

Sustainability Report 2024



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1. Foreword

We look back on another year that was characterized by numerous political and global economic topics, which presented the global logistics industry with ever new challenges. Geopolitical tensions, such as the ongoing conflict between Russia and Ukraine and the increasing trade disputes between the USA and China, have had a significant impact on international supply chains. At the same time, economic uncertainties and the threat of a global recession have underlined the need to develop resilient and sustainable logistics solutions.

With an increase in turnover of 9 % to EUR 3.8 billion, Hellmann was able to further expand its role in this dynamic environment and set the strategic course for further global growth. At the same time, we made significant progress in 2024 with regard to our sustainability organization and initiatives. First, we established the topic of sustainability as a Management Board responsibility and entrusted Stefan Borggreve with implementing it at this level within the company. Building on this foundation, we created and developed a powerful organizational structure over the course of the year, which is managed by two Heads of Sustainability for the depart-

ments “Environment” as well as “Social and Governance”. They are responsible for all central sustainability initiatives and actively promote them in the regions and products. Another decisive step was the establishment of the ESG Accelerator, a cross-departmental platform that coordinates sustainability issues agilely across all business divisions. This enabled us to further reduce our CO₂ emissions in 2024, expand the use of renewable energies and implement innovative solutions.

These successes would not have been possible without the commitment and passion of our colleagues. They are at the heart of our Hellmann FAMILY and play a key role in helping us achieve our goals. We would therefore like to thank all our colleagues, partners and customers for their passionate commitment to making our vision “For the better. Together.” a reality day after day. Together, we not only want to continue to grow, but also take responsibility for the major issues of our time – in all three dimensions of sustainability.

Jens Drewes

Chief Executive Officer

Stefan Borggreve

Chief Operating Officer

Martin Eberle

Chief Financial Officer

Madhav Kurup

Chief Operating Officer



f.l.: **Martin Eberle, Jens Drewes, Stefan Borggreve and Madhav Kurup**



2. HELLMANN & SUSTAINABILITY



2.1 Corporate culture: Hellmann Promise

What began over 150 years ago as a one-man business is now a global family company with our 11,743 employees. Our unique corporate culture has always stood for integrity, understanding, trust and cooperation. This cohesion is what makes the Hellmann FAMILY what it is.

We firmly believe that our company's success depends largely on the way we interact with each other. In a changing world, we emphasize the importance of a culture that not only enables agile and focused ac-

OUR VISION

For the better. Together.

In our vision, we yearn and strive for a better world: A world where humankind takes care of the environment, quality of life is improved and social equity is reality. We can only realize this world together! Fostered by sustainable economic development and driven by creative minds and innovation. As the global Hellmann FAMILY it is our greatest responsibility to create this future jointly – in worldwide logistics.

»Sustainability has been a key issue at Hellmann for decades. We want to and must take responsibility – for ourselves and for future generations. Our strong corporate culture – the “Hellmann Promise” – is our foundation: by actively living our values, we lay the foundation for mastering future challenges, driving innovation and actively shaping a sustainable future. For the better. Together.«

Stefan Borggreve
Chief Operating Officer

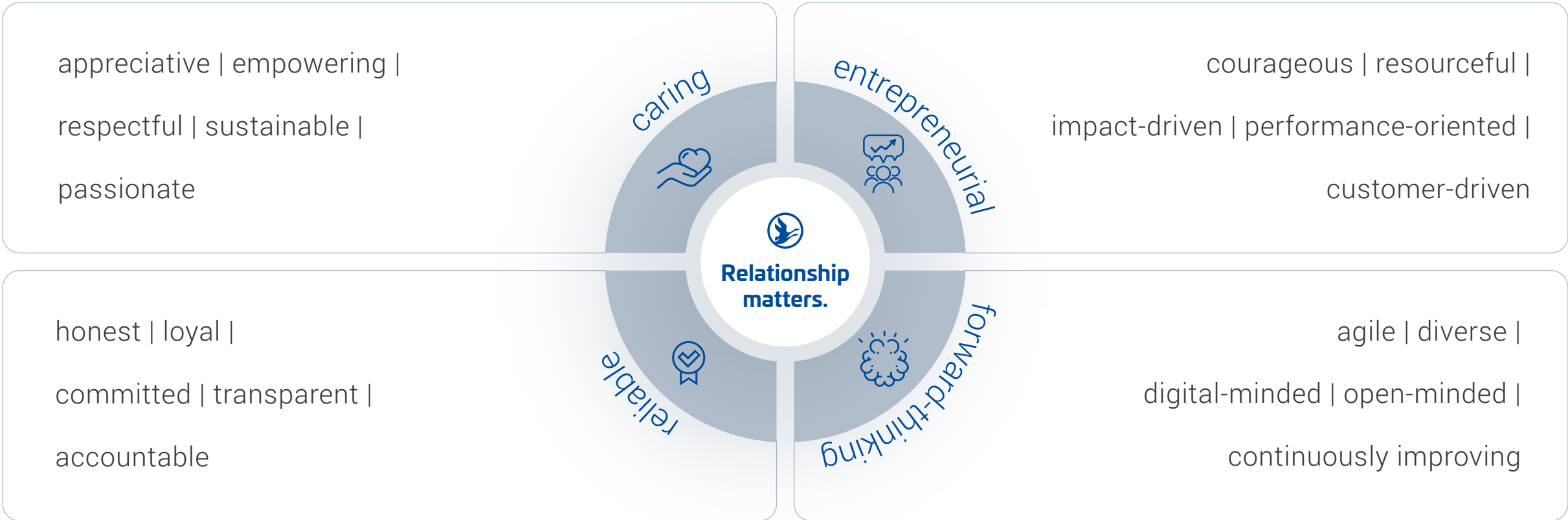


tion but actively drives it. This understanding is deeply rooted in our “Hellmann Promise” and forms the foundation on which we realize our vision of a better future together: “For the better. Together.” This guiding principle connects our employees around the world and addresses all dimensions of sustainability: environmental, social and governance.

Our four corporate values “Caring,” “Entrepreneurial,” “Forward-Thinking” and “Reliable” define what we stand for as the Hellmann FAMILY and how we act. They give us stability and clarity in a volatile and dynamic world. Our overarching meta-value is “Relationship Matters,” because in a people business like logis-

tics, it is the people and their relationships with each other that make the difference. That's what drives us. Our employees, customers and partners are the constants in this constantly changing environment. Their resilience and adaptability are the key to our success, along with a partnership-based dialog on equal terms.





Culture must be experienced and felt in all its facets!

We take this principle very seriously and have therefore created valuable encounters and dialogs around the "Hellmann Promise" in various formats and channels throughout the Hellmann world in 2024. The Hellmann FAMILY lives and feels our culture in very different forms and contexts. At the same time, we are aware that we cannot rest on our laurels.

We therefore plan to continue strengthening our corporate culture in 2025 and beyond and to establish it globally in our wide-ranging business processes. Our managers in particular play a key role in this, as

corporate culture is shaped above all by visible behavior. This is why our "Let's Lead – for the better" program will remain a central building block for their further development in the future.

At the same time, it is in the nature of a corporate culture that it must continuously evolve with the inclusion of all colleagues. Only in this way can it be and remain a living basis for the entire Hellmann FAMILY. This understanding also has a direct impact on our strategic direction.

Our "Hellmann Promise" forms the basis for corporate development that focuses not only on our economic performance, but also on our commitment

to a sustainable and responsible approach. With the "Hellmann Promise," we have made a promise to ourselves, and stand together for our vision by living our values – internally and externally. For the better. Together.



2.2 Hellmann in figures

20 million shipments for a networked world



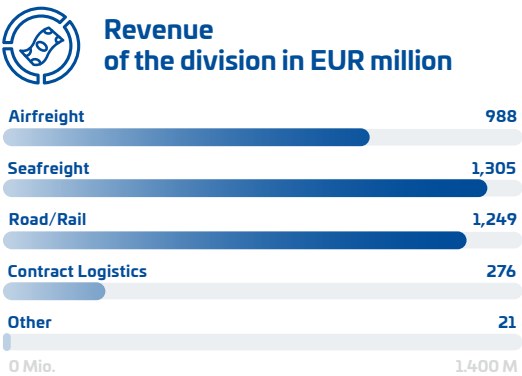
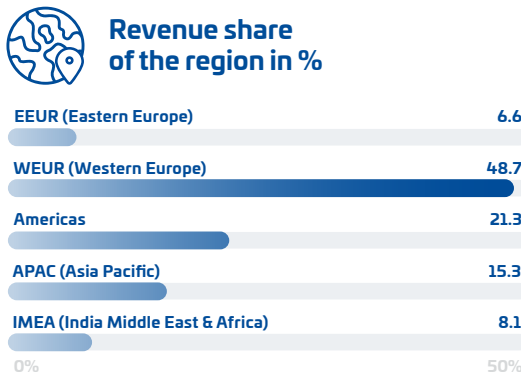
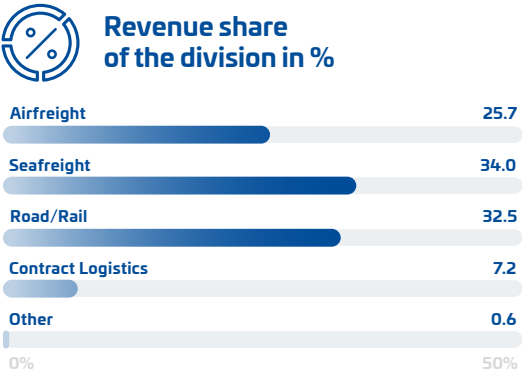
Hellmann Worldwide Logistics was founded in Osnabrück in 1871. As an established global full-service provider, Hellmann is represented throughout the group with 248 of its own locations in 61 countries.

Hellmann offers intermodal transportation solutions worldwide through its Road/Rail, Seafreight, Airfreight and Contract Logistics product divisions. Its geographical activities are divided into five regions: America (AMCS), Asia-Pacific (APAC), India/Middle East/Africa (IMEA), Western Europe (WEUR) and Eastern Europe (EEUR). To meet the specific logistics requirements of individual sectors, Hellmann also offers high-quality, specialized Industry Solutions for the following sectors: Automotive & Agricultural, Consumer Goods, Fashion, Healthcare, Industrial, Marine & Cruise, Renewables, Perishables and Technology.

