a structured manner.

### Employee Participation

Works councils have been established at five locations (Flensburg, Schleswig, Rheine, Gütersloh and Berlin). A central works council represents employees at group level and is involved in matters subject to co determination. Dialogue and consultation with employee representatives also take place on relevant questions relating to the sustainability strategy. In addition, various channels enable active employee participation in the further development of the sustainability strategy, for example through surveys or an internal suggestion scheme.

### Incentive Systems

[ESRS-2 GOV-3]

Sustainability related performance is not currently incorporated into existing incentive systems. Remuneration is oriented to turnover, contribution margin, profit and department specific targets and is determined and approved by executive management.

## 2.3. Stakeholders of the Meesenburg Group

[ESRS-2 SBM-2]

As a wholesaler operating in a connected industry, the Meesenburg Group's sustainable success is decisively shaped by close dialogue and cooperation with a wide range of stakeholders across the entire value chain.

The internal and external stakeholder groups relevant to Meesenburg were identified through a structured process. This assessment evaluated which groups are affected by Meesenburg's business activities (inside-out perspective) and which groups exert influence on Meesenburg's business activities and success (outside-in perspective).

### The most important stakeholders of the Meesenburg Group

<b>own employees</b>	<b>workers in the value chain</b>	<b>suppliers and business partners</b>	<b>nature / the environment</b>
<b>owners and management</b>	<b>advisory board</b>	<b>works council</b>	<b>customers</b>
<b>banks</b>	<b>auditors</b>	<b>competitors</b>	<b>associations</b>
<b>politicians</b>	<b>the public and media</b>	<b>freight forwarders and other service providers</b>	

A continuous dialogue is maintained with the most important stakeholders to align on sustainability matters, understand expectations and develop solutions together.

## 3. INTEGRATION OF SUSTAINABILITY AT MEESENBURG

### 3.1. Sustainability organisation

At the centre of our activities is the sustainability team, which serves as the central interface between Executive Management, the Advisory Board, the specialist departments and the wider organisation. Sustainability matters are addressed in interdisciplinary project teams and in close cooperation with the specialist departments. Decision making authority primarily rests with the project teams and the sustainability team, while major strategic decisions are taken in coordination with Executive Management.

The specialist departments involved include, among others, Controlling, Accounting, Human Resources, Sales, Branch Operations, Purchasing, Product Management, Logistics, Finance, Marketing, Digital Sales, IT/Digital, Master Data and Fleet Management. Tasks and responsibilities for all participating departments and teams are contractually defined in a governance document. A quarterly report from the sustainability department and the project teams to Executive Management and the Advisory Board ensures transparency and traceability of measures.

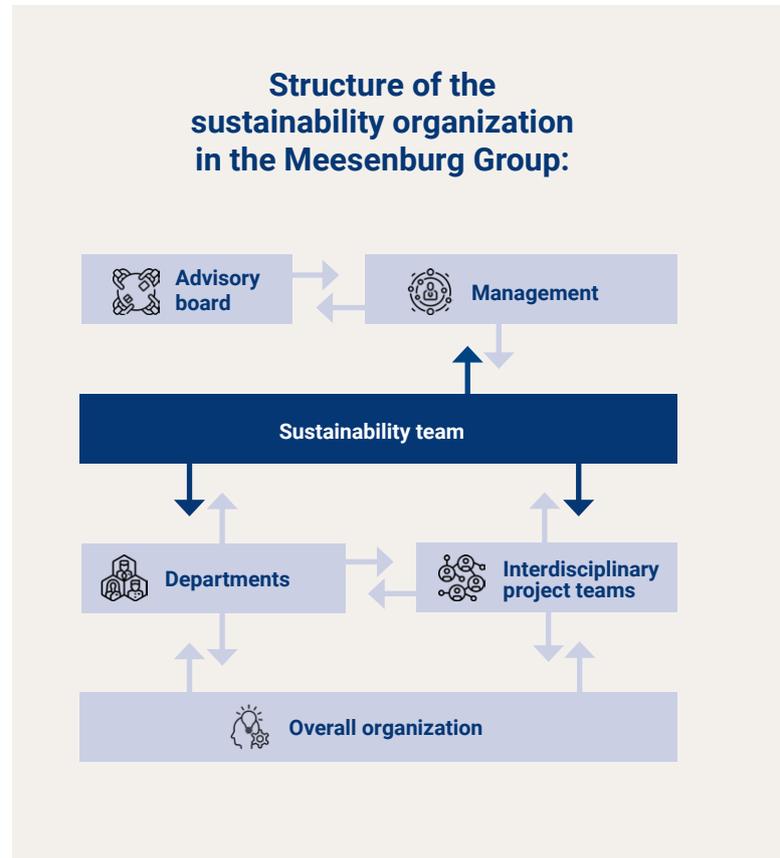
This structure ensures effective exchange and supports the integration of sustainability topics across all areas of the company.

### 3.2. Sustainability strategy of the Meeseenburg group

#### Development and continuous refinement of the sustainability strategy

The Meeseenburg Group's sustainability strategy was first developed and approved in 2023. As part of this process a materiality assessment was carried out to identify the principal fields of action. Since then the strategy has been continuously refined to systematically reflect current developments and changing conditions. The strategy's evolution follows a structured, cross functional and participatory process that regularly reviews and adjusts both operational and strategic objectives.

#### Structure of the sustainability organization in the Meeseenburg Group:



#### Vision und ambition

The Meeseenburg Group's sustainability vision is to create sustainable living environments for a sustainable future. The Group is committed to using its corporate responsibility to have a positive impact on people and the climate. The focus is both on the continuous reduction of the company's own environmental footprint and on the promotion of sustainable solutions for customers, supplychain partners and end users

### Key fields of action

The strategy focuses on three central fields of action, each of which is supported by substrategies, targets, measures and indicators.

Each field of action has concrete strategic subtargets and measurable indicators. Operational targets as well as projects and focal topics are defined annually by the relevant specialist departments and project teams.

#### 1. Products and services

Development and sales of products and services for intelligent and sustainable buildings. The objective is to promote positive climate and resource effects across the entire value chain



#### 2. Climate protection

Continuous reduction of the company's own emissions with the long term objective of achieving net zero emissions. Climate protection is considered a central decision criterion.



#### 3. Employees

Empowering the organisation to live sustainability company wide and inclusively. The aim is to provide a future oriented, social and sustainable working environment.



### 3.3. Highlights 2024

The year 2024 marked a significant milestone for Meesenburg: for the first time the sustainability strategy was actively implemented throughout the year and numerous projects were launched. Important progress was achieved across several areas. The highlights below provide an overview of central achievements and positive developments:

- Adoption of the Meesenburg mobility concept and conversion of approximately 17% of company cars to electric vehicles.

- Switching over more than 89% of electricity supply to renewable energy sources.
- Procurement of around 10% used IT hardware overall, and 30% in relevant device categories.
- Commissioning of an additional photovoltaic system and four heatpump systems at Meesenburg sites.
- Recertification of blaugelb Triotherm+ and blaugelb EPS products with Cradle to Cradle® Silver certification.

In addition, numerous other projects have been initiated whose effects are expected to become apparent in the coming years.

## 4. MATERIALITY ASSESSMENT

### 4.1. Description of the procedure for identifying and assessing material impacts, risks and opportunities

[ESRS 2 IRO-2, ESRS 2 IRO-1]

In 2022 the Meesenburg Group conducted a materiality assessment for the first time. This process was repeated in 2024, taking into account the ESRS standards and building on the findings to date, and was carried out as a double materiality assessment. Both the impacts of the company's activities on the environment and society

(insideout) and the influences of external factors on the Meesenburg Group (outsidein) were systematically evaluated. In addition, a financial assessment of the identified topics was incorporated into the analysis.

The process of the double materiality assessment is illustrated in the graphic below:

#### A process for the double materiality assessment:

##### 1. Preparation & Research

- Establishment of the core team and the extended team
- Definition of the scope
- Identification of internal and external stakeholders
- Initial evaluation of sustainability aspects and compilation of all relevant topics
- Identification of relevant information sources
- Definition of scales for assessing the sustainability aspects

##### 2. Execution & assessment

- Preliminary assessment: identification of the (potential) impacts, risks and opportunities for the relevant sustainability aspects
- Workshops with specialist departments to validate and supplement the results of the preliminary assessment
- Inclusion of results from surveys of relevant stakeholder groups
- Creation of a list of the central sustainability topics

##### 3. Validation & finalization

- Plausibility check of the results with members of the core team
- Validation of the results (material sustainability topics; top impacts, risks and opportunities) with Executive Management
- Preparation of the final materiality matrix

Impacts, risks and opportunities were assessed on the basis of the magnitude of effects on people and the environment, the geographical scope, the time horizon, the likelihood of occurrence and, for negative impacts, the

degree of irreversibility or the possibility of mitigation. The resulting materiality matrix is presented in the following chapter.

