

Sustainability Annex

Preface

In addition to the sustainability progress on pages 14 and 15, as well as the employee and environmental key figures on page 17, this Sustainability Annex provides information on the activities of Gebr. Heinemann for the period from January 1, 2025 to December 31, 2025. For the 2025 financial year, the company will continue its reporting on the European Sustainability Reporting Standards (ESRS) taken from the Delegated Regulation 2023/2772. For the first time, the company is currently in the process of auditing the report with limited assurance. Gebr. Heinemann chose this approach in order to gain early experience with the future reporting obligation under the Corporate Sustainability Reporting Directive (CSRD) on a voluntary basis. The following section outlines key sustainability aspects at Gebr. Heinemann that explain its ambitions in line with its Sustainability Strategy 2030.

General Information	
Subject	Insights
Scope of Reporting	Gebr. Heinemann's nonfinancial reporting for 2025 covers the scope of consolidation corresponding to its financial statements with the exception of one additional entity which is not part of the financial statement (Heinrig Slovakia). In its sustainability efforts, Gebr. Heinemann considers both its business operations and its upstream and downstream value chains, which are included as far as possible in the company's sustainability reporting. If the coverage limits differ, this is made clear in the presentation of the data. Relevant data available up to the editorial deadline of April 2, 2026, is taken into account.
Strategy 2030	Gebr. Heinemann's commitment to sustainability is seen as an integral part of the corporate DNA. For this reason, the company pursues a holistic, long-term approach to sustainability that combines environmental and social responsibility with human-centric values, emphasizing transparency for stakeholders and compliance with regulatory frameworks. Gebr. Heinemann's strategy is founded on the principles of the United Nations Global Compact (UNGC), the Science Based Targets initiative (SBTi), and its own Code of Ethics. Applying the ESG (Environmental, Social, Governance) structure, the four areas of action are Environment, Social, Governance, and Responsible Value Chain – the latter reflecting the company's central position in the value chain linking the industry and the consumer. Cooperation with customers, partners, and suppliers is essential for achieving these ambitious goals: Gebr. Heinemann is committed to educating and empowering its employees, thereby responsibly shaping the future workforce. The company is dedicated to inspiring partners to develop sustainable solutions for products and logistics that respect human rights in the value chain. Furthermore, Gebr. Heinemann is committed to providing consumers with worthwhile experiences through thoughtfully designed shops, a wide range of sustainable products, and impressive employees. The goal is to achieve long-term, measurable sustainability targets by 2030, validated through ISO standards, certifications, and ratings. To this end, the global planning and reporting systems have been expanded to more nonfinancial quantitative and qualitative information.