In 2024, we were able to build on the successes achieved in previous years: with a global revenue increase of 9 % to EUR 3.8 billion, Hellmann was able to further expand its market position and tap into new

markets. By transporting more than 20 million shipments worldwide, in the past financial year Hellmann once again contributed to connecting value chains and people.

Key to the global success of this family-owned company are not only its 11,743 employees but also its international network. Based on a foundation of trusting collaboration, the company offers its customers around the world innovative, resilient, and sustainable logistics solutions.



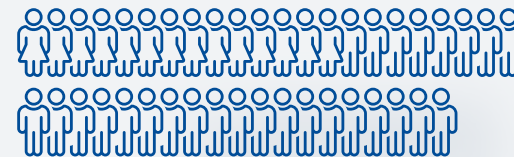


2,143



Americas

6,567



Europe

1,593



APAC
Asia-Pacific

1,440



IMEA
Indian Subcontinent,
Middle East & Africa



2.3 Sustainability approach

Sustainability has been a central component of Hellmann Worldwide Logistics' strategic orientation since the 1990s, and its importance has grown steadily over the decades due to various factors. In recent years, we have consistently developed our sustainability approach in order to integrate environmental, social and governance (ESG) aspects even more deeply into our corporate strategy. Particularly with a view to the upcoming CSRD reporting from 2028, we have already taken decisive steps in 2024 to not only meet regulatory requirements, but also to anchor sustainability even more firmly at an operational level, for example on the basis of our Hellmann Promise.

STRENGTHENING THE SUSTAINABILITY ORGANIZATION AND INTRODUCING THE ESG ACCELERATOR

A key milestone in the further development of our sustainability management is the structural realignment of responsibilities. Since 2024, Stefan Borggreve has been responsible for sustainability at the Management Board level as Chief Operating Officer (COO). A specialized sustainability organization was established under his leadership: while Şükran Gencay is responsible for the social and governance perspective as Head of Sustainability Social and Governance, Daniel Hülemeyer is responsible for all environment-related topics as Head of Sustainability Environment.

A decisive step was the establishment of the ESG Accelerator, a cross-departmental platform that coordinates sustainability issues agilely across all business divisions. ESG reporting, from the Global Finance division, is an integral part of this and supports the sustainability organization in coordinating topics. The graphic below shows the structure of this initiative:

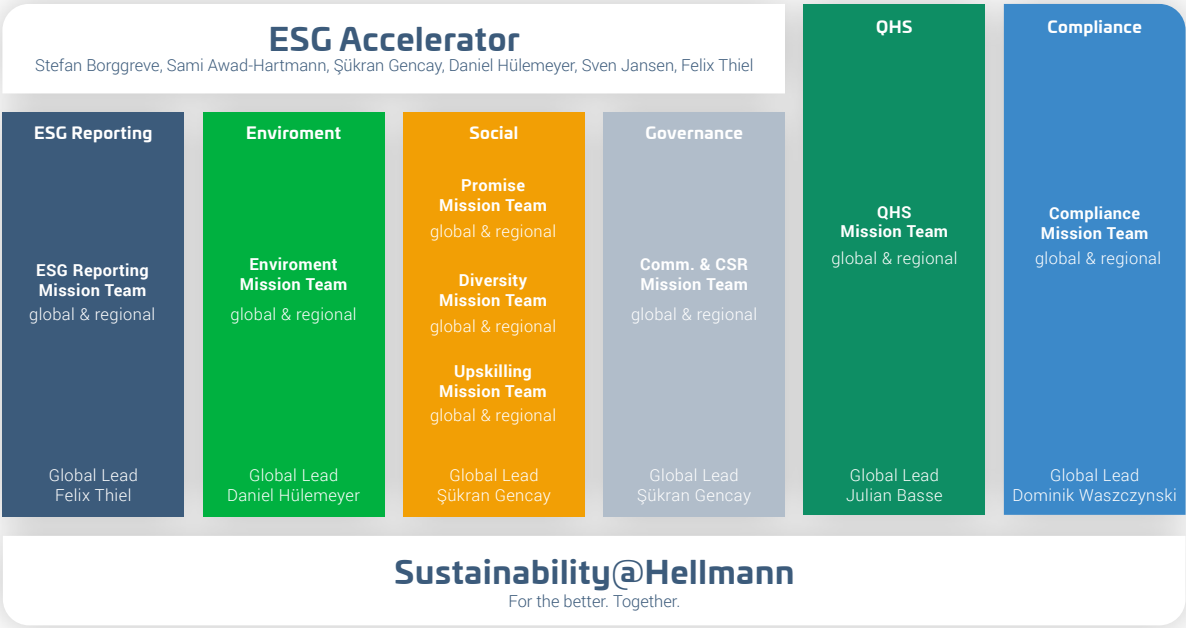
Within the ESG Accelerator, various "mission teams" work on specific areas of sustainability. The ESG reporting mission team ensures compliance with regulatory requirements, particularly with regard to CSRD reporting. At the same time, the Environment Mission Team focuses on reducing emissions and energy consumption.

This structure is complemented by social mission teams that deal with topics such as diversity, employee development and corporate values, as well as governance teams that monitor compliance and quality standards. This decentralized but coordinated way of working enables us to implement our sustainability goals efficiently and adapt to current developments with agility.

ON THE WAY TO CSRD REPORTING

As the new reporting requirements of the Corporate Sustainability Reporting Directive (CSRD) will apply from 2028, we at Hellmann have taken measures at an early stage to be adequately prepared for the CSRD requirements. For example, we have been conducting initial surveys of our material topics since 2022 and expect to be able to carry these out in compliance with CSRD in 2025.

The results of this analysis help us to further sharpen our sustainability reporting and to anchor specific measures in our business processes. Hellmann uses independent ratings and certifications to transparently assess and further develop its own ESG performance. Our current CDP Climate Rating, in which we scored a C in 2023, shows that we have already made progress with regard to our climate management, but that there is still potential for improvement. We are also continuously working on further optimizations in the EcoVadis rating, in which we achieved 56 points in the same period.



SUSTAINABILITY ASSESSMENTS

Rating System	Result
EcoVadis	56 points
CDP (Carbon Disclosure Project)	C
IntegrityNext	Green
VERSO (formerly Sustainabill)	Fully Mature
SupplierAssurance	C-Rating (Automotive)
ISO Certifications	9001, 14001, 27001, 45001, 50001

Our declared aim is to continue to work with full commitment on our sustainability performance in the coming years and to establish and expand it on a solid foundation for the future.

SBTi COMMITMENT AS A MILESTONE IN THE CLIMATE STRATEGY

A significant step forward in our climate management is our commitment to the Science Based Targets initiative (SBTi), which we will communicate in

2025. This marks an important step in setting science-based emission reduction targets based on internationally recognized standards. In conjunction with our CSRD reporting and the increasing use of primary data for emissions accounting, we are increasing transparency and will implement further targeted measures for CO₂ reduction on this basis.

All of this shows: sustainability is a continuous process of further development for Hellmann. With the introduction of the ESG Accelerator and the suc-

cessful CSRD preparation, we have reached key milestones on which we will continue to build. In the coming years, our focus will therefore be on further improving data quality, optimizing supply chain performance and anchoring sustainability throughout the company in the long term.

Sustainability Strategy

ESG-Objectives & Transparency

Environment

- Climate Change – Emissions
- Energy

Social

- Health and Safety
- Human Rights
- Diversity, equality, inclusion
- Secure employment, well-being
- Training and development

Governance

- Anti-corruption and bribery
- Supplier relationship management
- Innovation

Continuous economic development





3. ENVIRONMENT



3.1 Energy

Recording and optimizing our energy consumption is a key aspect of our sustainability management system and is fundamental to calculating our emissions in Scope 1 and Scope 2 of our ecological footprint. For this reason, energy consumption is a central component of Hellmann's carbon inventory and is determined in the survey together with the key financial figures.

To ensure that emissions are calculated as accurately as possible and to be able to use energy consumption as a real management tool, all company units need to be highly sensitive to the recording and processing of energy consumption and the derivation of dedicated and target-oriented key figures. At Hellmann, data is collected decentral, collated centrally and then managed in an integrated manner within the Group reporting structures.

The structured and standardized recording of key consumption figures creates transparency and is the basis for any optimization and reduction in consumption. After the energy consumption of all company units was measured for the first time in 2023, 2024 was a year of consolidation: the input and data quality was improved through the use of digital tools and the understanding of the responsible employees was also trained and deepened. Hellmann is thus not only further expanding the basis for meeting future sustainability reporting requirements but is also investing in the structure to be able to measure and evaluate optimization potential and provide stakeholders with reliable data.

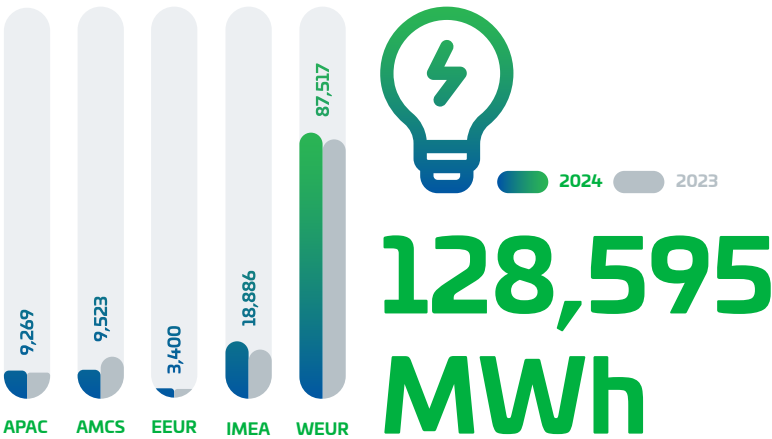
»For logistics companies, minimizing energy consumption and emissions are key aspects of operating sustainably. Our responsibility for climate protection is enormous. By driving forward digitalization and avoiding unnecessary transports through intelligent planning, we achieve a rapid and efficient reduction in CO₂ emissions, which also benefits our customers. At the same time, we are investing in the use of environmentally friendly technologies and laying the foundations for significantly reducing emissions in the future by implementing electric vehicles, renewable energies and low-emission drives.«

Daniel Hülemeyer
Head of Sustainability
Environment





THE ENERGY CONSUMPTION IN 2024 IS AS FOLLOWS



In addition, we have been integrating the topic of energy into all relevant management systems at Hellmann for many years in accordance with European legislation – i.e. the European Energy Efficiency Directive and its interpretation in the member states. On this basis, we operate an energy management system in accordance with ISO 50001 in almost all branches in Germany and the UK.