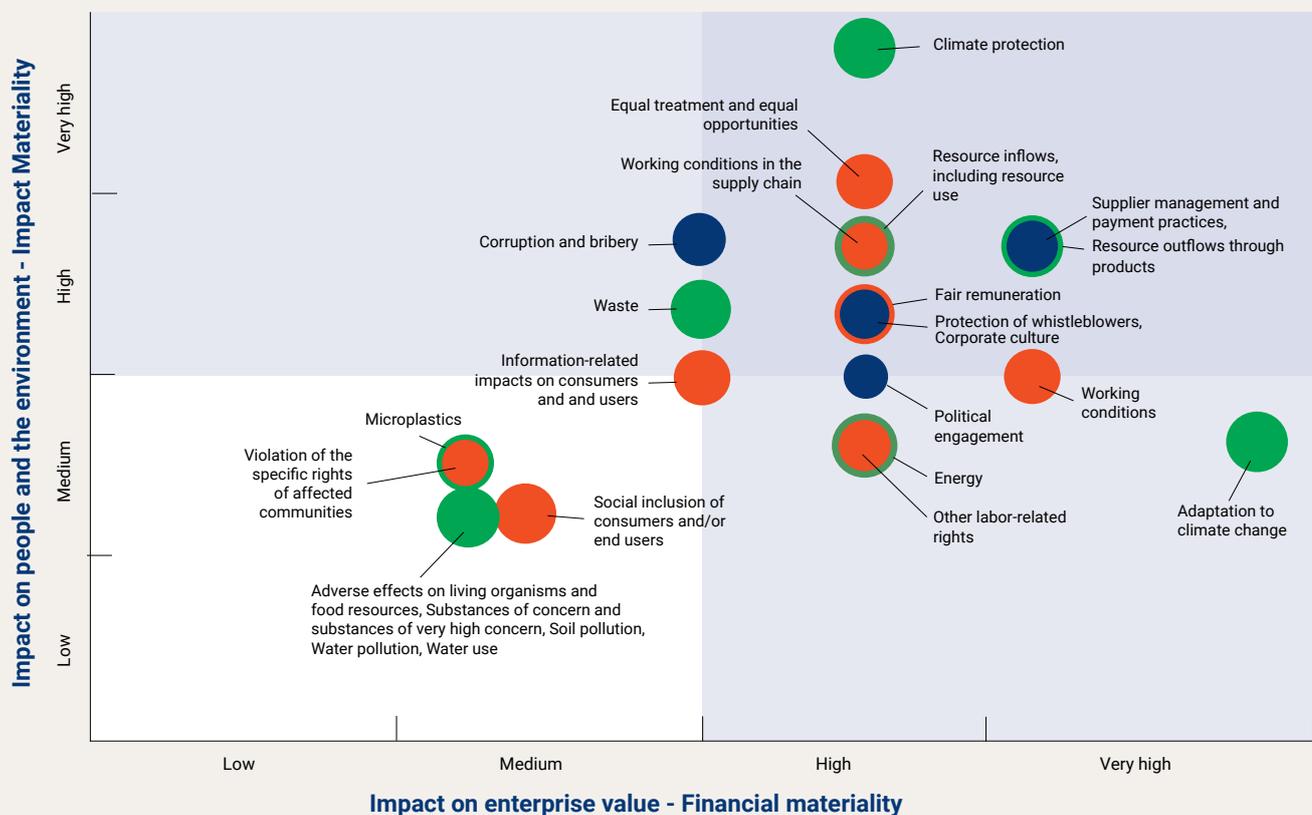
## 4.2. Results of the double materiality analysis

As part of this process, the following key issues were identified for the Meeseburg Group. These issues form the basis for the orientation of the sustainability strategy

and the derivation of concrete measures. A detailed description of the respective impacts, risks, and opportunities is provided in the corresponding chapters on sustainability standards.

● Environmental ● Social ● Governance

### Double materiality analysis of the Meeseburg Group:



**Note:**

The identified topics relate to thematic standards E1 (climate change), E5 (resource use & circular economy), S1 (own workforce), S2 (workforce in the value chain) and G1 (corporate policy), although not all sub-topics are always relevant. A detailed description of the respective impacts, risks, and opportunities is provided in the corresponding chapters on sustainability standards.

The topics identified in the materiality analysis form the basis for the orientation of the sustainability strategy and the derivation of concrete measures in the operational sustainability management of the Meeseburg Group.

## 5. CLIMATE PROTECTION

### 5.1. Introduction

Climate change is one of the greatest challenges of our time and affects everyone, including the Meeseburg Group.

At the Meeseburg Group's numerous locations in Germany and around the world, the operation of buildings and the transport of goods require energy and fuels and cause emissions. In addition to emissions in its own business area, this chapter also deals with emissions in the Meeseburg Group's value chain. These arise in particular in the upstream value chain of purchased products.

The Meeseburg Group is aware of its contribution to global emissions and the associated responsibility and is committed to reducing emissions in line with the Paris Climate Agreement. To this end, emissions were first comprehensively recorded and analyzed. The results were used to derive strategies, targets, and measures for decarbonizing the company and the value chain.

At the same time, the Meeseburg Group also sees business opportunities in combating climate change. By developing and selling products that help customers save energy and reduce emissions, a positive contribution can be made. In addition, products that help generate energy from renewable sources or mitigate the effects of climate change support these efforts.



## 5.2. Significant impacts, risks, and opportunities

[ESRS E1-IRO-1]

### Description of the process for identifying and assessing significant impacts, risks, and opportunities

To assess the Meeseburg Group's impact on climate change, a greenhouse gas inventory was carried out in accordance with the Greenhouse Gas Protocol, and the Meeseburg Group's emissions in its own business area and in the upstream and downstream supply chain (Scope 3 emissions) were evaluated.

A comprehensive and CSRD-compliant climate risk analysis has not yet been carried out and is planned for 2025.

In the materiality analysis, physical risks and climate-related hazards were assessed on the basis of a comprehensive observation of location factors.

### Actual and potential impacts, risks & opportunities

[ESRS E1-SBM-3]

The following chart shows the most important actual and potential positive and negative impacts, risks, and opportunities identified for the Meeseburg Group with regard to climate change as part of the double materiality analysis.

## Impacts, risks and opportunities – climate change

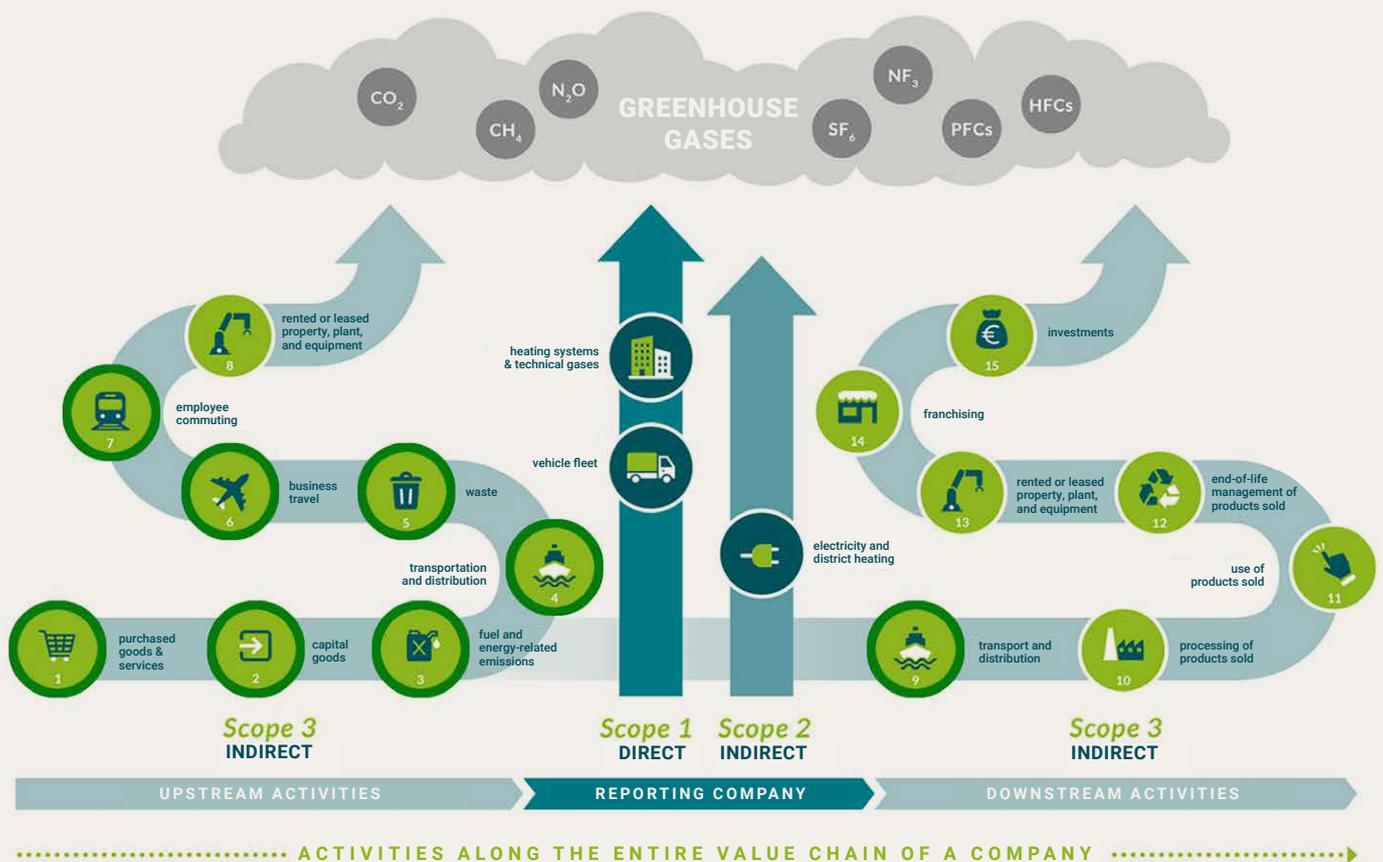
Positive impacts	Negative impacts
<ul style="list-style-type: none"> <li>- Reduction of CO2e emissions in buildings through innovative blaugelb products</li> <li>- Promotion of decentralized and renewable energy supply through STROXX ENERGY products</li> </ul>	<ul style="list-style-type: none"> <li>- CO2 emissions in our own business operations and supply chain</li> </ul>
Opportunities	Risks
<ul style="list-style-type: none"> <li>- Increase in sales through the distribution of (own-brand) products with sustainability benefits, in particular blaugelb and STROXX ENERGY</li> <li>- Development of new markets, customer segments, and product groups</li> <li>- Reduction of operating costs at locations through investments in energy efficiency</li> <li>- Strengthening of positioning as a responsible company to attract and retain customers and employees</li> <li>- Education and advice for customers to promote sustainable product decisions</li> </ul>	<ul style="list-style-type: none"> <li>- Business interruptions due to extreme weather events in the supply chain or at own locations (e.g., storms, heavy rain, heat)</li> <li>- Cost increases triggered by high energy prices, growing emission reduction requirements, and rising insurance costs</li> <li>- Increased investment requirements for financing transition measures</li> <li>- Dependence on suppliers with regard to the reduction of emissions in the upstream supply chain</li> <li>- Dependence on landlords for the implementation of climate protection measures at individual locations</li> </ul>

The identified impacts, opportunities, and risks underscore the significant importance of climate protection issues for the Meeseburg Group. Specific strategies, goals, and measures are explained in the following chapters.

### 5.3. Greenhouse gas emissions

Since 2022, the Meesenburg Group has been recording its corporate carbon footprint, including Scope 1 and Scope 2 emissions for its German locations.