Governance Structure	<p>To achieve its sustainability goals, Gebr. Heinemann has established a governance structure for the entire group. Co-CEO Raoul Spanger oversees sustainability management, while the Corporate Sustainability (CS) department coordinates activities. As Gebr. Heinemann views sustainability as a cross-cutting issue across all areas of the organization, responsibility for implementing sustainability is decentralized to the respective areas, with the CS department playing a supporting and advisory role. The governance includes a global sustainability steering committee (CS Committee) to oversee strategy and targets and three subcommittees for environment, social, and responsible value chain which all take place quarterly. The CS Committee, led by Raoul Spanger, includes CCO Inken Callsen, CFO Dr. Kai Deneke, and other key leaders.</p> <p>The Sustainable Minds network of corporate ambassadors drives the 2030 sustainability strategy. This network exchanges knowledge, shares examples of social and ecological commitment, and develops innovative ideas. It includes members from all levels and is vital to the company's sustainability governance, embedding the strategy throughout the organization.</p>
Policy Commitments	<p>The core of Gebr. Heinemann's policy framework is its Code of Ethics, a set of basic rules of conduct that implements the company's mission statement. Complementing the Code of Conduct, the company's internal policies guide employees and partners in upholding ethical, social, and environmental principles. Covering areas such as environmental impact, human rights, confidentiality and anti-bribery, these resources define expected behaviors in daily work. The company's policies include:</p> <ul style="list-style-type: none"> • Policy Statement on Human Rights • Environmental and Energy Policy • Diversity, Equity, and Inclusion Policy • Supplier Code of Conduct <p>Employees and external stakeholders can access them via the intranet and the company website.</p>
Approach	
Subject	Insights
Process to Determine Material Topics	In 2023, Gebr. Heinemann conducted a double materiality analysis in accordance with the CSRD standard. This involved analyzing activities, the business model, business relationships, and the value chain, identifying potentially material sustainability aspects and impacts, risks and opportunities, and assessing, prioritizing, and evaluating potentially material topics. The process involved ongoing stakeholder engagement and resulted in a materiality matrix. The results are updated on an annual basis, with a new full materiality analysis planned for 2026.
Stakeholder Engagement	Key stakeholders for Gebr. Heinemann include employees, customers, business partners, joint venture partners, and interest groups. They are involved through surveys, meetings, association work, and interviews for materiality analysis. By considering their interests, Gebr. Heinemann aims to better understand their needs in relation to sustainability, which helps the company to improve its activities and increase satisfaction. The results of the stakeholder interviews helped to determine the key sustainability issues for Gebr. Heinemann and determine Impacts, Risks, and Opportunities (IROs).
Handling Impacts, Risks, and Opportunities (IROs)	Examples of identified risks and opportunities include the increasing regulation of climate and environmental protection and the associated costs or cost savings potential through reduced use of resources in procurement and waste disposal. The management of physical and transition risks, chances, and opportunities is integrated into the internal risk management process. It includes the systematic identification, analysis, and evaluation of risks, which are categorized into six groups. A three-tier risk matrix helps to assess the likelihood and impact of risks. Risk mitigation measures are implemented and continuously monitored. Regular reports and updates ensure transparency and strategy adjustments. The consolidated risk assessment allows for a comprehensive view of the overall risk profile and supports strategic decision-making. Gebr. Heinemann's risk management is decentralized and coordinated by a risk manager under the CFO's supervision. Risk owners and representatives in various departments play key roles. The risk manager is responsible for annual risk reporting to provide the management with an overview of major risks and the effectiveness of measures taken. Quarterly updates are also conducted to inform the risk committee about high-rated risks, new or re-evaluated risks, and the overall risk position.
Methodology	The reported KPIs and data points were derived from the general standards ESRS 2, the environmental standards ESRS E1 and ESRS E5, and the social standards ESRS S1, ESRS S2, and ESRS S4 based on a materiality analysis performed as prescribed in the general standard ESRS 1. For qualitative and quantitative data query, validation, and reporting, the carbon footprint is calculated and controlled according to the GHG protocol, excluding Scope 3 Category 1 for data availability and quality reasons. For emission factors, starting in 2025, Gebr. Heinemann has been using the Watershed platform for the audit-compliant compilation of its greenhouse gas inventory, which in turn accesses multiple internationally recognized databases for (product-based) emission factors as part of a license agreement. Previously, Gebr. Heinemann used a different platform. Emissions for 2024 and the base year 2019 were recalculated using the Watershed methodology. For this reason, the values shown in this report deviate from the ones shown in the previous report.

Material Topics				
Subject	Insights			
Climate Action	Gebr. Heinemann's goal is to take responsibility for future generations with the smallest carbon footprint in global travel retail. The company aims to achieve net-zero GHG emissions for Scopes 1 and 2 and a 50 percent reduction for Scope 3 by 2030 compared to 2019 (baseline year).			
	Scope	2025 Emissions (t CO ₂ e)	2019 Emissions (t CO ₂ e)	Change
	Scope 1	3,310	3,974	-16.7%
	Category 1: Stationary Combustion	815	1,343	-39%
	Category 2: Mobile Combustion	2,238	2,063	+8.5%
	Category 5: Fugitive Emissions	257	535	-52%
	Scope 2	10,412	31,499	-62.3%
	Category 1: Purchased Electricity	8,942	29,502	-65%
	Category 2: District Heat and Chilled Water	1,470	1,996	-26%
	Scope 1+2	13,722	35,473	-61.32%
	Scope 3	88,600	122,862	-27.89%
	Category 2: Capital Goods	14,354	23,440	-39%
	Category 3: Energy and Fuel-Related Emissions	5,246	9,149	-43%
	Category 4: Upstream Transportation	45,640	62,059	-26%
	Category 5: Waste	1,238	1,472	-16%
	Category 6: Business Travel	5,360	5,392	-0.6%
	Category 7: Employee Commuting	11,345	13,533	-16%
	Category 9: Downstream Transportation	9,711	11,306	-14%
	<p>Gebr. Heinemann consistently strives to reduce emissions across all scopes, and has made significant efforts in the following areas, among others:</p> <ul style="list-style-type: none"> Reducing energy consumption and switching to renewable energy: While distribution centers and headquarters already use 100 percent renewable energy, green electricity is gradually being extended to other outlets and facilities. In 2025, further locations were switched to green electricity, reaching almost full coverage of operations in Germany and adding further countries such as Israel, Australia, Turkey, and the Czech Republic. Gebr. Heinemann implemented the ISO 50001 certification for energy management at its headquarters and the distribution centers in Allermöhe and Erlensee. Reducing transportation emissions: Gebr. Heinemann continues to use electric vehicles and alternative fuels such as hydrogenated vegetable oil (HVO) to reduce transportation emissions, as well as using biofuel-powered ships in sea freight. As an organizational measure, the company is optimizing packaging schemes, ordering processes and transportation routes, and creating regional hubs, for example in Norway, to reduce transportation emissions. 			
Resource and Waste Management	<p>Gebr. Heinemann is committed to addressing circular economy through a structured, holistic approach.</p> <p>In the retail context, we define a circular economy as a systemic approach to managing products, services, and material flows in a way that minimizes waste, maximizes resource efficiency, and extends product life cycles. This means shifting from a traditional linear "take-make-dispose" model to a regenerative model, where materials are reused, recycled, or repurposed to create long-term value for our business, our customers, and the environment.</p> <p>We have already implemented several circular economy measures across our operations and are committed to expanding these efforts with further initiatives in the future through our Waste to Value 2030 plan.</p>			