Regular energy audits by qualified personnel and sequential energy assessments are an integral part of this management system in order to identify consumption drivers and determine potential savings. The feasibility of corresponding measures is also examined as part of this process.

Based on the values collected for 2024, there have been no significant changes in energy consumption. Minor increases can be explained by the business development in the reporting year. In addition, further Bio LNG

vehicles have been added to the fleet in the region with the highest consumption, Western Europe, and their energy consumption is included here. The region has also continued to grow with the Italian national organization, and additional branches account for the moderate increase in energy consumption. There was also an increase in energy consumption in the India, Middle East and Africa (IMEA) region. This was caused by the operation of diesel generators, which had to be operated due to power outages and an uncertain supply situation.

The 500 MWh increase in production of self-generated energy is a positive development. Hellmann intends to achieve further success here in the future by building additional photovoltaic systems on hall roofs.

Building-related consumers are a key driver of energy consumption, with heating systems representing a central factor. We attach great importance to installing modern heating systems, for example with heat pump technology, when making structural changes and thus replacing conventional systems that run on fossil fuels. The first heat pump system was installed in Osnabrück back in 2008 and reduces building-related emissions by lowering consumption of fossil fuels such as oil and gas.

At the same time, we are increasingly relying on solar energy, for example at our warehouse in Bremen, where a photovoltaic system covers an area of 7,460 m² on the roof and generates around 600,000 kWh of clean electricity every year. This is equivalent to supplying more than 200 households with green electricity. By harnessing the power of the sun, we are reducing our carbon footprint and taking concrete steps towards a more sustainable future. This can also be seen in the consumption curves of recent years. To further reduce energy consumption, we use economical LED lighting in our buildings and high-frequency lithium-ion batteries for industrial trucks in our warehouses.

Ultimately, our employees worldwide also have a significant influence on our company's energy consumption. They are aware of their responsibility as a result of regular training, further education and various awareness-raising measures.





3.2 Emissions

Directly related to energy consumption and therefore also an important aspect of sustainability management is the emission of climate-damaging emissions. Reducing these emissions is a strategic goal for us and is being driven forward through specific measures. The key factors here are the reduction potential in the area of energy, as there is a direct link between energy consumption and the resulting emissions.

Reporting and transparency on the company-specific ecological footprint (Company Carbon Footprint (CCF)) is based on the main categories of the Greenhouse Gas Protocol (GHG) for the first time for the 2024 reporting year. This clearly shows that by far the largest proportion of emissions in the Scope 3 segment can be explicitly attributed to the transport sector, as is typically to be expected for a global logistics service provider. This was already documented in the previous report for the 2023 reporting year and is further confirmed in the carbon inventory introduced in 2024.

The product carbon footprint (PCF) describes the ecological footprint of a service or product in its entirety, i.e. in the case of logistics along the entire supply chain. This value is of particular interest to customers and external stakeholders, as they require the information for their own sustainability reporting and the output of their own company footprint. The PCF is therefore a criterion for selecting and evaluating logistics service providers.

Emission transparency and accounting therefore play an important role and are subject to the recognized guidelines and standards of the Greenhouse Gas Protocol (GHG) and ISO 14064 as well as the logistics-specific implementations according to the GLEC (Global Logistic Emission Council) Framework and ISO 14083. The latter was published in 2023 and the adaptation of the calculation tools began in 2024. Due to its complexity, this will continue to be an issue for adapting the calculations beyond the reporting year.

We also offer even more precise emissions calculations for Airfreight as a mode of transport via the

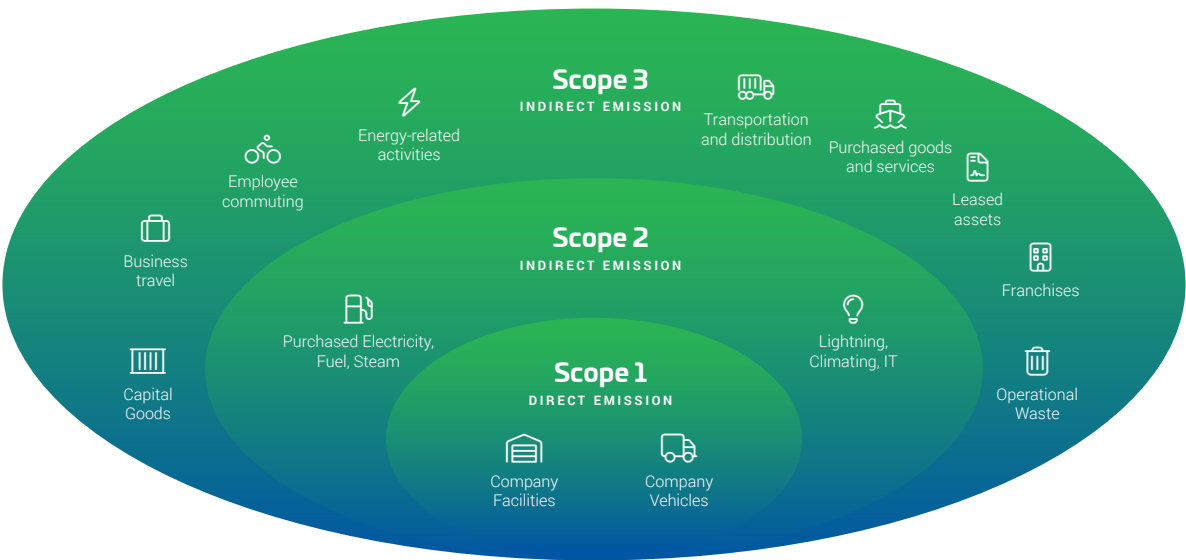
SmartAir! internet platform, which we helped to develop. This allows us to provide our customers with the most accurate calculations possible for their emissions calculations and thus support them in their sustainability reporting.

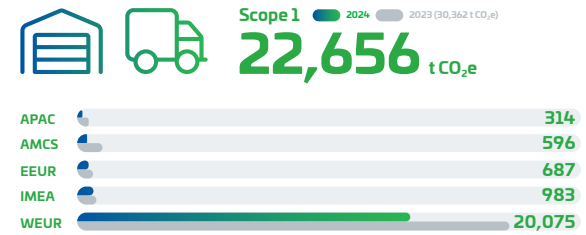
The emissions survey for Scope 1 resulted in 22,656 tons of CO₂ equivalents in the reporting year and 16,406 tons of CO₂ equivalents for Scope 2.

As with energy consumption, there were only minor changes in emissions. The development of emissions in WEUR is worth highlighting: the swap of convention natural gas to bio LNG and electricity

When accounting for company-specific emissions, the company is guided by the three scopes of the Greenhouse Gas Protocol. Hellmann is preparing an emissions report for the 2024 reporting year for direct emissions (Scope 1) and indirect emissions from its own electricity consumption (Scope 2). The company presents the Scope 3 emissions for all material categories in its sustainability reporting. By far the most significant portion can be attributed to transport-related emissions, which are mapped by third parties on the various modes of transport.

in our own vehicle fleet reduces Scope 1 emissions with more than 20 %. The use of self-produced electricity and the purchase of emission-neutral electricity also reduces Scope 2 emissions in this region.

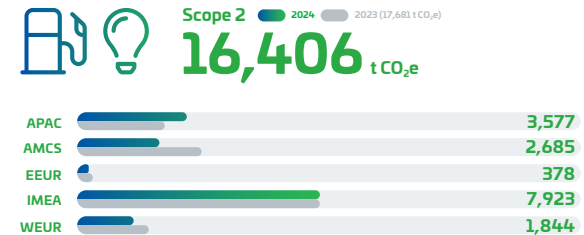




The operation of diesel-powered emergency generators to maintain the energy supply has led to an increase in Scope 1 emissions in the IMEA region.

In the reporting year, there were changes to the accounting of emissions data, as the GLEC (Global Logistic Emissions Council) Framework regulations were updated and the emission factors for the various energy sources and transport-related emissions were revised.

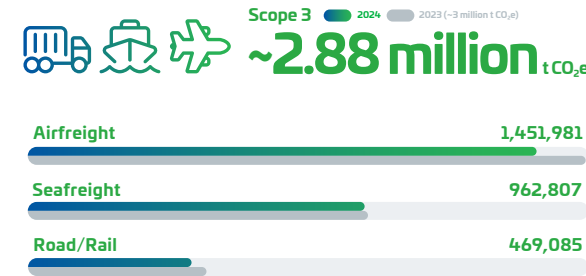
This year, we have expanded our recording of Scope 3 emissions to enable an even more precise and holistic assessment of our carbon footprint. In addition to the already established categories, we have included additional sources of emissions that have a significant impact on our carbon footprint. This expansion not



only enables us to report more accurately, but also to take more targeted measures to reduce emissions in our value chain.

The most significant category in Scope 3 remains upstream transport and distribution logistics (2.88 M t CO₂e), which accounts for the majority of our emissions. A detailed breakdown of the various modes of transport follows in this chapter. We have newly included capital goods (68,980 t CO₂e), i.e. emissions caused by the production and acquisition of infrastructure and vehicles used in the long term.

In addition, purchased goods and services (21,879 t CO₂e) and emissions from employee commuting (13,169 t CO₂e) were recorded separately for the first time. Energy-re-



lated emissions outside of Scope 1 and 2 (11,478 t CO₂e), which result, for example, from the upstream production of electricity and fuels, are now also included in our balance sheet. Other relevant sources of emissions are business travel (9,118 t CO₂e) and operational waste (112 t CO₂e), the targeted reduction of which is also part of our sustainability strategy.

This more comprehensive view of our Scope 3 emissions allows us to further refine our decarbonization strategy and develop targeted measures to reduce emissions. Our goal remains to establish more sustainable processes along the entire supply chain in the long term. It is clear that the primary emissions driver of our business activities is upstream transport and distribution logistics.