Since 2023, emissions in the key Scope 3 categories have also been accounted for on a larger scale for the first time. The following chart shows which Scope 3 categories were included in the 2024 emissions balance sheet by color coding:

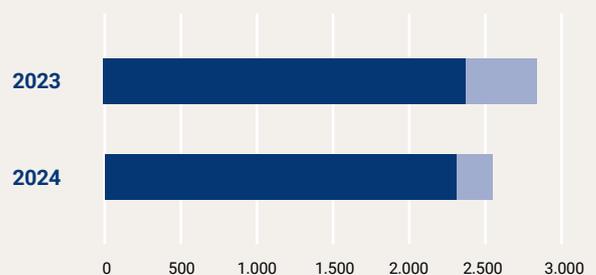


Courtesy of PRIMAKLIMA e.V., source: [www.primaklima.org/fuer-unternehmen/co2-zertifikate-fuer-unternehmen/co2-bilanzierung](http://www.primaklima.org/fuer-unternehmen/co2-zertifikate-fuer-unternehmen/co2-bilanzierung)

The Meesenburg Group's greenhouse gas emissions (GHG emissions) in 2024 decreased slightly in Scope 1 and significantly in Scope 2 compared to 2023.

In addition to a lower order volume, this decline is primarily attributable to the measures described in Chapter 5.6. Particularly noteworthy here are the conversion of the company car fleet to e-mobility, the commissioning of heat pumps at four locations, and the switch to green electricity.

#### Reduction of scope 1 & 2 emissions



The following table clearly shows the company's greenhouse gas balance (GHG balance).

### Greenhouse gas balance of the Meesenburg group

Year	2024 (in tCO <sub>2</sub> e)	2024 (Share in %)	2023 (in tCO <sub>2</sub> e)	Change (in %)
<b>Scope 1</b>	<b>2.300</b>	<b>2,20</b>	<b>2.363</b>	<b>-2,7</b>
Heating	729		1.000	-27,2
Own vehicle fleet	1.570		1.360	+15,5
Technical gases	0,99		2,65	-62,6
<b>Scope 2</b>	<b>219</b>	<b>0,21</b>	<b>461</b>	<b>-52,5</b>
Electricity (market-based)	76		369	-79,3
District heating	143		92	+55,7
<b>Scope 3</b>	<b>102.189</b>	<b>97,59</b>	<b>99.398</b>	<b>+2,8</b>
Purchased goods and services (3.1)	95.117		92.337	+3,0
Capital goods (3.2)	2.379		1.985	+19,9
Energy and fuel-related activities	709		802	-11,6
Upstream transportation (3.4)	344		554	-38,0
Waste (3.5)	27		28	-3,2
Business travel (3.6)	88		79	+12,3
Employee commuting (3.7)	948		1.039	-8,7
Downstream transportation (3.9)	2.576		2.574	+0,1
<b>TOTAL EMISSIONS (Scope 1, 2)</b>	<b>2.519</b>		<b>2.824</b>	<b>-10,8</b>
<b>TOTAL EMISSIONS (Scope 1, 2, 3)</b>	<b>104.708</b>		<b>102.222</b>	<b>+2,4</b>

As part of the emissions reduction strategy, the initial focus is on reducing Scope 1 and 2 emissions within the company's direct sphere of influence. However, as a trading company, the majority of total emissions – just under 98 percent – are attributable to the upstream and downstream supply chain, particularly in the area of purchased goods and services (Scope 3.1). The data available on these emissions is limited at present, which

is why measures are currently being implemented to improve data quality and reduce emissions, particularly in the area of private labels. A significant reduction in Scope 3.1 emissions is only possible through close cooperation with manufacturers and customers and represents a long-term process.

## 5.4. Energy

[ESRS E1-4]

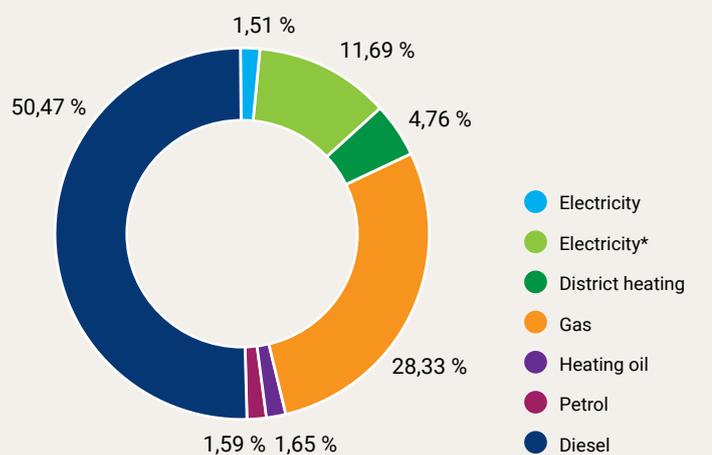
Meesenburg uses energy for heat generation, power supply, and the operation of its vehicle fleet (trucks, vans, company cars). Gas, heating oil, district heating, and, increasingly, electricity are used as energy sources for heat generation. In 2024, 29 of 33 existing locations were already supplied with green electricity; the switch-over of the remaining locations is planned for 2025.

A total of 89% of electricity consumption was covered by renewable energies. Electricity consumption in 2024 resulted in particular from lighting, the operation of machinery, the charging of electric vehicles in the company car fleet, and the operation of heat pumps. The following chart shows total energy consumption in a year-on-year comparison and consumption broken down by energy source.

### Energy consumption at Meesenburg in figures

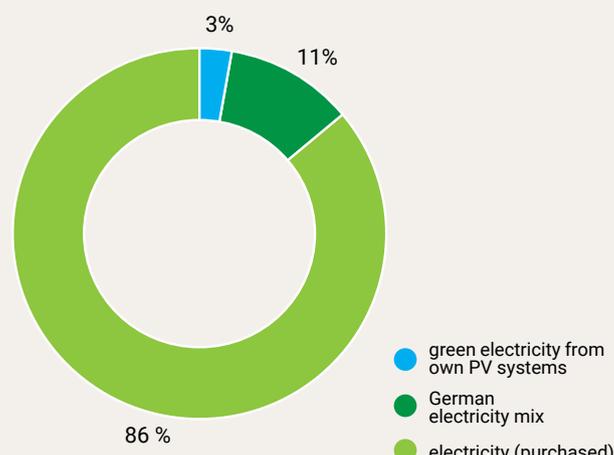
Energy sources	2024 (in kWh)	2023 (in kWh)	Change (in %)
Electricity mix	224.504	257.279	-12,74
Electricity from renewable energies	1.734.732	1.710.376	-1,42
District heating	705.590	684.872	+3,03
Gas	4.202.732	5.206.130	-19,27
Heating oil	244.367	311.399	-21,53
Petrol	235.533	131.861	+78,62
Diesel	7.486.675	7.459.772	+0,36
<b>TOTAL</b>	<b>14.834.132</b>	<b>15.761.689</b>	<b>-5,88</b>

### Overall energy mix 2024



\* from renewable energies

### Electricity mix 2024



\* from renewable energies

## 5.5. Strategies related to climate protection and adaptation to climate change

[ESRS E1-1], [ESRS E1-2]

Climate protection and adaptation to climate change are integral parts of the Meeseburg Group's corporate strategy and firmly anchored in its sustainability strategy. With "climate protection" as one of the three central pillars of the Meeseburg sustainability strategy, the Group pursues an ambitious, holistic strategy: Through ambitious targets, transparent emissions accounting, far-reaching reduction measures along the entire value chain, and a strong anchoring of climate protection in decision-making processes, the Group is making an active contribution to limiting climate change.

The Meeseburg Group has been transparently recording its greenhouse gas emissions since 2022 and strives to continuously reduce all relevant emissions. This includes directly controllable Scope 1 and Scope 2 emissions at its sites and from its vehicle fleet, as well as relevant Scope 3 emissions from the upstream and downstream value chain.

The next milestone is the development of a climate target compatible with the Paris Climate Agreement – including external validation, for example by the SBTi – as well as the establishment of a binding reduction path for the relevant emission sources. The focus here is on measures at locations, in the vehicle fleet, and in close cooperation with manufacturers and customers.

The long-term goal of the Meeseburg Group is to achieve net-zero emissions and make a lasting positive contribution to climate protection.

## 5.6. Measures related to climate strategies

[ESRS E1-3]

The Meeseburg Group has already defined, planned, and implemented a wide range of measures relating to climate protection and individual measures relating to adaptation to climate change. These measures have not yet been documented in action plans that meet the minimum requirements of the ESRS, but this is planned for 2025.

The measures that have been implemented and those that are planned are detailed below:

### Use of electricity from renewable sources

The use of electricity from renewable sources makes an important contribution to climate protection and is a key component of emission reduction. By 2024, Meeseburg was already sourcing approximately 89% of the electricity at its German locations from renewable energies; the complete conversion of the remaining 11% is planned for 2025. Meeseburg operates photovoltaic systems with a total output of 520 kW at four German sites – both for its own use and for feeding into the grid. A further five PV systems with an output of 800 kW are planned for 2025.

### Conversion to LED lighting at locations

The complete conversion of 30 German locations to LED lighting will be completed by the end of 2026. By 2024, 10 locations had already been completely converted to LED, which corresponds to 30% of the target. The switch to LED reduces energy consumption and CO<sub>2</sub> emissions, lowers energy costs, and makes an important contribution to achieving Meeseburg's climate targets. In addition, motion detectors and twilight or daylight sensors are being installed where appropriate and possible.

### Installation of heat pumps to supply heat to the sites

In the heating sector, Meeseburg has the greatest leverage for reducing CO<sub>2</sub> emissions in Scope 1 and Scope 2, as this accounted for around 35% of energy consumption in 2024. Heat is mainly supplied by gas heating systems, supplemented by a few oil heating systems; as a tenant, the group is highly dependent on the decisions of its landlords. In 2024, gas heating systems were replaced by heat pumps at the Oldenburg, Wolgast, Dortmund, and Lübbecke sites, and another project is planned for the Detmold site in 2025. The switch to heat pumps at these five locations is expected to result in annual savings of around 950,000 kWh of gas and a reduction in CO<sub>2</sub> emissions of around 190 tons of CO<sub>2</sub> per year.

### Vehicle fleet: Electrification of the company car fleet

As a trading company with over 100 field staff and more than 33 locations, the Meesenburg Group's company car fleet accounted for approximately 21% of its directly controllable emissions (Scope 1 and 2) in 2024. In order to significantly reduce fuel-related emissions, a new mobility strategy was adopted by the Meesenburg Group in 2024, which envisages the complete electrification of the company car fleet by the end of 2027. By the end of 2024, 43 vehicles had already been electrified, corresponding to a share of around 17%.

To promote e-mobility, a charging infrastructure with currently 43 charging points (up to 22 kW) has been set up at 30% of the locations (10 out of 33); expansion to 50 charging points is planned by the end of 2025. The charging points are available to employees and customers.