Diversity and Equal Opportunity	Gebr. Heinemann is committed to implementing and pursuing the best diversity, equity, and inclusion (DE&I) strategy in global travel retail. For this reason, a global strategic approach that allows for local adaptations is adopted and is constantly evolving. The DE&I strategy, created in 2023, is subject to clearly defined targets and responsibilities until 2028. Combining quantitative and qualitative targets with transparent processing at each local organization enables effective, documented progress. Equality and anti-discrimination play an essential role in these actions.			
	Incidents and complaints ¹	Unit	2025	2024
	Incidents of discrimination	Number	1	1
	Complaints filed through channels for people in own workforce to raise concerns	Number	8	18
	Severe human rights issues and incidents connected to own workforce	Number	0	0
Occupational Health and Safety	Gebr. Heinemann is committed to providing the best working conditions in global travel retail. This includes strict compliance with national and international labor laws, as well as compliance with and regular review of occupational health and safety standards. In addition, the representation of employee and stakeholder interests in the companies is promoted. The inclusion of employees in one-on-one meetings and feedback mechanisms complements these measures.			
	Health and safety management ¹	Unit	2025	2024
	Employees covered by health and safety management	Headcount	8,542	10,131
Ethical Business Culture	As the only major travel retail company with an EcoVadis rating, Gebr. Heinemann has continued to improve its sustainability performance, achieving a score of 69 points and placing the company among the top 20 percent of all rated organizations worldwide. The positive development across the four core themes of Environment, Labor & Human Rights, Ethics, and Sustainable Procurement strengthens the company's position in tenders and reinforces credibility in partner dialogues. This is complemented by the ongoing expansion of certified management systems at the headquarters and the two major distribution centers in Allermöhe and Erlensee, which cover ISO 50001, ISO 14001, ISO 28000, ISO 45001, and ISO 9001. To ensure the highest standards of integrity and compliance, critical concerns are communicated to the Executive Board with full whistleblower protection. All employees are encouraged to report misconduct, ethical violations, or legal breaches through the established channels, which include reporting to their manager, a compliance advisor, or the works council. The Gebr. Heinemann global whistleblowing system provides another secure and confidential reporting pathway for employees, business partners, suppliers, and other third parties.			
Supplier Relations	Gebr. Heinemann engages in structured collaboration with its partners. In addition to the extensive joint green business plans, suppliers are involved in individual projects aimed at making the supply chain more sustainable. Through this structured collaboration with key suppliers, a significant portion of the CO ₂ e emissions resulting from supply activities will be avoided. Furthermore, the aim is to create a sustainable product portfolio by working with suppliers to develop exclusive products that have distinct sustainable characteristics compared to the established assortment.			
Human Rights in Gebr. Heinemann's Supply Chain	Gebr. Heinemann is committed to ensuring the highest human rights standards in the travel retail industry. To achieve this, close collaboration with suppliers is essential to achieve a sustainable impact throughout the supply chain. Suppliers are required to be transparent about how they manage their supply chains and ensure compliance with high standards. Recognized third-party standards and certifications are used to complement direct engagement and ensure thorough monitoring and compliance across the supply chain. Our human rights management will be continuously further developed to increase transparency and integrate targeted measures where they can create meaningful impact. This enables us to effectively address risks, prioritize them appropriately, and maximize the positive impact on people throughout our value chain.			
Consumers and End Users	<p>Together with its suppliers, Gebr. Heinemann is committed to offering consumers a sustainable product portfolio. After initial launches in the Beauty, Liquor, and Confectionery categories, the portfolio will be continuously expanded and additional products with sustainable attributes will be introduced over time.</p> <p>High standards and a range of sustainable attributes are applied when evaluating products, and suppliers' sustainability performance is also taken into account when making portfolio decisions. A highly differentiated rating approach is used, taking into account category-specific sustainable product attributes, including packaging, sourcing, and ingredient characteristics. Furthermore, consumers are provided with complete transparency regarding the sustainable attributes achieved and given full access to this information. By openly disclosing these details, Gebr. Heinemann builds trust and demonstrates its commitment to sustainability.</p>			

¹ All employee groups (including trainees, students, apprentices, and interns) as of December 31, 2025