Scope 3

Scope 3.4 Transportation and distribution	2,884 kt CO ₂ e
Scope 3.2 Capital goods	69 kt CO ₂ e
Scope 3.1 Purchased goods and services	22 kt CO ₂ e
Scope 3.7 Employee commuting	13 kt CO ₂ e
Scope 3.6 Business travel	9 kt CO ₂ e
Scope 3.3 Fuel and energy-related activities	11 kt CO ₂ e
Scope 3.5 Operational Waste	0.11 kt CO ₂ e

In addition to the transparent calculation of the emissions caused, their reduction is a key issue in our strategic corporate orientation. Alongside the use of climate-friendly technologies, the aim is to avoid emissions by increasing capacity utilization and making more efficient use of transport capacities. The aim is therefore to bundle transports intelligently through digitalized processes.





RELOCATION AND COMBINED TRANSPORT AS AN EFFICIENT TOOL FOR CO₂ REDUCTION

We are actively promoting the development and expansion of environmentally friendly intermodal transport to keep emissions as low as possible by shifting and/or combining modes of transport. In 2023, we were able to shift almost 37,000 truck transports from road to rail in Germany alone, saving a total of 20,652 tons of CO₂e together with our combined transport (Road + Rail).

In addition, the combination of air and sea transport also offers an effective way of reducing emissions by shifting part of the transport to the sea route. For example, shipments between Asia and Europe can be routed via the Dubai hub. The first leg is carried out by Seafreight, which has a significantly better carbon footprint per transported ton than conventional Airfreight. Upon arrival in Dubai, the containerized freight is unloaded and transported by air to its final destination. This intermodal solution can reduce CO₂ emissions by up to 40 %, depending on the route chosen and the destination. If an Airfreight shipment is completely converted to Seafreight, emission savings as high as 95 % or more are possible.

At the same time, Hellmann is always looking for innovative approaches to incorporate more sustainable solutions “out of the box” into its portfolio. For example, we are cooperating with the drone company Dronamics so we can offer faster and more environmentally friendly Airfreight solutions via unmanned freight drones. The cargo drone solution from Dronamics reduces CO₂ emissions by up to 60 % and is on the way to becoming a net-zero solution thanks to new technologies under

»Sustainability in logistics is not a vision of the future – it is happening here and now. Through innovative technologies, the increased use of alternative fuels and intelligent transport solutions, we are reducing our own emissions and enabling our customers to operate more sustainably. Together, we are shaping a more climate-friendly and therefore sustainable logistics industry.«

Madhav Kurup
COO Air- & Seafreight +
Contract Logistics



development. To this end, Dronamics is working with leading manufacturers of synthetic fuels and is also investigating the use of hydrogen fuel cell technology for its aircraft. The first test flights are planned for 2025.

ALTERNATIVE FUELS AND TRANSPARENCY REDUCE CLIMATE-DAMAGING EMISSIONS

In road transport, we have a direct approach to reducing climate-damaging emissions through the use of alternative drive systems and biofuels and therefore have significant savings potential with regard to the CO₂ balance. After the first batches of biofuels were used as early as 2023, the proportion was increased significantly in the course of 2024. In 2024, a third of the company's own truck fleet



was already decarbonized. Hellmann was able to use a total of 1,300 tons of biofuels in its own fleet and thus achieve a significant reduction in Scope 1 emissions. A declared company goal for 2025 is to further reduce the proportion of diesel-powered vehicles and to use HVO (hydrotreated vegetable oil) in addition to bio-LNG for vehicles.

Hellmann also uses battery-powered electric vehicles (BEV) and is already integrating them into its logistics processes. In addition to four delivery vehicles, we also purchased two 40-ton trucks in 2024. These are successfully used for transportation between the branches and hubs. In order to be able to use the vehicles efficiently, two mobile fast chargers with up to 300 KW were also purchased and put into operation. In addition to reducing emissions, the vehicles also make a positive impression on drivers

thanks to their performance, low noise levels and the pleasant driving experience they offer. The transformation of the vehicle fleet towards environmentally friendly technologies will continue in 2025. The aim is to offer our customers a CO₂-neutral solution for their road transportation across the board, including the road segment.

Hellmann's shipment-related emissions accounting is based on the EcoTransIT software solution. As early as the 2023 reporting year, Hellmann increasingly created the structure to include primary data in emissions accounting. For example, vehicles have already been included in the recording, which was implemented through the partnership with the start-up Shipzero. Real consumption data for truck transports can be retrieved from the vehicles' telematics systems. This data forms the basis for the calculation and is to be further increased over the course of 2025 in order to continuously optimize both the transparency of emissions for customers and the basis for project planning and management of environmental sustainability initiatives.

The use of alternative fuels also enables a significant reduction in transport emissions in Airfreight: we offer our customers the use of Sustainable Aviation Fuel (SAF). SAF reduces flight-related emissions by around 80 % compared to conventional kerosene. Emission reductions through SAF are shown to our customers transparently and verifiably in the form of a Hellmann certificate. For example, by booking over 260,000 liters of Sustainable Aviation Fuel (SAF) through Hellmann, one customer was able to reduce their CO₂-emissions by 625 tons. This investment supports the growing SAF market and demonstrates the effectiveness of book-and-claim systems in decarbonizing aviation. Hellmann is committed to sustainability through



»Seafreight plays a crucial role in global logistics and makes a significant contribution to sustainability. At Hellmann Seafreight, we have set ourselves the goal of continuously reducing the environmental impact of our services. By strategically selecting suitable suppliers, optimizing routes and using Sustainable Marine Fuel, we offer our customers innovative and sustainable end-to-end solutions. Together, we are shaping a greener future in Seafreight and actively contributing to minimizing the carbon footprint while ensuring the efficiency and reliability of our logistics solutions.«

Jacqueline Kupczyk
Manager Strategic Product
Development Seafreight



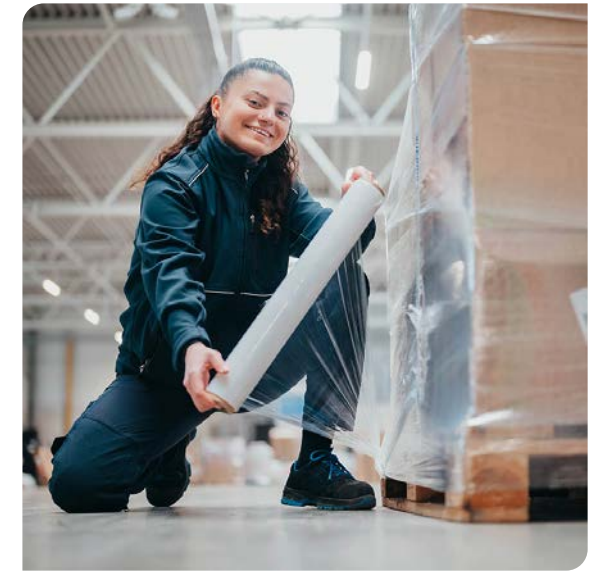
this product and supports customers on their path to decarbonization.

Reducing emissions through operational adjustments is also currently a key issue for our customers in the Seafreight segment. For example, savings of up to 30 % can be achieved through the choice of carrier in sea transport, as the types of ship used have a lower, i.e. better, emissions intensity.

However, the savings potential is dependent not only on the type of ship, but also on the route and the number of ports called at along the route. Further savings potential lies in the selection of the mode of transport on the pre- and post-carriage. Here, up to 30 % of emissions can still be avoided by using multimodal transport solutions, e.g. by rail or alternatively powered trucks.

Once the savings potential has been exhausted through operational adjustments, alternative, non-fossil fuels (Sustainable Marine Fuel (SMF)) are another way of reducing emissions in the Seafreight segment. We have proactively invested in such fuels in a partnership with the carrier Hyundai Merchant Marine (HMM), thereby reducing our transport emissions by 2,471 tons of CO₂e. As a result, we are able to offer our customers an emissions reduction of up to 100 % in the Seafreight sector based on the book & claim approach. However, the use of SMF to reduce emissions also means significant additional costs for transportation. Demand for such solutions is therefore currently still low

A particular sustainability aspect in connection with reducing emissions and promoting the circular economy for our customers is the use of sustainable packaging materials. The focus here is currently on the use of sustainable film, which enables us to make significant savings on film and thus achieve a reduction in emissions of up to 50 % compared to conventional film. As lower consumption also means a reduction in waste streams, we are also supporting our customers' sustainability ambitions. Our aim is to identify the overall potential globally and thus move toward halving total packaging-related emissions. We successfully implemented an initial pilot in 2024. The rollout in the German warehouses is planned for 2025.



REDUCING EMISSIONS AS A SOCIAL CHALLENGE

Hellmann is aware of its responsibility and, in addition to the direct product-specific approaches mentioned above, also relies on other measures to sustainably reduce its emissions and exert a positive influence. In particular, building-specific measures should be mentioned here. For example, the company purchases emission-free electricity at all major German sites and therefore consumes almost 100 % CO₂-neutral electricity from this energy source. The aim is to transfer this approach to other countries in the future.

Our greening initiatives, such as green roofs, facade planting and green spaces, also help to improve the microclimate and reduce emissions. In this way, a logistics site also increases local biodiversity.





4. SOCIAL

100 years of experience: After around fifty years, Wilfried Hesselmann and Rolf Telljohann, two true Hellmann veterans, are celebrating their anniversary.



4.1 Focus on people

For over 150 years, we have been committed to creating a positive working environment that we protect and continuously develop – for all colleagues at the global Hellmann FAMILY. It is our colleagues who make the difference and are therefore the basis of our success. That is why a corporate culture characterized by mutual respect and appreciation for our colleagues, partners, customers and the environment is essential for us. This is precisely the basis

of our “Hellmann Promise,” which stands as a kind of North Star over all our decisions and activities. As a global logistics service provider, we combine a wide range of everyday working life – from dispatchers and freight forwarders to numerous commercial activities, warehouse staff and truck drivers. Each of these areas of activity brings with it a wide range of different challenges, depending on the various roles within the teams.

Our aim is to provide the best possible support to all our colleagues worldwide – not only on the job, but also beyond. We take responsibility for this both in terms of promoting health and supporting our colleagues in their various phases of life.

CARE AND SUPPORT IN EVERYDAY WORKING LIFE AND BEYOND

With our commitment, we far exceed the legal requirements and play a pioneering role for the industry in many parts of the world, as briefly outlined below using Germany as an example: starting with close supervision during the training period, we support our junior staff with targeted support and a good work-life balance.