Number of locations with charging facilities	Number of points	Proportion of locations with charging facilities
10	43	30 %

In addition, employees with company vehicles are provided with a wallbox, including a subsidy for installation at their place of residence. Optimized route planning and adjusted visit frequencies further contribute to reducing mileage and fuel consumption. These measures support the transition to lower-emission and more efficient mobility within the company.

Number of vehicles	Number of electric vehicles	Proportion of electric vehicles	Target 2025	Target 2027	Fuel consumption (in kWh)	Emissions (in kg CO <sub>2</sub> )	Savings compared to 2023 (in kg CO <sub>2</sub> )
253	43	17 %	30 %	100 %	1.865.027	524.170	63.619

### Vehicle fleet: Increasing the energy efficiency of company-owned trucks and vans

As a trading company, logistics services are a major part of the Meesenburg Group's core business, in particular the delivery of goods to customers every working day using the company's own vehicles as well as freight forwarders and parcel service providers.

The company's own fleet consists of 25 trucks, 73 vans, and a few cars used exclusively for business purposes, which together account for approximately 42% of the Meesenburg Group's Scope 1 and 2 emissions.

In 2024, four trucks and twelve vans were replaced. In addition, attention is paid to regular vehicle maintenance and to raising driver awareness of fuel-efficient driving.

Additional savings potential arises in particular from a targeted reduction in the number of kilometers driven, for example through optimized route planning or bundled deliveries.

Number of trucks	Number of vans	Number of cars without private use	km driven in 2024	Fuel consumption (in kWh)	Emissions (in t CO <sub>2</sub> )
25	73	15	3.380.028	3.919.303	1.057

### Reduction of deliveries

In order to reduce transport-related emissions, in addition to the use of energy-efficient vehicles, transport processes are being made more efficient through optimized route planning, improved capacity utilization, and adjusted delivery intervals. Shipping via parcel service providers, in particular UPS, is being continuously reduced (in relation to sales).

Delivery flows can be divided into upstream transport from suppliers to Meesenburg, transfers between warehouses and specialist stores, and deliveries to customers. The largest share is accounted for by deliveries to customers, which are carried out both by our own fleet and by freight forwarders and parcel service providers. There is only limited influence on upstream emissions, but orders are being bundled and efforts are being made to reduce delivery frequencies with suppliers.

In 2024, targeted analysis and optimization of transfer processes between locations resulted in a reduction in transfers of approximately 2%. Further effects are expected for 2025. Additional measures are also planned for 2025 with regard to deliveries to specialist stores from warehouses.

A reduction in delivery trips to customers could not yet be achieved in the reporting year, particularly in view of the decline in sales in 2024. The measures therefore focus on the continuous optimization of route planning, an adjustment of delivery intervals, and the possibility of bundling and delivering orders from customers from a single warehouse, where possible, in order to avoid additional transports. Further measures have been defined for 2025.

The measures described support the reduction of diesel emissions in both Scope 1 (own vehicle fleet) and Scope 3.9 (downstream distribution) through close cooperation with logistics service providers and freight forwarders.

### IT measures

In the reporting year, various measures were implemented to reduce the climate impact of the IT infrastructure. These include consolidating the server landscape by replacing 160 physical servers with eight energy-efficient ESX hosts and increasing the use of refurbished hardware: the proportion of relevant devices such as notebooks and smartphones is now around 30%, and around

10% of all IT hardware. These measures have a particular impact on Scope 3.2 emissions (capital goods). In addition, new, energy-saving HP printer systems have been introduced, and the ongoing digitization of processes is contributing to a further reduction in paper consumption. The new data center is powered entirely by renewable energies and uses efficient energy recovery for cooling.

### Further measures Scope 3

Further measures to reduce Scope 3 emissions include promoting sustainable workplace mobility and adapting internal guidelines to sustainability criteria. For example, offering company bike leasing (Jobrad) creates an environmentally friendly alternative to motorized private transport. In addition, the travel policy has been revised with the aim of avoiding domestic business flights as far as possible and favoring alternatives such as rail travel or digital meetings. Measures to reduce waste and strengthen the circular economy are described in detail in the relevant chapter.

### Adapting to climate protection

The Meesenburg Group sees adapting to the consequences of climate change as an important part of sustainable corporate development. This approach is based on two perspectives: On the one hand, internal measures are continuously being taken to proactively protect the company against the effects of climate change—such as extreme weather events such as heat waves, heavy rain, or storms—and to ensure business continuity. Secondly, there is a focus on further developing the product and service portfolio in a targeted manner in order to provide customers with optimal support in adapting buildings to new climatic challenges.

A comprehensive analysis of climate-related risks and opportunities for the Meesenburg Group is planned for 2025 and 2026. Initial findings already show that extreme heat waves, floods, and storms in particular could have an increasing impact on business activities. For this reason, the possibility of cooling is also being included in the planning for technical changes, such as the use of heat pumps.

To support customers in adapting to climate change, the first product solutions have already been specifically integrated into the range. Innovative systems such as blaugelb Triotherm+ help to prevent thermal bridges and thus reduce the energy required for heating and cooling (see Chapter 6).

The range is complemented by insect protection products, whose importance continues to grow as temperatures rise.

Although active climate protection remains a priority, the Meesenburg Group recognizes the protection and resilience of buildings against the effects of climate change as an important factor in risk minimization and a strategic business area, and is positioning itself as a reliable partner for customers.

## 5.7. Development of new business areas in the field of climate protection – STROXX ENERGY

With STROXX ENERGY, the Meesenburg Group has established a specialist division for renewable energies that fits perfectly into its business model.

The focus is on STROXX ENERGY photovoltaic modules, supplemented by a wide range of products from renowned manufacturers – from battery storage systems and heat pumps to charging infrastructure.

STROXX ENERGY is a rapidly growing division through which the Meesenburg Group, together with its customers and suppliers, offers solutions that are already helping thousands of households, businesses, and industrial customers switch to renewable energies.

The Meesenburg Group is convinced that what makes ecological sense can also be economically profitable. With this approach, the company creates sustainable added value for its partners and makes an active contribution to the transformation of the building sector.

## 5.8. Objectives related to climate strategies

[ESRS E1-4]

The following table shows the Meesenburg Group's strategic and operational goals in relation to climate strategies

Goal	Target year	Status
Reduction of operational emissions (Scope 1 & Scope 2) to achieve the 1.5°C target	2045	on track
Reduction of energy consumption by 5%	annually	2024 delayed
Conversion of lighting to LED lighting at 30 locations of the Meesenburg Group	2026	on track
Purchasing electricity from 100% renewable energy sources at all locations of the Meesenburg Group in Germany	2025	on track
Converting the company car fleet in Germany to 100% e-mobility	2027	on track
Introducing an energy management system in accordance with ISO 50001 for all locations of Meesenburg GmbH & Co. KG	2025	on track

The management of the Meesenburg Group is committed to these goals.

## 6. RESOURCE UTILIZATION & CIRCULAR ECONOMY

### 6.1. Introduction

The development towards a consistently implemented circular economy is a key issue for the future. As a wholesaler with a range of over 100,000 products, the Meesenburg Group has high resource requirements. The emissions balance shows that more than 90% of greenhouse gas emissions occur in Scope 3.1, i.e. through purchased goods and services.

In the third-party brand segment, there is only limited influence on product design. Nevertheless, the continuous search for more sustainable solutions is carried out in close cooperation with suppliers and business partners. The consideration of sustainability criteria in purchasing is being continuously expanded. Where possible, environmental information on products is available to help customers make more conscious product choices.

The influence on product design, material selection, packaging design, and recyclability is greater in the area of private labels, especially at blaugelb. The goal is to work with private label manufacturers to continuously develop and implement economically viable, resource-saving, and recycling-friendly solutions.

In waste management, too, the focus is on the continuous optimization of internal processes in order to reduce waste volumes and ensure that all waste streams are properly fed into the designated recycling cycles.



## 6.2. Significant impacts, risks, and opportunities

[ESRS E5-IRO-1]

The following chart shows the most important actual and potential positive and negative impacts, risks and opportunities for the Meesenburg Group in relation to the topics of circular economy and resource use as identified in the double materiality analysis.

### Impacts, risks and opportunities – resource utilization & circular economy

Positive impacts	Negative impacts
<ul style="list-style-type: none"> <li>- Integrating recyclability into product development and purchasing of private label products increases the circularity of the products offered</li> <li>- Promotion of closed material cycles through targeted product and packaging design</li> <li>- Reduced use of materials and packaging conserves resources</li> </ul>	<ul style="list-style-type: none"> <li>- Generation of non-recyclable or difficult-to-recycle waste from products and packaging</li> <li>- Insufficient return of recyclable materials and materials to the material cycle</li> </ul>
Opportunities	Risks
<ul style="list-style-type: none"> <li>- Strengthening market position and reputation by offering recyclable products, especially in the private label portfolio</li> <li>- Developing new business areas in the field of services (e.g., repair and maintenance)</li> <li>- Competitive advantages through transparency and verification of environmental product information (e.g., via EPDs or product certificates), especially in the private label portfolio</li> <li>- Reduction of product-related CO<sub>2</sub> emissions through targeted optimization of design and processes</li> <li>- Establishment of partnerships with innovative players along the value chain to develop joint circular solutions</li> <li>- Contribution to educating and raising sustainability awareness in the market environment</li> </ul>	<ul style="list-style-type: none"> <li>- Uncertainties due to heavy dependence on fossil primary raw materials, rising material costs, and, in some cases, declining availability</li> <li>- Loss of reputation if increasing customer requirements regarding products, as well as product and transport packaging, are not met</li> <li>- Allocation of resources to comply with and implement new regulatory requirements in the area of sustainability</li> <li>- Delays due to insufficient or missing product data (material data, emission data, etc.)</li> <li>- Potential damage to image due to incorrect sustainability communication or accusations of “greenwashing”</li> <li>- Lack of verifiability of supplier data with regard to recyclability and recycling rates</li> </ul>

The identified impacts, opportunities, and risks underscore the central relevance of the circular economy for the Meesenburg Group. Specific strategies, goals, and measures are explained in the following chapters.

### 6.3. Strategies related to resource use and circular economy

[ESRS E5-1]

Although there is currently no comprehensive, company-wide strategy on the circular economy, initial measures are already being initiated in various areas (see section 6.4.). For the blaugelb private label, fundamental principles of the circular economy have been incorporated into product design and selection. In addition, individual activities are being implemented to promote greater circularity and resource conservation. The development of a comprehensive circular economy strategy that meets the requirements of the relevant ESRS standards is planned for 2025 and 2026. The aim is to gradually develop structured principles, clear goals and measures, and measurable KPIs, and to integrate them into company processes in order to systematically advance the circular economy.

### 6.4. Measures related to resource use and circular economy

[ESRS E5-2]

#### Initial situation and future action planning

In 2024, the Meeseburg Group took its first targeted steps toward the responsible use of resources and the promotion of the circular economy. Comprehensive measures and action plans that meet the minimum requirements of ESRS 2 are currently being prepared and are scheduled for implementation in 2025 and 2026.

#### Measures for the blaugelb private label

The product innovations and initiatives of the blaugelb private label are a central focus of the Meeseburg Group in the area of circular economy. For this reason, the corresponding measures are presented in detail in chapter 6.5.

#### Provision of environmentally relevant information for customers

In 2024, targeted labeling was introduced in the new online shop to provide environmentally relevant product information in a transparent and accessible manner. The focus is on promoting informed and sustainable purchasing decisions and providing the necessary documentation for certification-relevant construction projects in a simple manner.

Products with environmental product declarations (EPD) or relevant sustainability certificates (e.g., Cradle to Cradle®, EMICODE, EU Ecolabel) are identified by the EcoInfo label in the online shop. The associated documents can be accessed directly on the respective product pages. In the future, the range of information will be continuously expanded in close cooperation with manufacturers.

In addition to the labeling in the online shop, the blaugelb website provides comprehensive product-specific information on sustainability aspects. All certificates, documentation, and further information are available on the product detail pages. In the specially created “blaugelb sustainable” section, general information on sustainability at blaugelb and industry-relevant expertise on the topic of “sustainable construction” are also shared. The overall aim is to create transparency, provide customers with well-founded information, and raise awareness of the importance of informed and more sustainable product decisions.

#### Measures in the area of resource conservation

Targeted initiatives to conserve resources are also being implemented in the area of logistics. These include, for example, reusing supplier cartons for onward transport to customers and, where possible, dispensing with external delivery note pockets. The aim of these measures is to reduce packaging waste and increase resource efficiency in logistics processes.

### 6.5. Product innovations from our own brand blaugelb in the context of sustainability

#### The blaugelb brand's understanding of sustainability

Products and services form one of the three central pillars of Meeseburg's sustainability strategy. Within this field of action, comprehensive sustainability requirements are formulated, particularly for the company's own brands, as the responsibility and opportunities to actively influence product design and manufacturing processes are significantly greater here than in the third-party brand range. In this context, the blaugelb own brand plays a pioneering role both within the group and across the industry. The Meeseburg Group pursues ambitious goals and has committed itself to setting innovative standards. With the new “blaugelb sustainable” line, the focus is on genuine transparency – especially with

regard to the sustainable properties of the products. At the heart of the sustainable product strategy is the blaugelb Trio**therm+** system, which exemplifies the blaugelb brand's commitment to innovation and environmental responsibility.

### The blaugelb Trio**therm+** system

The blaugelb Trio**therm+** system represents a new generation of intelligent pre-wall installation solutions that contribute specifically to energy optimization and resource-saving renovation. Installing the window in the insulation layer significantly increases energy efficiency and effectively reduces thermal bridges. At the end of its service life, the system can be completely dismantled without any intervention in the facade or insulation layers. This principle follows the guiding principle of separability and hierarchical planning, setting standards in sustainable construction.

### System advantages and environmental aspects

Compared to conventional installation methods, the use of the blaugelb Trio**therm+** system avoids thermal bridges and thus results in significant CO<sub>2</sub> savings – providing immediate relief for the environment. At the heart of the system are the blaugelb Trio**therm+** profiles, which are made of highly compressed EPS (expanded polysty-

rene) and are Cradle to Cradle® Silver certified. Their innovative dovetail connection enables seamless and loss-free extension as well as extremely stable, precise installation. Their low weight, compact dimensions, and easy workability (low dust, no waste, and flexible cutting) offer advantages for transport and handling on the construction site.

### Material health and transparency

The blaugelb Trio**therm+** profiles are 100% recyclable, completely sorted by type, free of HBCD, HCFC, and HFC, and are recycled into new EPS products. The blaugelb Hybrid Polymer Power Fix sealant used meets the requirements of EMICODE EC1 Plus certification and stands for low-pollutant indoor air and certified environmental compatibility. The system is fastened with the blaugelb FK-T30 frame fixing screw, for which an environmental product declaration is currently in the verification process.

An overview of the EPDs and certifications for blaugelb system products is shown in the following diagram:

## Overview of EPDs and certifications for blaugelb system products

<b>EPD</b> 	<b>C2C certificate</b> 	<b>Certificate for certified passive house components</b> 
<b>published</b> blaugelb EPS adapter profile blaugelb EPS base insulation profile threshold blaugelb EPS base insulation profile lift-and-slide door blaugelb Bench connection profile EPS blaugelb EPS base insulation profile blaugelb EPS insulation boards blaugelb MultiPro EPS insulation boards blaugelb Trio <b>therm+</b> profiles	<b>extended until 26 September 2026</b> blaugelb Trio <b>therm+</b> profiles blaugelb EPS insulation boards blaugelb MultiPro EPS insulation boards blaugelb Bench connection profile EPS blaugelb Base insulation profile EPS blaugelb Base insulation profile EPS Lift-and-slide door blaugelb Base insulation profile EPS Threshold blaugelb Adapter profile EPS blaugelb Thermal window sill profile blaugelb Insulation wedge EPS	<b>extended until 31 December 2025</b> blaugelb Trio <b>therm+</b> profiles
<b>In progress</b> blaugelb stainless steel frame fixing screws blaugelb galvanised frame fixing screws blaugelb steel plates blaugelb mounting brackets blaugelb frame extension EPS blaugelb base insulation profile EPS folding sliding door blaugelb Protect fastening system		



All environmentally relevant product information on blaugelb Trio**therm+** can be viewed via EPDs, the DGNB Navigator, and the state building materials database ÖKO-BAUDAT – ensuring comprehensive transparency.

### Contribution to climate protection

Thanks to its high insulation properties and thermal bridge-free installation, heat loss is minimized, heating energy requirements are reduced, and CO<sub>2</sub> emissions from building operation are sustainably lowered. In 2024, installed blaugelb Trio**therm+** profiles will enable annual CO<sub>2</sub> savings of approximately 1,497 tons – a noticeable contribution to climate protection. If used across the board in all windows (for the period 2016–2024), the system would save up to 1.4 million tons of CO<sub>2</sub> per year.

### Overview of the most important system features

- Reversibility and separability for sustainable renovations
- Reduction of thermal bridges in the fastening level of the building components
- Proven material health, fully recyclable system components
- Comprehensive product transparency through EPDs and listing in sustainable databases
- Practical advantages in installation, transport, and handling
- Verifiable and significant CO<sub>2</sub> savings - 100% recyclable, 100% HCFC, HFC, and HBCD-free

### blaugelb Trio**therm+** profiles BMB (biomass balance method)

With the BMB variant, blaugelb Trio**therm+** profiles are also available as a low-carbon product. This sustainable product line uses a proportion of certified, renewable raw materials in the manufacturing process, which are allocated according to the mass balance principle. This reduces the product's carbon footprint by up to 100% – without compromising on quality or performance.

### Made to Measure: Profile-specific customization

For maximum efficiency and precision, tailor-made connection solutions for windows and floor installations are manufactured in the “Made to Measure” production center. This ensures individual accuracy of fit and sus-

tainable system integration – another building block for future-proof, sustainable construction with blaugelb. In the manufacturing process, the company draws on its many years of experience and blaugelb's commitment to sustainability; accordingly, great importance is attached to the use of environmentally friendly and durable base materials.

## 6.6. Objectives & key figures in connection with resource use and circular economy

[ESRS E5-3], [ESRS E5-4], [ESRS E5-5], [ESRS E5-6]

In the area of circular economy and resource use, no company-wide targets or key performance indicators have been defined to date that meet the disclosure requirements and minimum standards of the ESRS. The development of clear objectives and reliable key performance indicators for credible and effective further development in line with the Meesenburg sustainability strategy is an important next step for the Meesenburg Group. As part of the strategy development in 2025 and 2026, it is therefore planned to develop concrete targets and measurable indicators and to systematically anchor them.

Setting specific targets and key performance indicators also requires a substantial improvement in the data available. This includes defining relevant data sets and establishing coordinated processes for data collection and analysis. In particular, for key figures relating to resource inflows, resource outflows, and waste volumes, we plan to systematically collect and provide the necessary information in collaboration with internal departments and external partners, such as suppliers. This also includes evaluating the financial impact of significant risks and opportunities associated with resource use and the circular economy.

## 7. OWN WORKFORCE

### 7.1. Introduction

The Meesenburg Group's own workforce is of central importance to the company's long-term success. As one of the three pillars of the company-wide sustainability strategy, this importance is reflected in the special focus on employees. In keeping with the tradition of a long-established family business, the safety and well-being of all employees are given the highest priority and form the basis for trusting, long-term cooperation and continuous development.

Key issues in the area of "own workforce" for the Meesenburg Group are "good working conditions" and "equal treatment & equal opportunities." The fundamental sub-topics in the area of "good working conditions" include job security, working hours, appropriate remuneration, social dialogue, work-life balance, and health and safety. The area of "equal treatment and equal opportunities" addresses gender equality, training and skills development, employment and inclusion of people with disabilities, measures against violence and harassment in the workplace, diversity, and data protection.



## 7.2. Significant impacts, risks, and opportunities

[ESRS S1-SBM-3]

All persons in the company's own workforce who may be affected by significant impacts are covered by the disclosures required under ESRS 2.

To ensure consistent reporting, the terms “workforce,” “(salaried) employees,” and “non-salaried employees” are defined below.

The company's workforce includes both salaried and non-salaried employees.

Employees are defined as those who have a direct employment contract with the Meeseburg Group and are included in payroll accounting. This includes temporary and permanent employees, full-time and part-time employees, trainees, dual students, working students, and mini-job employees.

Non-salaried employees are employees who work for the Meeseburg Group but do not have a direct employment contract with it and are therefore not included in payroll accounting. At the Meeseburg Group, these are isolated temporary workers in the logistics sector. The following chart shows the most important actual and potential positive and negative impacts, risks, and opportunities identified for the Meeseburg Group with regard to its own workforce as part of the double materiality analysis.