Hellmann also focuses on the compatibility of family and career: we provide intensive support for expectant mothers and fathers during pregnancy and parental leave and facilitate return to work through flexible working and part-time models – including for managers. At the same time, topics such as stress management, advice and support services in challenging life situations – both professional and private – play a central role at Hellmann: from anonymous advice hotlines to contact persons who are available on site and can be consulted by both colleagues and their relatives, we are there to provide our colleagues with advice and support. This also applies in phases when caring for relatives is an issue: for example, local care guides help

»As an international logistics service provider, we know that a strong network lives from the people who support it. With courage and team spirit, we master new challenges every day. Even in the age of artificial intelligence, people remain at the center of our thoughts and actions. Their well-being is our priority – because our business was, is and always will be a people business!«

Şükran Gencay
Head of Sustainability –
Social & Governance



Since 2014, we have established a systematic occupational health management (OHM) system in Germany – with which we reach over 4,000 employees and which is managed centrally from our headquarters by a health manager. In 2024, 42 seminars and training sessions were held across Germany, in which more than 1,000 employees took part. Our “Logistics on the Move” charity challenge was once again particularly successful, with our employees clocking up over 80,000 kilometers by jogging, walking and cycling.



Collaborations also strengthen our commitment to health: Since 2024, we have been working with 30 students on the topic of “Healthy leadership” – a pilot study will follow in 2025. HanseFit: our colleagues have access to over 4,000 fitness and wellness facilities throughout Germany. Several hundred colleagues are already active participants – and the number is rising!

to find help, and the company grants our employees up to eight days of special leave to support relatives in need of care. Furthermore, the topic of pensions and, closely linked to this, good retirement provision plays an important role from the outset during our colleagues’ time with the company, in order to make the transition to retirement easier for them with guidelines and seminars. But we are also committed to reconciling work and family life beyond Germany’s borders, even where this is not required by law. At the same time, we promote mobile and flexible working models where the field of activity allows, thereby ensuring a healthy work-life balance.



COMPANY HEALTH MANAGEMENT AS AN IMPORTANT KEY TO SUCCESS

We also promote mental and physical health worldwide with preventive sports and relaxation programs, advice and coaching for employees and their families, and offer health checks and mental training. This is how we shape a sustainable health policy that strengthens our Hellmann FAMILY in the long term. Our health strategy is a model in Germany and serves as a blueprint for the entire Hellmann world.

CONSTRUCTIVE FEEDBACK AS AN IMPORTANT TOOL FOR CONTINUOUS DEVELOPMENT

One of our leadership principles is: "We communicate our goals clearly and appropriately and expect constructive feedback." In addition to the health and general well-being of our colleagues, the further development of our employees is also extremely important to us. Alongside numerous local training courses, we offer around 2,500 online courses in our global Learning Hub, which we use to reach almost all commercial colleagues: in 2024, well over 8,000 employees successfully completed at least one training course in the Learning Hub. A central component of personal development is regular feedback – anchored in our "Hellmann Promise." This also applies in particular to the development of our managers, who take part in various training courses in line with the values that define our corporate culture. This means that by 2024, we will already have 1,900 managers worldwide, giving us broad coverage. To promote exchange across our matrix structure, we introduced the feedback app in 2023. Since then, it has been gradually rolled out in all Hellmann regions, connecting colleagues worldwide. The app helps us to live an open and

In other regions, too, great importance is attached to the topic of health. Hellmann Mexico Health Week, for example, which was launched as an initiative in 2023, includes various workshops on nutritional advice, mental health, skin care and sporting activities and provided new impetus for the participants' well-being. Health Week was celebrated again in September 2024 and was very well received by all colleagues. One highlight is the 14 Hellmann colleagues who have been trained as "Health Coaches" and are therefore the central contacts for the topic of health at Hellmann Mexico.



appreciative corporate culture, promote strengths and enable lifelong learning. In 2024, the feedback app was already available to 7,700 employees in 32 countries. It is used in the annual feedback meeting between managers and colleagues to conduct a constructive development discussion based on self-assessment and assessments of the environment, which provides a comprehensive picture of the current situation and further potential.

LENGTH OF SERVICE AND FLUCTUATION

A look at the length of service of our employees worldwide shows that Hellmann is more than just a professional station for almost half of our colleagues – rather, the company offers a long-term career path to many. Almost 5,000 colleagues worldwide have been part of the Hellmann FAMILY for more than five years. Around 3,000 employees have been with the company for more than ten years, and over 1,000 colleagues have been developing within the company and contributing their experience to Hellmann for more than 20 years. These figures illustrate the high level of loyalty of many employees and prove that we are successful in our efforts to create an attractive and sustainable working environment that offers long-term prospects.

Nevertheless, we see further potential here with regard to staff turnover: even though we are average compared to the industry and were able to keep this steady compared to the previous year, we continue to work on creating a stable steady and attractive working environment. In 2024, Hellmann recorded a turnover rate of 23.5 % for permanent employees worldwide. Our declared goal is to understand the causes of staff turnover even better and implement targeted measures to further promote the long-term retention of our employees.

Various seminars and workshops have also been established in Hong Kong, to which psychologists are invited to talk about topics such as stress management and mental health. In addition, there is also the opportunity to participate in courses such as yoga and Pilates. These are just some of the activities that represent our commitment. Our long-term goal is to establish these offerings at all Hellmann locations worldwide.



Length of service





4.2 Diversity, equality and inclusion

Another management principle at Hellmann is: "Our top priority is a respectful working environment and a culture that values humanity and diversity." We are proud that people of all genders and sexual orientations from 119 different nations work together in our company. They bring diverse cultural backgrounds and a broad age structure. We also employ people with different physical and mental abilities, different religious affiliations and world views as well as different social backgrounds. We not only want to protect and preserve this diversity, but also specifically promote it. Because we know that this diversity is what defines us as an interna-

tional company at all levels and is therefore a real success factor. This is why the topic is an integral part of our corporate culture and at the same time essential for our strategic direction. Our world is becoming increasingly complex and requires new, innovative solutions. As a globally active company, it is therefore particularly important for us to involve as many different groups as possible in decisions in order to take the necessary different perspectives into account and thus achieve the best possible results. We are therefore pursuing two priorities with regard to the active implementation of our diversity, equality and inclusion strategy.

»Diversity, equality and inclusion are more than just "nice to have" for us. We are firmly convinced that we can only be successful and future-oriented if we take these issues seriously. Our goals are ambitious, but as top management we are united behind them because it is the right path.«

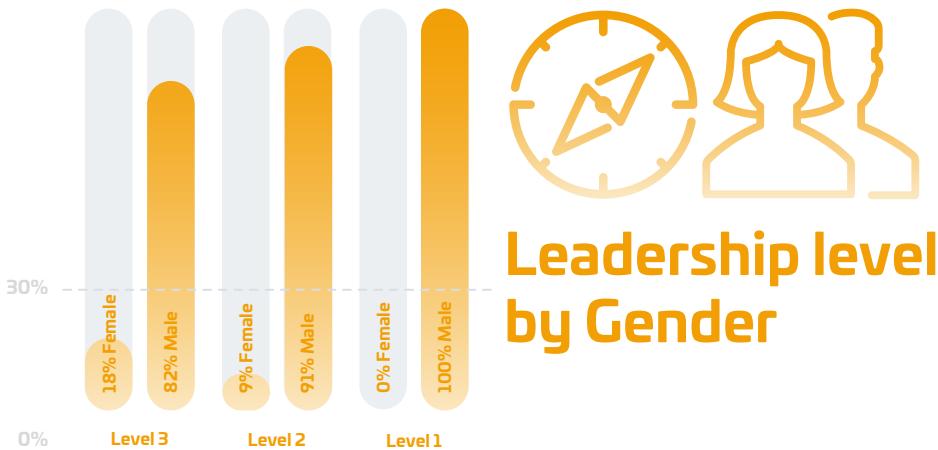
Friederike Prasuhn
Chief People Officer



30 % WOMEN IN TOP MANAGEMENT

We are actively committed to gender equality and have set ourselves the goal of increasing the proportion of women in management positions (levels 1-3) to a total of across all three levels by 2027. With a total of 40 % women in the Hellmann workforce, it is our clear goal that they will also establish themselves at all management levels. As the status quo shows, we need to focus even more on increasing the proportion of women in management positions at Hellmann in the near future.

In order to achieve our goal, particularly at the management level, we have started by raising awareness among our top management. In divisional or product-specific workshops, our diversity targets regarding more women in management are



specified, and measurable actions are developed for the individual divisions. In the Sales division, three Female Sales Leader Circles for talented young women were held in 2024. The aim of these

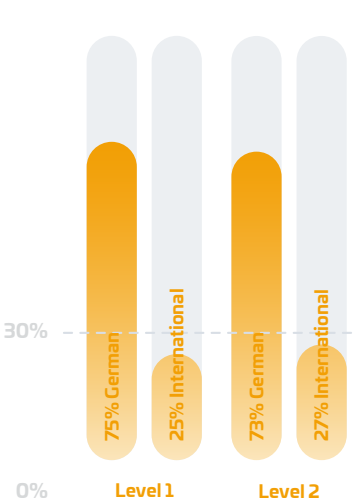
meetings was to jointly discuss what measures are necessary to enable women to rise to management positions. These and other formats are to be further developed and implemented across the board.



PROMOTING CULTURAL DIVERSITY

As a global logistics company, we have set ourselves the goal of promoting cultural diversity, particularly at the senior management level, in addition to promoting women in management positions. Specifically, we aim to increase the proportion of managers with different cultural backgrounds. By 2027, we want to increase the proportion of diverse nationalities in top management (levels 1–2) to 30 % per level.

A clear example of our commitment to promoting cultural diversity at the management level is our Global Finance Talent Program, which we launched in 2022. The aim is to meet the growing demand for specialists in finance internally. To this end, we have launched an international, two-year development program that promotes young talent with targeted training and builds a community among the participants. We have also launched a similar approach in our IT department in 2024: there is an international exchange program for all IT&D colleagues, which gives them the opportunity to work abroad for up to three months.



Leadership level by Nationality

DIVERSITY AS AN OPPORTUNITY

We are also increasingly integrating diversity into our processes and tools and critically scrutinizing existing procedures. One example of this is our recruiting processes. By redesigning our career pages, we want to appeal to as diverse a pool of applicants as possible by making it clear from the outset what Hellmann stands for: open-mindedness, team spirit and diverse development opportunities within the company. With the introduction of our new HR IT system, we are also planning another important step towards “Equal Pay” to ensure fair and equal.