### Impacts, risks and opportunities – good working conditions

Positive impacts	Negative impacts
<ul style="list-style-type: none"> <li>- Reliable working environment thanks to secure jobs, secure incomes, and permanent contracts</li> <li>- Flexible working conditions make it easier to balance work and private life</li> <li>- Attractive additional benefits strengthen employee loyalty and motivation</li> <li>- Health-promoting offers enhance well-being and employee loyalty</li> </ul>	<ul style="list-style-type: none"> <li>- Poor working conditions such as stress, lack of health protection, and a poor working atmosphere can lead to mental and physical impairments among employees.</li> </ul>
Opportunities	Risks
<ul style="list-style-type: none"> <li>- Long-term retention of qualified employees ensures experience, stable teams, and consistent quality</li> <li>- Higher employee satisfaction has a positive effect on productivity, efficiency, and sickness rates</li> <li>- A responsible corporate culture and sustainable commitment promote the acquisition and retention of talent</li> </ul>	<ul style="list-style-type: none"> <li>- Long employment can inhibit innovation and knowledge updating, leading to an imbalance in the age structure</li> <li>- Heavy reliance on key individuals increases the risk in the event of their absence</li> <li>- Higher turnover when dissatisfied with working conditions</li> </ul>

## Impacts, risks and opportunities – equal treatment & equal opportunities

Positive impacts	Negative impacts
<ul style="list-style-type: none"> <li>- Individual training, development and career opportunities increase employee satisfaction, motivation and loyalty; promotion of innovation and sustainable corporate success</li> <li>- Setting up a complaints office ensures transparent and effective handling of concerns and cases of discrimination and promotes the involvement of all employees</li> <li>- Practising diversity and equal treatment supports an appreciative, inclusive working environment and strengthens the employer's image</li> </ul>	<ul style="list-style-type: none"> <li>- A lack of diversity in teams can impair innovation and problem-solving abilities</li> <li>- Inadequate handling of concerns or allegations of discrimination can lead to demotivation or the loss of qualified employees</li> </ul>
Opportunities	Risiks
<ul style="list-style-type: none"> <li>- Diversity and inclusion in the company increase innovative strength, creativity and competitiveness</li> <li>- Equal treatment promotes a positive working atmosphere and makes it easier to attract and retain diverse talent</li> <li>- An inclusive working environment strengthens identification with the company and employee satisfaction</li> </ul>	<ul style="list-style-type: none"> <li>- Persistent discrimination against certain groups can lead to legal risks and damage to the company's image</li> <li>- Unequal career opportunities or remuneration structures increase the risk of frustration, dissatisfaction and staff turnover</li> <li>- A lack of awareness and training on diversity issues can encourage incidents of discrimination and internal conflicts.</li> </ul>

The impact analysis took into account both actual and potential future impacts. As a rule, the negative impacts mentioned are not widespread or systemic, but are related either to individual cases or to established structures.

The analysis and assessment of impacts, risks and opportunities forms the basis for all subsequent strategies, objectives and measures relating to the company's own workforce.

### 7.3. Strategies own workforce

[ESRS S1-1]

The Meeseburg Group does not yet have any formal strategy concepts for its own workforce that fully comply with the disclosure requirements of the ESRS standards. The development of such concepts is planned for 2025/2026. Regardless of this, the workforce already plays a central role in the corporate and sustainability strategy and forms one of the three pillars of the sustainability strategy.

The strategic goal is to create a supportive and equitable working environment in which employees take responsibility and actively shape the future of the company. The most important focus areas include continuous skills development through targeted, future-oriented training programmes, the promotion of a needs-oriented and supportive working environment, and ensuring equal opportunities and fair remuneration.

The focus is on retaining employees in the long term as well as increasing transparency and opportunities for participation: in addition to actively involving employees in sustainability-related developments, awareness of

sustainable behaviour in the workplace and in their private lives is also promoted.

All of the above areas of action are underpinned by operational annual targets and specific measures, which are described in more detail for 2024 in section 7.6. This strategy is being implemented and further developed by a dedicated, well-connected team that ensures internal transparency regarding sustainability goals and measures.

The strategies and objectives apply to all employees in the company and also apply in principle to temporary agency workers employed in the logistics sector.

## 7.4. Procedures for involving own employees and employee representatives with regard to impacts

[ESRS S1-2]

The involvement of employees and their representatives is a key component in analysing and evaluating the impact of business activities and in developing strategies, goals and measures.

To this end, comprehensive and topic-specific surveys are conducted on a regular basis, the results of which form an important basis for decisions and provide valuable insights into the perceptions and needs of the workforce.

In addition, ongoing discussions and consultations take place with the works councils and the general works council.

Operational responsibility for the systematic involvement of employees lies with the Human Resources department.

## 7.5. Procedures for remedying negative effects and channels through which employees can express concerns

[ESRS S1-3]

The Meeseburg Group ensures that employees can report negative effects and express concerns. There are several confidential complaint channels for this purpose: via supervisors, the human resources department,

the works council or the central complaints office, which complies with the AGG, HinSchG and LkSG. Reports can be made anonymously, in person, by telephone, by email, by post or digitally. Reports are reviewed according to a standardised, legal procedure, and follow-up and preventive measures are consistently implemented and documented. Communication and accessibility of the reporting channels are ensured through regular information, onboarding, internal portals, notices and the code of conduct.

All incoming reports are carefully processed, prioritised and, if necessary, forwarded to the authorities; the persons making the reports are informed about the progress of the process. For continuous improvement, effectiveness and processes are regularly evaluated and feedback is sought. The principle of protection against discrimination is strictly enforced: disadvantages or sanctions for whistleblowers are not tolerated and every suspected case is investigated. Complaints can also be submitted anonymously at any time to further lower the inhibition threshold.

## 7.6. Measures related to own workforce

[ESRS S1-4]

In the reporting year, numerous measures to promote the Meeseburg Group's own workforce were initiated and implemented. Systematic documentation and evaluation of the effectiveness of these steps in accordance with ESRS 2 MDR-A is to take place from 2025 onwards.

### Training & development

In the area of training and development, continuing education measures were recorded and managed centrally for the first time. In the reporting year, around 5,400 training hours were documented at Meeseburg, which corresponds to an average of approximately six hours per employee. As the recording process has yet to be established, it can be assumed that not all training courses at the more than 30 locations were reliably recorded. The survey provides a solid basis for managing personal and professional development. The systematic expansion and further intensification of training activities will be a priority in the coming years in order to continuously strengthen the development potential of the workforce.

The Human Resources Development department is the point of contact for individual and ongoing training and development of employees. In the reporting year, the focus was on the further development of managers and leadership skills. The training courses were accompanied by coaching programmes and offers for teams.

Another focus was on supporting trainees, dual students and young talent, for example through special seminars for newcomers, networking events and industry-specific training opportunities.

Internal training courses on sustainability topics were also developed for the first time in the reporting year and held both online and in person at the various locations.

### **Equal opportunities, diversity, and inclusion**

The topic of equal opportunities, diversity, and inclusion was addressed for the first time as part of management training courses. A comprehensive strategy with specific goals and measures is currently being developed and is planned for 2025.

### **Health & Safety**

Targeted individual measures were taken to promote health and safety, including an employee survey and subsequent coaching in the logistics area, as well as a health week with numerous online training courses on various health topics. The introduction of a health portal is planned for the following year; a comprehensive strategy is currently being prepared.

The Meesenburg Group also offers its employees private supplementary health insurance after 25 years of service.

### **Transparency & participation**

To enhance transparency and participation, target group-specific surveys were conducted, for example on the working atmosphere and workload. The results led to concrete improvement measures, particularly in the specialist retail sector. Dialogue with employee representatives was further expanded, as was internal communication through the introduction of a new intranet with regularly updated information.

The consistent further development and evaluation of these measures will be the focus of the coming years.

### **Employee motivation and retention**

Long-term employment is a defining feature of the Meesenburg Group. The average length of service is 12 years, with 153 of the 984 employees having been with the company for over 25 years. Strong team spirit and long-term employee retention are key success factors and are actively promoted. The aim is to create a working environment in which employees feel comfortable in the long term and can develop their potential. Among other things, the group of companies focuses on transparent and open communication; current topics and articles from the area of human resources are regularly published on the company's internal intranet, "Meetranet."

To help employees achieve a better work-life balance, Meesenburg supports families with a monthly child-care allowance. The bike leasing program is also being further developed: since 2024, the group of employees eligible to participate has been expanded by lowering the minimum length of service requirement.

The popularity of bike leasing is reflected in the current figures: in 2024, around 200 employees actively participated. In addition, there are almost 200 other people who have already completed at least one leasing phase and, in many cases, have subsequently purchased their bike.

These and other measures underscore the high value placed on long-term employee retention and appreciation within the company.

## 7.7. Objectives related to impacts, risks and opportunities

[ESRS S1-5]

The table below provides an overview of the Meeseburg Group's strategic and operational objectives with regard to mitigating significant negative impacts, promoting positive effects and addressing significant risks and opportunities in the area of employees.

### Strategic and operational objectives related to employees

Goal	Target year	Status
We empower ourselves to actively and inclusively live sustainability at Meeseburg. In doing so, we create a social and future-oriented working environment.		
We offer forward-looking training and continuing education programmes to strengthen the professional and personal skills of tomorrow.	ongoing	on track
We create a needs-oriented working environment that enables personal and professional development.	ongoing	on track
We design our working conditions to be fair. We create incentive systems for sustainable action.	ongoing	on track
We actively promote long-term relationships with our employees.	ongoing	on track
We inspire and empower our employees to actively shape sustainability in their workplace and also promote this in their private lives.	ongoing	on track
We have a competent and well-connected team for the implementation and further development of our sustainability strategy with defined powers of action and decision-making and appropriate resources	2024	achieved
We create internal transparency regarding the sustainability strategy, sustainability goals and the measures taken.	ongoing	on track
We implement key performance indicator-oriented work in the 'Employees' field of action of the sustainability strategy in order to find metrics for decisions and make successes measurable.	2025	on track

The management of the Meeseburg Group has committed itself to these objectives.

## 7.8. Employees in figures

[ESRS S1-6]

Unless otherwise stated, the figures in this chapter refer to the number of employees on the reporting date of December 31, 2024, or to the entire reporting period (January 1, 2024–December 31, 2024). The figures refer to Meesenburg GmbH & Co. KG and its German subsidiaries – Meesenburg GmbH and Laarmann & Peez GmbH. The key figures are currently only available for 2024. From the 2025 reporting year onwards, the development of the key figures over time will be presented.

### Characteristics of employees [ESRS S1-6]

Key figure	2024
Total number of employees	984
female	224
male	760
Meesenburg GmbH & Co. KG	831
Meesenburg GmbH	116
Laarmann & Peez GmbH	37
Total number of employees – Full-time	792
female	113
male	679
Total number of employees – Part-time	192
female	111
male	81
Total number of permanent employees	864
female	190
male	674
Total number of temporary employees	120
female	34
male	86
Total number of employees who left the company	102
Turnover rate	10,37 %

### Fair compensation [ESRS S1-10]

Key figure	2024
Anzahl der Mitarbeitenden unter Mindestlohniveau	0
Prozentsatz der Mitarbeitenden unter Mindestlohniveau	0

### Characteristics of non-employee workers [ESRS S1-7]

Key figure	2024
Number of non-employed workers	43

A survey of working hours per temporary worker: did not take place in 2024. Temporary workers were only employed on a temporary basis and to a limited extent in logistics.

### Diversity parameters [ESRS S1-9]

Key figure	2024
Number of employees in top management	38
Women	6
Men	32
Number of employees by age group	
Under 30 years of age	137
Between 30 and 50 years of age	396
Over 50 years of age	451
Proportion of employees by age group	
Under 30 years of age	13,92 %
Between 30 and 50 years of age	40,25 %
Over 50 years of age	45,83 %

### Parameters for training and competence development [ESRS S1-13]

Key figure	2024
Percentage of employees who participated in regular performance and career development discussions	9,73 %
female	10,96 %
male	9,38 %
Average training hours for employees	6,52
female	5,17
male	6,92

## Parameters for work-life balance

[ESRS S1-15]

The figures quoted here refer to entitlement to family leave – defined here as entitlement to parental leave and entitlement to care leave. The figures provided may contain inaccuracies, as employees are not obliged to notify the company of their entitlement to family leave. This applies in particular to male employees in the case of entitlement to parental leave and to all employees in the case of entitlement to care leave.

Key figure	2024
Percentage of employees entitled to family leave	
female	7,14 %
male	3,29 %
Percentage of eligible employees who took family leave	
female	100 %
male	72 %

## Incidents, complaints, and serious human rights violations

[ESRS S1-17]

Key figure	2024
Total number of incidents of discrimination and harassment	0
Number of complaints submitted to National Contact Points for OECD Multinational Enterprises	0
Total number of complaints by employees	4
Total fines imposed as a result of complaints by employees	0,00 €
Total number of human rights violations involving employee participation	0
Number of serious human rights incidents involving own workforce that violate UN and OECD guiding principles	0
Total penalties due to human rights violations	0,00 €
Number of serious human rights cases in which the company played a role in ensuring remedial measures for those affected	0

## Health & Safety parameters

[ESRS S1-14]

Key figure	2024
Occupational safety incidents	
Fatalities due to occupational injuries and illnesses among employees	0
Number of occupational accidents involving employees	15
Rate of reportable accidents	1,52 %
Sick days (resulting from occupational accidents)	289
Occupational safety coverage	
Coverage by occupational safety and security system	100 %
Coverage by audited or certified occupational safety	0 %

## 8. WORKFORCE IN THE VALUE CHAIN

### 8.1. Introduction

As a wholesale company, Meeseburg is highly dependent on cooperation with a large number of suppliers. The workforce in the value chain – both at third-party brand suppliers and, in particular, at the producers of our own brands – plays a central role in the sustainable success of the company.

This dependence also comes with a special responsibility: respecting and promoting human rights, complying with internationally recognized labor laws, and ensuring good working conditions for everyone in the value chain are of utmost importance to the Meeseburg Group. The company takes responsibility within the scope of its capabilities and is strongly committed to leading by example.

Through targeted measures and a systematic selection and monitoring process, the Meeseburg Group seeks to ensure that it only works with suppliers who comply with internationally recognized human rights and labor law standards.

### 8.2. Description of the workforce in the value chain

[ESRS S2-SBM-3]

This report focuses on the upstream supply chain, in particular on the Meeseburg Group's direct (Tier 1) suppliers. The supplier network comprises a total of around 1,000 companies, with around 95% of sales generated by approximately 200 top suppliers. As a wholesale company, the decisive influence on compliance with human and labor rights and good working conditions lies primarily in the selection of and cooperation with direct business partners. This sphere of influence is particularly relevant for manufacturers of the own brands blaugelb, STROXX, and STROXX ENERGY.

99% of third-party brand suppliers (with whom around 95% of sales are generated) and over 90% of own-brand suppliers of blaugelb and STROXX ENERGY are based in Germany or the EU (+ Switzerland & UK) and are subject to the relevant legal standards of the European Union for human and labor rights. In the case of the private label

STROXX, which was founded with three other European partners in France, Denmark, and Belgium as part of a separate company, around 50% of suppliers are based outside the EU—a review of suppliers and supply chains is carried out separately from Meeseburg's activities.

A risk-based approach is used to evaluate and manage supplier relationships, focusing in particular on private label suppliers and suppliers with increased country or product group risks. Meeseburg's responsibility primarily includes obtaining confirmation of compliance with fundamental labor and human rights from direct suppliers, passing on corresponding requirements to upstream suppliers, and conducting ad hoc reviews. A detailed description of the specific measures is provided in Section 8.6.

In the downstream value chain, this primarily affects employees of freight forwarding partners and, to a lesser extent, employees of our customers, for example, from craft, window, or installation companies.

A key objective remains to create greater transparency with regard to the deeper supply chain and the workers along this supply chain and to close existing information gaps.

### 8.3. Significant impacts, risks, and opportunities

[ESRS S2-SBM-3], [ESRS S2-2]

The following chart shows the most significant actual and potential positive and negative impacts as well as the most important risks and opportunities with regard to the workforce in the Meeseburg Group's value chain, as identified in the double materiality analysis.

## Impacts, risks and opportunities – workforce in the value chain

Positive impacts	Negative impacts
<ul style="list-style-type: none"> <li>- Systematic supplier reviews and clear communication of expectations regarding due diligence can bring about lasting improvements in working conditions throughout the supply chain</li> <li>- Promoting minimum standards and passing on social and labor law requirements to upstream suppliers increases accountability throughout the entire chain</li> </ul>	<ul style="list-style-type: none"> <li>- Industry-specific cost pressures can lead to savings among suppliers, thereby increasing the risk of deteriorating working conditions</li> <li>- Limited transparency in international supply chains favors the emergence of risks in the area of labor and human rights</li> </ul>
Opportunities	Risks
<ul style="list-style-type: none"> <li>- Long-term and stable supplier relationships create trust, promote transparency, and contribute to continuous improvements in working conditions.</li> <li>- Cooperation with committed suppliers enables the introduction and implementation of high social standards</li> </ul>	<ul style="list-style-type: none"> <li>- Reputation and supply chain risks in the procurement of goods from countries or industries with an increased risk of labor law violations, especially for private label products</li> <li>- Insufficient transparency among upstream suppliers can lead to indirect violations of human and labor rights</li> </ul>

Workers in the value chain are not directly involved at present; however, their perspective is taken into account through the mandatory request for self-assessments from suppliers and the provision of a publicly accessible grievance mechanism.

The strategies, measures, and objectives relating to the identified (potential) impacts, risks, and opportunities are presented in the following chapters.

### 8.4. Strategies related to the workforce in the value chain

[ESRS S2-1]

Currently, the Meeseburg Group does not yet have any strategy concepts for workers in the value chain that fully comply with the minimum requirements of the ESRS standards; this strategy is scheduled to be finalised in 2025. However, a risk-based approach to identifying, assessing and managing the significant impacts, risks and opportunities along the supply chain has already been

implemented. The focus is on all own-brand suppliers and the most important third-party brand suppliers, who represent around 95% of the purchasing volume. The risk analysis is supported by the use of Prewave software, which enables abstract risk assessment based on country and product group risks. From 2025, all relevant suppliers will be systematically integrated via the platform.

## 8.5. Channels for raising concerns

[ESRS S2-3]

A digital complaint mechanism is available at <https://info.meesenburg.com/beschwerdestelle> for reporting possible human rights violations, precarious working conditions, environmental violations, or other rule violations. This mechanism is accessible to the public, can be used anonymously, and is available in German and English. The Meeseburg Code of Conduct for Business Partners explicitly defines the complaint mechanism and communicates it to all suppliers as a binding standard. Suppliers are obliged to inform their employees accordingly or, alternatively, to set up their own internal reporting channel. Further information on this can be found in Chapter 9.6.

## 8.6. Measures related to workforce in the value chain

[ESRS S2-4]

### Abstract risk analysis based on country and product group risks

To proactively identify potential risks in the value chain, an abstract risk analysis is carried out in which both country and product group risks are systematically assessed. Internationally recognized indices and data sources are used to identify countries with increased human rights or labor law risks as well as particularly sensitive product groups. The risk assessment is carried out using the “Prewave” software, which automatically analyzes relevant factors and, on this basis, classifies suppliers according to their respective risk profiles. This approach enables targeted prioritization in further review and the derivation of measures along the entire supply chain

### Preventive measures and supplier requirements

Cooperation with private label suppliers and relevant third-party brand suppliers is only possible upon signing the “Meesenburg Code of Conduct for Business Partners” or upon presentation of an equivalent code of conduct from the supplier. In addition, private label suppliers are asked to complete standardized self-assessments on human rights, labor law, and environmental issues. Suppliers with

increased risk are required to submit further audit reports and certifications at the production facility level to ensure transparency and traceability of social and environmental standards.

### Risk analysis and monitoring

The data obtained from preventive measures is incorporated into an ongoing, concrete risk analysis. The goal is to cooperate exclusively with suppliers whose risks are assessed as low or at most medium. In the event of an increased risk, audit and certification evidence is reviewed on a time-limited basis to ensure continuous updating and monitoring.

### Complaints mechanism

A publicly accessible, digital, and anonymous complaints mechanism is available on the Meeseburg website for reporting potential violations of due diligence obligations. Further information can be found in section 9.6

### Remedial measures

If there are clear indications of actual violations or reasonable grounds for suspicion, targeted and timely remedial measures are defined together with the suppliers concerned. If grievances are not remedied within a reasonable period of time, the business relationship may be terminated.

## 8.7. Objectives and key figures

To date, no targets have been set for the management of significant impacts, risks, and opportunities that meet the minimum requirements set out in ESRS 2 MDR-T. These targets are planned to be set in 2025.