Our corporate culture, which has grown over decades, is characterized by an informal, respectful approach across all hierarchical levels. It is essential for us that every team member can express their opinion freely and be authentic. Our representative body for severely disabled employees is actively committed to developing individual solutions to integrate employees and applicants with disabilities into working life at Hellmann in the best possible way. But we also emphasize our stance on openness to the world, inclusion and diversity outside our company boundaries.



In July 2024, we also supported the “United for Democracy Fund” for the first time, which awards money to civil society organizations. Peace and prosperity are based above all on our democratic values, which must be protected. Numerous civil society organizations and committed individuals are committed to democracy and diversity on a daily basis. By participating in the “United for Democracy Fund,” we are not only taking a stand but also making an active contribution to strengthening democracy.

These examples underline the fact that we cultivate a corporate culture in which care, diversity and fair working conditions play a central role. In this way, we promote a diverse community within the company in which everyone is given the same opportunities and diversity is lived and felt – true to our vision: “For the better. Together.”

»The focus is on networking and professional exchange. We also promote innovation and creativity, strengthen team dynamics and contribute to personal development and greater cultural understanding. I myself come from an international family and know how enriching it is to work with people from different cultures.«

Sami Awad-Hartmann
Chief Information Officer





4.3 Occupational health and safety

Protecting health and promoting occupational benefits as well as a wide range of health promotion measures for our employees are a key concern for us. This is an integral part of our integrated management systems and is also supported by individual campaigns and measures in the regions and countries. Occupational Health & Safety was identified as a key topic in the materiality analysis.

Particular attention is paid to the risk-related aspects for our commercial colleagues, both for professional drivers and for specialists in handling and contract logistics warehouses, as accidents involving industrial trucks and during the loading and unloading of vehicles are significantly reflected in the accident statistics. We effectively minimize the risk of accidents at Hellmann by regularly training our staff in combination with technical solutions. This is supported by a certified management system in accordance with ISO 45001, which drives systematic

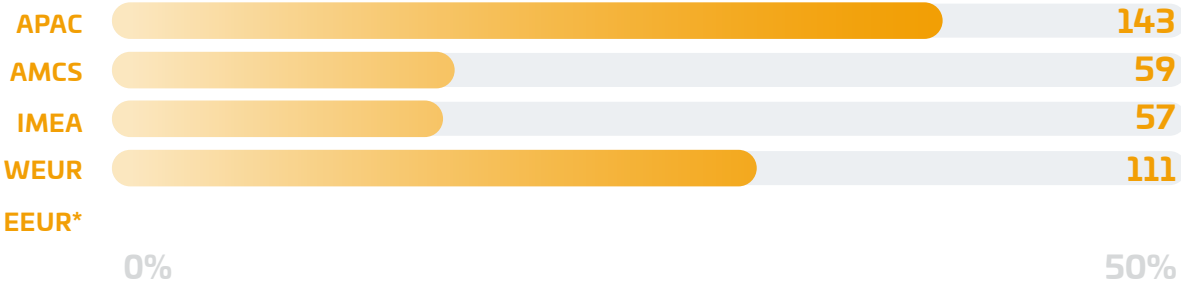
target setting and resource planning, and monitors effectiveness through audits and corrective measures, thereby continuously improving it.

The certified management system focuses on the occupational health and safety system at our company headquarters, where the global structure and guidelines for the occupational health and safety system are defined. In the event of special requirements from stakeholders or increased interest in the processes implemented, certification is extended to national subsidiaries or branches. In the course of 2024, certification was expanded to include sites in Saudi Arabia, Singapore and Sri Lanka. There are plans to extend certification to branches in Peru, India and Dubai in 2025.

One example of minimizing work-related risks is the procurement of state-of-the-art industrial trucks to integrate new and innovative safety systems into oper-



30 % fewer work accidents



*QHS-Reporting in EEUR currently under development.

ational processes. Through our occupational health management, we offer numerous training courses for our industrial colleagues on correct lifting and carrying in order to minimize the strain caused by physical work. A total of 370 accidents at work were documented in the 2024 reporting year. This is almost 30 % fewer than in the previous year. Individual cases are analyzed in the respective countries in order to derive appropriate measures and effectively prevent accidents in the future.

In the area of occupational safety, the prevention of accidents has top priority. The focus here is on proactive and preventative measures. We provide regular training and basic instructions in accordance with legal requirements. A key basis for our implemented occupational safety system is the QHSE policy adopted in 2014, which sets out global minimum standards and makes them accessible to all employees and stakeholders. We have already exceeded these minimum standards in most areas, thus ensuring a high level of protection and safety for our colleagues.





5. GOVERNANCE



5.1 Innovation

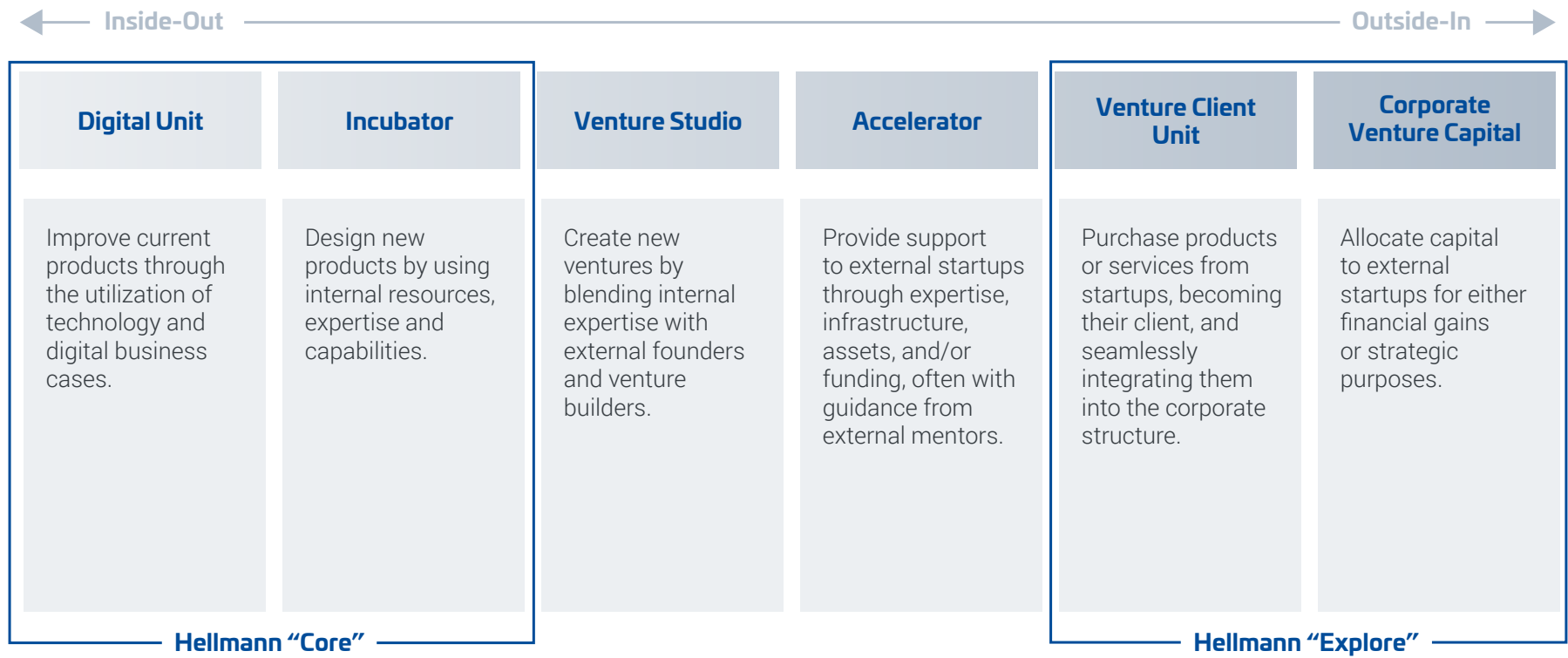
Our innovation strategy is based on two key elements: on the one hand, we focus on successfully developing our existing core business model through continuous improvements and efficiency gains (“Core”/“Explore”). At the same time, we are passionate about tapping into new opportunities by “experimenting” with partners such as start-ups and acting flexibly (“Explore”). The creation of a new Management Board department, which since 2024

has combined the three major future topics of innovation, digitalization and sustainability, illustrates the central importance of these aspects and at the same time their close connection to our company.

We were able to significantly expand capacities in the various innovation areas over the course of 2024. In addition to dedicated innovation and investment teams, a regular exchange with the busi-

ness units enables the necessary engagement with existing core problems and customer experiences. The Hellmann Innovation Hub remains a key driver of creativity, idea development and technology integration in the current reporting year. Our goals are clear: we want to bring innovations to market faster, promote agile methods and establish a vibrant culture of innovation throughout the company.

To achieve this, we rely on a strong innovation ecosystem that intensifies the exchange with internal teams, external partners, start-ups and other stakeholders such as incubators, accelerators, investors and hyperscalers. New strategic collaborations, for example as a member of the Maschinenraum network, allow us to exchange ideas with leading German SMEs across industry boundaries. As a member of Digital Hub Logistics & Commerce in Hamburg, we are also in constant contact with all relevant stakeholders and innovation drivers within logistics. Through these regular exchange formats, we create fertile ground for innovation and the development of new business potential.





EXPLORE: VENTURE CLIENTING AND NEW BUSINESS MODELS

The “Explore” division at Hellmann focuses on developing new business models, both in the core business and beyond. We also identify promising start-ups for potential collaborations (“venture clienting”) and investments as part of strategic partnerships. With initial investments and in-depth collaborations, we specifically promote start-ups that have the potential to revolutionize the logistics of tomorrow. One example is our collaboration with Dronamics, a provider of large cargo drones that open up completely new solutions for freight logistics.

Some exciting developments have already emerged from the collaboration between our product and innovation teams:

Autonomous robots in the warehouse

With Geekplus Robotics, we have implemented an automated warehouse solution at our e-commerce center in Dubai CommerCity over the past year. The new robotics solution is helping to increase warehouse capacity, improve operational efficiency and significantly reduce delivery times in the region. By using smart technologies, including blockchain-based management systems, we enable companies from various industries to automate and scale their logistics services, thereby supporting their growth.

Messenger communication with our subcontractors

Communication between Hellmann dispatchers and truck drivers plays an important role when it comes to real-time information about shipments. When will the shipment arrive? Are there delays in the operational process? Are all documents already available?

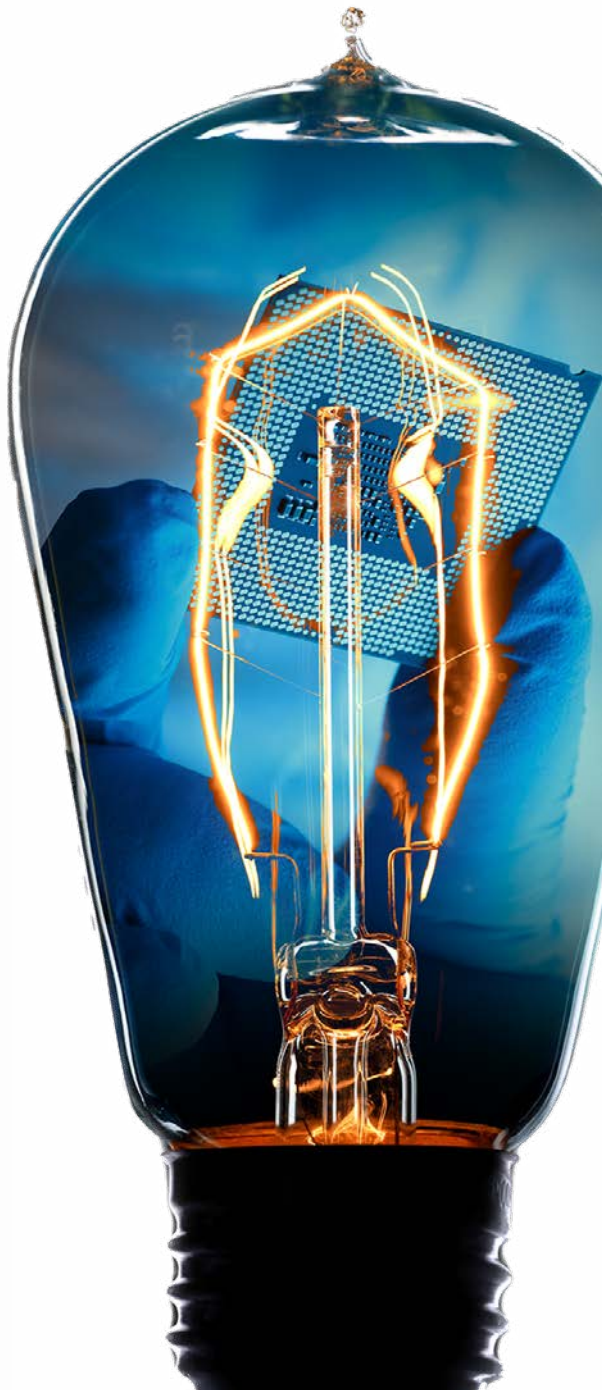


All these issues will be improved in the future via messenger-based communication. This solution enables truck drivers to communicate with Hellmann’s dispatchers in their native language via a messenger service (e.g. WhatsApp, Telegram, etc.). This information can then be proactively made available to our customers.



AI-based document processing

The operational process for handling Air- and Sea-freight shipments is based on a large number of documents containing relevant information such as the goods to be moved and their dimensions, address information, invoice details and much more. Using AI-based extraction, we can automate the previously manual process of transferring information from the documents to our transport management systems. The AI reliably recognizes all relevant information and automatically places it in the TMS so that shipments can be processed as quickly as possible.





5.2 Compliance

For Hellmann, the principle of fair and honest business conduct and competition is paramount. This approach is an integral part of Hellmann’s self-image and the unshakeable standard the company sets for itself. Compliance has therefore been defined as a key issue.

We pursue a zero-tolerance strategy in the area of anti-corruption. Hellmann complies with relevant national and international anti-corruption laws and ensures this through defined measures that correspond to the risk profile of an internationally active logistics company. Furthermore, the company pursues a consistent fair business strategy towards market competitors, customers and other business partners.

Extensive processes have been implemented as part of the CMS, such as:

- An internal control system
- Anti-bribery and anti-corruption policies
- Guidelines on gifts and hospitality
- Code of Conduct for Suppliers
- Guideline for fair competition
- Guideline for internal investigations
- Trade Compliance Audit Program
- Whistleblower Directive
- Guideline on authority limits

Hellmann therefore operates a comprehensive Compliance Management System (CMS) based on the “three-pillar model” (“Prevent, Detect, Respond”). Responsibility for this topic lies with the Chief Compliance Officer appointed by the Management Board. He is responsible for managing a central and a decentralized team. A compliance officer has been appointed in each Hellmann region who, among other responsibilities, is in charge of implementing the global requirements in the individual regions. In general, previously defined measures (e.g. policies, training, etc.) are implemented, and their effectiveness is continuously monitored through reviews and analyses to identify any need for improvement or additions.

Any indications of possible compliance violations are consistently investigated in accordance with the relevant guidelines and local legal requirements and – if confirmed – the identified misconduct is effectively punished and remedied. At the same time, appropriate measures are taken to prevent recurrences or similar violations.

In the 2024 reporting year, a total of 9,007 training sessions were held as part of the preventive compliance measures, and the policy setup was expanded to include new policies such as the “Rules of Procedure – Investigation Policy”. In addition, existing policies such as the “Anti Bribery and Corruption Policy” were revised and training sessions were held in connection with the respective policies



Compliance-Trainings



to raise awareness. The total number of training sessions is listed below, which has increased compared to the previous year and was also carried out with a greater focus on individual target groups. In addition, personal on-site training at the regional and global levels was expanded accordingly and implemented to a greater extent, in some cases as part of workshops.

Furthermore, the focus in 2024 continued to be placed on the “Third Party Risk Management 2.0” project launched jointly by the Chief Compliance Officer and the Human Rights Officer in 2023. The aim of the project is to continuously develop the topic of supply chain compliance at Hellmann to identify and minimize potential compliance risks at an early stage. This will enable Hellmann to maintain its high compliance standard and continuously develop it in line with requirements. Accordingly, the objective

»Hellmann is a family-owned company with a long tradition; its 150-year history demonstrates its commitment to sustainability. We have developed rapidly in recent years and, as the global player we are today, we have to take responsibility more than ever – for the people who work for us, for our partners and, of course, most importantly, for our customers. And we do this at all levels! The year 2024 was a real milestone for us in terms of our corporate culture and strategic direction, which forms the basis for our sustainable direction as a company.«

Martin Eberle
Chief Financial Officer



of the project goes well beyond the obligations imposed by the German Supply Chain Duty of Care Act (LkSG) and sets best practice standards for holistic and risk-minimizing third-party management. The final global implementation as part of a systematic roll-out campaign is planned for spring 2025.

There were no legal proceedings or convictions relating to anti-competitive behavior, monopolies or cartels in the 2024 reporting year.



5.3 Responsibility in the supply chain

Hellmann actively assumes responsibility for its global supply chains and consistently sets high standards. Compliance with human rights and environmental due diligence obligations is not only a legal obligation – it is a central component of our corporate responsibility.

FIRST LKSG REPORTING AND FURTHER DEVELOPMENT OF THE RISK ASSESSMENT

In 2024, we submitted our Supply Chain Due Diligence Act (LkSG) report to the BAFA for the first time. This report marks an important step in the

structured implementation of the LkSG and provides a detailed analysis of the risks in our supply chain and the measures taken to minimize risks.

At the same time, our risk assessment for suppliers was revised and further refined. A key component of this adjustment was the systematic categorization of the majority of our suppliers and an initial abstract risk assessment based on standardized criteria. This provides us with an even more precise basis for targeted measures and the strategic development of our supply chain management.

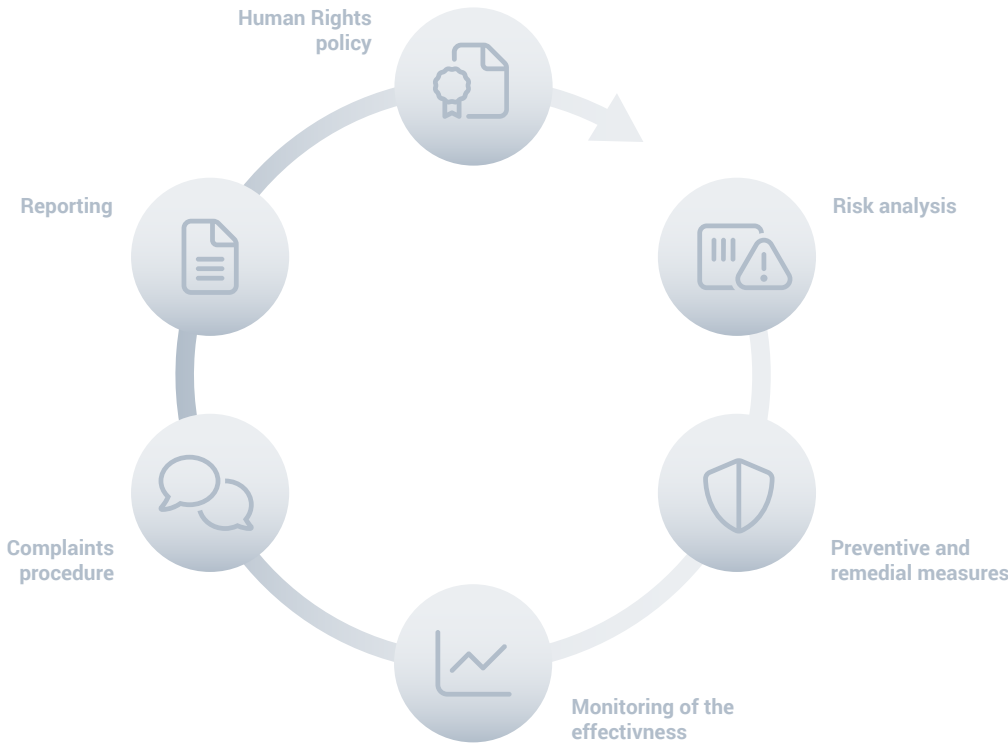
TRAINING AND STRATEGIC DEVELOPMENT IN 2025

For 2025, we have set ourselves the goal of involving our internal and external stakeholders even more closely in supply chain compliance management. This includes developing and implementing training programs for employees and suppliers to further raise awareness of human rights and environmental due diligence obligations.