## Strategic and operative objectives related to workers in the value chain

Goal	Target year	Status
We create transparency regarding the social and environmental standards of our suppliers for our own brands (100%) and our top brand suppliers by establishing a structured supplier evaluation system.		
All own brand suppliers (blaugelb & STROXX ENERGY) have signed the 'Meesenburg Code of Conduct for Business Partners' and completed the self-assessment.	2026	on track
The top third-party brand suppliers (95% of the purchasing volume) have signed the 'Meesenburg Code of Conduct for Business Partners'.	2026	on track
Cooperation exclusively with own-brand suppliers (EM) and third-party brand suppliers (FM) whose risk is classified as low or at most medium within the scope of due diligence obligations.	continuously	on track
Reports of violations or complaints regarding human rights and labour law risks in the supply chain are processed within a reasonable period of time and appropriate remedial measures are implemented.	continuously	on track
No serious indications of human rights violations or labour law violations in the supply chain.	continuously	on track

The management of the Meesenburg Group is committed to these goals.

With regard to the key figures shown in the table and their degree of achievement in the 2024 reporting year, it should be noted that systematic review and questioning of suppliers with regard to the Code of Conduct for Business Partners and standardized self-assessments via the Prewave platform will only be implemented from spring 2025 onwards. The key figures will therefore be reported from the 2025 reporting year onwards.

## 9. RESPONSIBLE CORPORATE GOVERNANCE

### 9.1. Introduction

Responsible and transparent corporate governance is firmly anchored in the corporate culture of the Meesenburg Group and forms the foundation for sustainable business practices. Trust among employees, customers, and business partners is fostered in particular by an appreciative and family-like corporate culture that takes individual needs into account as well as the goals of the organization.

The Code of Conduct has established binding standards for integrity, ethical behavior, and transparency that are practiced in everyday life, even beyond legal and regulatory requirements. Regular dialogue strengthens awareness of sustainable and responsible behavior among employees and business partners. Compliance with these standards is mandatory for all employees and is also extended to business partners in the supply chain through the Supplier Code of Conduct.

This creates a corporate culture in which sustainable development, mutual respect, and shared responsibility are continuously strengthened.

### 9.2. The role of administrative, management, and supervisory bodies

[ESRS G1-GOV-1]

The management team, supported by the advisory board, has primary responsibility for compliance issues and the shaping and development of the corporate culture. Within the management team, each managing director is responsible for ensuring compliance with standards in their respective area. Relevant compliance issues are raised and discussed at regular meetings of the management team and the advisory board.

The operational implementation of compliance requirements is carried out on a topic-specific basis by the relevant specialist departments. Sustainability-related regulatory issues are the responsibility of the sustainability department, while issues relating to labor law or occupational safety, for example, are handled by the re-

levant specialist departments. There is no separate legal or compliance department.

To ensure ethical business principles and legal compliance, an internal code of conduct and a code of conduct for business partners have been established throughout the company. The governance system is supplemented by a whistleblower system and a complaints office set up by the management, which serves as a contact point for internal and external reports.

The Meesenburg Group's understanding of compliance goes beyond mere adherence to legal requirements and is firmly anchored in the corporate culture. The aim of the continuous development of compliance management is to identify violations at an early stage, prevent them effectively, and ensure an appropriate response. In this way, liability and reputation risks are minimized, the organization and its employees are protected, and the coordination and efficiency of existing compliance activities are continuously improved.

All reports of potential or actual violations are carefully investigated; identified violations are not tolerated and result in appropriate measures being taken.

[ESRS G1-IRO-1]

### 9.3. Significant impacts, risks, and opportunities

The following chart shows the most important actual and potential positive and negative impacts, as well as the risks and opportunities identified for the Meesenburg Group with regard to governance aspects within the framework of the double materiality analysis:

#### Impacts, risks and opportunities – Governance aspects

Positive impacts	Negative impacts
<ul style="list-style-type: none"> <li>- Increased employee satisfaction and well-being through an appreciative corporate culture</li> <li>- Protection of whistleblowers (internal and external) through an established complaint system</li> <li>- Planning security and sustainable growth through trusting and targeted cooperation with suppliers</li> </ul>	<ul style="list-style-type: none"> <li>- Violations of legal or internal company standards of conduct can distort competition and negatively impact the market environment</li> <li>- Failure to comply with the code of conduct can cause individual disadvantages and conflicts for employees</li> </ul>
Opportunities	Risiks
<ul style="list-style-type: none"> <li>- Further strengthening of employee loyalty, improved cooperation and error culture, increase in employer attractiveness through continuous development of corporate culture</li> <li>- Early detection of risks and challenges and improved risk management through an established whistleblower system</li> <li>- Long-term, stable cooperation with suppliers leads to cost optimization, increased flexibility, innovative strength, and joint further development</li> </ul>	<ul style="list-style-type: none"> <li>- Inadequate corporate culture can lead to dissatisfaction, increased turnover, and productivity losses</li> <li>- Loss of reputation and trust as a result of violations of compliance requirements, especially towards business partners</li> <li>- Dependence on central suppliers can lead to stability risks in the supply chain</li> <li>- Increasing regulatory and compliance requirements, including in the area of sustainability</li> </ul>

The rest of this chapter explains how positive effects can be specifically enhanced and opportunities exploited, while risks and potentially negative effects are systematically minimized.

## 9.4. Strategies related to responsible corporate governance and corporate culture

[ESRS G1 - 1]

A coherent strategy for responsible corporate governance that meets the minimum requirements of the ESRS has not yet been developed; development is planned for 2025 and 2026. Nevertheless, various measures have already been initiated, which are described in Chapter 9.6.

As a family-run company with a long tradition, corporate culture plays a central role. It is characterized by performance orientation in connection with cooperation that is characterized by trust, open communication and fair dealing.

The company-wide mission statement, which serves as a binding guideline for daily actions and long-term orientation, provides orientation. It is supplemented by the internal Code of Conduct, which sets out binding practices (see Chapter 9.6).

## 9.5. Management of relationships with suppliers

[ESRS G1 - 2]

The sustainability performance of suppliers currently has only a minor influence on the Meeseburg Group's purchasing decisions. However, all suppliers are required to comply with human and labor rights, protect the environment, and conduct business in an ethically sound manner by means of a binding code of conduct for business partners. Since 2024, signing this code has been mandatory for new suppliers, and existing suppliers have been gradually asked to do so since 2023.

A risk-based approach is taken to managing supplier relationships, differentiating between own brands and third-party brands. Own brand suppliers have an extended responsibility: additional information – for example, on occupational health and safety, human and labor rights, and environmental and ethical standards – is collected via a standardized questionnaire. For private label suppliers classified as high risk, audit reports are also requested. For third-party brand suppliers, signing the Code of Conduct for Business Partners is sufficient for the time being. If the risk analysis, whether abstract

or concrete, indicates an increased risk, the respective suppliers are required to submit a self-assessment.

A more detailed description of the entire process can be found in Chapter 8 – Workforce in the value chain.

Meesenburg undertakes to pay invoices from SME suppliers and service providers within the agreed payment terms as standard. There is a central invoice and payment management system that continuously monitors compliance with these deadlines.

## 9.6. Measures related to responsible corporate governance and corporate culture

[EESRS G1 - 3]

The following section outlines the tools used by the Meeseburg Group in relation to compliance issues. The measures have not yet been documented in action plans that meet the requirements of ESRS 2 MDR-A, but this is planned for 2025/2026.

### Internal Meeseburg Code of Conduct

Compliance with legal and ethical standards is a central component of our corporate culture. To provide guidance for all employees, a binding internal code of conduct was developed in 2023, approved by the management, and communicated throughout the company. The code defines the relevant principles of conduct with regard to human and labor rights, responsibility toward colleagues, environmental protection, and integrity in business processes. It also describes expectations and reporting channels for possible violations. It emphasizes that whistleblowers can report violations—even anonymously—to the established complaints office and that legal and disciplinary measures will be taken if violations become known. The internal code of conduct is accessible to all employees via the intranet (Meetranet) and is proactively made available to all new employees as part of the onboarding process.

### Code of Conduct for Business Partners

A separate code of conduct has been introduced for suppliers and business partners, which specifies expectations regarding human and labor rights, environmental protection, and ethical business conduct. Since 2023, signing this code has been a mandatory requirement

for establishing new business relationships. In addition, a process was launched in 2024 to consistently monitor compliance with and signing of the code of conduct among existing business partners. This code also contains clear instructions on reporting violations via the whistleblower system or the complaints office.

### Whistleblower system

To strengthen integrity and legally compliant behavior, an independent complaints office has been set up across the company. This can be accessed via a digital whistleblower system that allows reports to be made anonymously. In addition, contact can be made by telephone, email, or post.

The procedure is available to employees, business partners, and third parties alike and allows for the reporting of any justified suspicions of violations of legal or internal regulations. In particular, reports are recorded on corruption, bribery, data protection violations, competition and antitrust violations, economic crimes, tax crimes, financial reporting deficiencies, violations of environmental protection regulations, human rights violations, discrimination under the General Equal Treatment Act (AGG), violations of labor law provisions, product safety deficiencies, violations of consumer protection, and the internal Code of Conduct.

Reports are processed by independent investigators who are not part of the management chain and who are bound to maintain complete confidentiality and protect

the whistleblower. All reports are reviewed in a transparent, non-discriminatory manner based on clearly defined processes. Retaliation against whistleblowers is prohibited and will be punished consistently. Further information and access to the whistleblower system are available at [info.meesenburg.com/beschwerdestelle](https://info.meesenburg.com/beschwerdestelle).

## 9.7. Objectives and key figures

[ESRS G1 - 4]

No specific targets or key performance indicators have been developed for responsible corporate governance to date. These targets and key performance indicators are scheduled to be developed for 2025 and 2026. However, no compliance violations were identified in the 2024 reporting year, and no incidents relating to corruption or conflicts of interest were reported.

## 10. OUTLOOK AND CONTINUOUS IMPROVEMENT

Transparency regarding sustainability efforts, achievements, and existing challenges is at the heart of this first sustainability report. This report is characterized by an open approach to complex issues and an in-depth examination of a wide range of topics. The progress made is largely based on dedicated cooperation within the company and with business partners.

Sustainability is understood as a continuous process that focuses on constant reflection and further development. Key opportunities lie in further improving data availability and accuracy, as well as in professionalizing strategies, objectives, action plans, and key performance indicators—with consistent implementation and ongoing effectiveness reviews. The ESRS standards provide a suitable framework for implementing these ambitions.

The goal remains to strengthen environmental, social, and corporate responsibility and promote innovative solutions. Regular dialogue with all stakeholders and transparent communication form the basis of effective sustainability management. Feedback and suggestions regarding the report and its contents are expressly welcome and can be submitted to [feedback@meesenburg.de](mailto:feedback@meesenburg.de).



*„Sustainability is not a goal,  
but a path we are traveling together.“*



**Meesenburg**  
est. 1758

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