In addition, the focus in 2025 will be on preparing for the Corporate Sustainability Due Diligence Directive (CSDDD). This upcoming EU directive will once again significantly expand the requirements for companies to monitor and manage their supply chains. Hellmann has already begun to align its internal processes with the new regulatory requirements in order to be compliant at an early stage.

»For us, sustainability in the supply chain means not only identifying risks, but also actively contributing to the improvement of labor and environmental standards. With our new measures, we go far beyond legal requirements and set best practice standards for responsible supply chain management.«

Sven Jansen
Human Rights Officer



All developments in the area of supply chain responsibility are continuously reviewed and managed by the Human Rights Committee. The committee meets quarterly and drives the implementation of programs and measures forward programmatically. Through this regular coordination, we ensure that Hellmann, in addition to fulfilling minimum legal requirements, also anchors sustainability and compliance as strategic guidelines.

Our comprehensive risk and grievance management system ensures that potential violations are identified and addressed at an early stage. In 2024, no significant violations in our supply chain or via the whistleblower hotline were reported in relation to human rights or LkSG obligations. However, this does not mean that we are relaxing – we are constantly working to make our reporting channels even more accessible and to further increase transparency throughout the supply chain.



6. CORPORATE CITIZENSHIP



6.1 Hellmann in action

»In our vision ‚For the better. Together.‘ we strive for a better world and view shaping our future together as our greatest responsibility. This commitment drives us all and defines who we are. We are committed to creating positive change in our communities and beyond. Together, we can create a more sustainable, equitable and livable world.«

Jens Drewes
Chief Executive Officer



At Hellmann, we have always been convinced that as a company we not only bear economic responsibility but also have a profound social and ecological obligation to society.

Through the wide-ranging activities of Hellmann Worldwide Logistics and our non-profit association Hellmann helps, we demonstrate our shared ambition to take responsibility far beyond the boundaries of our company and to shape a sustainable and just future for all. Together, we want to make a real contribution to inspiring change in the world.

WE WANT TO TAKE CARE OF YOU!

This principle is a central component of our “Hellmann Promise” and has been practiced in the Hellmann FAMILY for generations. Our strength lies in being able to rely on each other and stand up for each other – values that characterize Hellmann both in its core business of logistics and beyond.

In 2024, we were once again able to successfully implement numerous initiatives in the various regions of the Hellmann world. These projects pursue the common goal of taking concrete steps towards a more sustainable and fairer world. They are based on the Sustainable Development Goals (SDGs) of the United Nations. Here are just a few examples:

EDUCATIONAL OPPORTUNITIES FOR DISADVANTAGED CHILDREN IN INDIA

Promoting education for disadvantaged children has been a matter close to Hellmann India’s heart since 2019. Thanks to the collaboration with the Help for Children in Need Foundation (HCNF), the team has been able to improve the lives of over 1,000 children in the long term. This support helps the children to successfully complete their education.

In April 2024, representatives of HCNF and Hellmann management met to discuss the further development of the program and future commitments. Hellmann will continue to work towards a

better education and a fairer future for children in India, thus contributing to the achievement of SDG 4 (Quality Education).

COMMITMENT TO CLEAN OCEANS

In addition to the direct savings potential that we see at Hellmann to significantly reduce our emissions, we also assume social responsibility. To mark World Oceans Day in 2024, our Hellmann IMEA and Hellmann APAC regions in particular once again demonstrated their commitment as “Friends of the Ocean.”

Our colleagues from the IMEA region – including the UAE, Saudi Arabia, South Africa, Kuwait, India, Pakistan, Bangladesh and Sri Lanka – organized numerous beach clean-ups. Together with their families

and children, they collected over 100 kg of garbage, including large quantities of plastic waste. In addition, educational events were held for children to raise awareness among the next generation about the importance of the oceans and the dangers of pollution. Our colleagues from the APAC region, including Singapore, Indonesia, Japan, Cambodia, Korea, the Philippines, South China, Thailand, Vietnam, Australia and Taiwan, showed the same passion. Their efforts show that even small steps can make a big difference. Together, they are sending a strong signal for the protection of our oceans.

Among other things, this commitment supports the goals of SDG 14 – Life Below Water and emphasizes the importance of combating marine pollution and protecting the ecosystems in our oceans.



Beach clean-up in Busan with Hellmann Korea



Hellmann Thailand plants 3,000 trees



PROMOTING BIODIVERSITY AND MITIGATING CLIMATE CHANGE

Hellmann Thailand has also planted more than 3,000 trees in collaboration with the Bangpu Nature Education Center and various other parties. A similar project was initiated in Japan. This is an expression of our joint commitment to climate protection: with every tree planted, we promote biodiversity, improve air quality and make a small contribution to mitigating climate change. We are also committed to supporting and improving local emissions transparency with our subsidiaries: in Chile, for example, we support the voluntary “Huella Chile” program to promote carbon management in the public and private sectors. This also underlines our commitment to our sustainability ambition. (SDG 13 Climate Action)

COMBATING POVERTY

Combating poverty (SDG 1 No Poverty) and supporting local communities are of great importance to Team Hellmann Americas. In July 2024, the regional management team participated in the “Health in the Hood” campaign. In addition to presenting a monetary donation, they took part in volunteer gardening to grow vegetables for the community. This food will benefit people who are in vulnerable situations.

SUSTAINABILITY DAYS

In the UK, Hellmann colleagues have established Sustainability Days, where all employees are encouraged to volunteer in their communities. This is primarily intended to support climate protection (SDG 13 Climate Action). There were numerous activities in 2024, such as active support for Earth Watch Europe. This non-profit environmental organization is pioneering the Tiny Forests movement in the UK. The aim is to create 72 tennis court-sized Tiny Forests with up to 600 native trees across the region. These small forests can attract over 500 species of flora and fauna within the first three years of planting.

SUCCESSFUL INTEGRATION INTO TRAINING AND EMPLOYMENT

Unfortunately, many people were still forced to leave their homeland in 2024 due to war, persecution and human rights violations. Successful integration into training and employment is one of the most effective ways for many refugees to arrive in their new home country. We are therefore also pursuing SDG 16 (Peace, Justice and Strong Institutions) and want to give these people prospects and

opportunities. In Germany, we are already doing very good work in this area and have a migration and language officer in our team. This year, as a regional ambassador, she was able to discuss the challenges and opportunities of integrating refugees and immigrants into the labor market with other committed companies and representatives from politics and business and work together on ideas and solutions to make this even more successful in the future.

REPRESENTATIVE BODY FOR PEOPLE WITH DISABILITIES

The establishment of the representative body for people with disabilities underlines our commitment to SDG 10 (Reduced Inequalities). By promoting an inclusive working environment in which the rights and needs of people with disabilities are respected, we strengthen equality and inclusion.

TERRE DES HOMMES

Hellmann has also worked closely with Terre des Hommes for many years and specifically supports projects that benefit children worldwide. In this context, Hellmann helps recently supported a proj-

ect for children and families in the Cambodian regions of Chum Kiri and Chhuk. The project focused in particular on raising awareness of children's rights. Parents, teachers and community members were sensitized and trained in non-violent conflict resolution methods through training courses and workshops. Self-help groups were also set up as part of the project to support families in overcoming poverty. Through the exchange of knowledge and the joint implementation of income generation projects, many families have been able to build up a sustainable source of income and strengthen their livelihoods. This has a direct impact on the families' financial situation and also helps to strengthen the community and reduce dependence on external support.

Furthermore, significant progress has been made in terms of hygiene and water supply. Through the construction of wells, latrines and hygiene training, we have been able to improve living conditions and curb the spread of disease. This has led to a noticeable improvement in the general state of health and well-being of the community members. This long-term partnership also illustrates our desire to bring about positive change in the world and, in particular, to improve the future prospects of children.





6.2 Hellmann helps

CARING is one of our core corporate values. As the Hellmann FAMILY, we want to take care not only of each other, but also of other people who urgently need help. That's why colleagues from all over the Hellmann world have founded the non-profit association Hellmann helps e.V. Since 2022, its activities have included supporting sustainable projects for youth and elderly care, education, environmental protection and nature conservation. At the same time, Hellmann helps stands for equal opportunities and diversity – in the Hellmann world and beyond.

In 2024, Hellmann helps again implemented a large number of campaigns that had a positive impact on various communities. This involved providing direct aid to colleagues in need or their relatives – for example, with a donation to a family in Somalia who lost their home in a fire. Additionally, two major projects were implemented or initiated with the support of the global Hellmann FAMILY.



Creative afternoon at the Arche Stuttgart

The non-profit association donated a total of EUR 64,000 to the ARCHE Children's Foundation to support children and young people in need in Germany and Switzerland. The aim of the campaign was to support the institutions in their socially relevant work and to spark the commitment of local Hellmann colleagues who live and/or work near an



Fundraising campaign for the Arche in Osnabrück

ARCHE location to leave their mark and assume social responsibility beyond the financial donation. This has resulted in numerous individual actions, which are summarized here:

In Düsseldorf, colleagues supported the ARCHE children's festival and handed over a donation cheque for EUR 8,000. Shortly afterwards, two events took place in Stuttgart in cooperation between Hellmann and the local Arche: in the sum-



Children's festival at the Düsseldorf Arche

mer, Hellmann colleagues offered a creative afternoon of crafting, puzzling and building together. And in the fall, Hellmann supported the annual farm festival. In Osnabrück, the branch collected clothing and food donations for the Arche, which were handed over to the families of the 100 or so children who regularly attend this facility together with a further donation cheque for EUR 8,000 at a family party. And in the Swiss town of Kreuzlingen, the donation was used to finance a new kitchen for the Arche, which was built and inaugurated with the help of dedicated Hellmann colleagues. The Leipziger Arche also benefited from the donation campaign and received active support from Hellmann colleagues for food distributions for the children's families and the St. Nicholas party.

In addition to the campaign with the ARCHE Children's Foundation, which ran throughout the year, Hellmann helped launch a global ideas competition in spring 2024, in which colleagues worldwide could submit their ideas to initiate a positive impact on the ecological and social development of their environment. A total of 40 projects were submitted, 14 of which were selected to be implemented in 2025 with a total funding volume of EUR 80,000.

Thanks to the commitment and financial support of Hellmann colleagues, the shareholder families and the company, a large number of projects could be initiated and supported in 2024.



Hellmann supports the Arche in Leipzig



For the better. Together.



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