hellmann

WORLDWIDE LOGISTICS

Sustainability Report 2025

Content

1. INTRODUCTION

1. Introduction

1.1. Letter from the Board

2025 was a defining year for Hellmann. With the further development of our corporate strategy Forward2030, we set the course for the years ahead and sharpened our strategic direction for continued growth. Sustainability is not simply an additional building block in this context. It is a central strategic ambition, firmly anchored in Forward2030 and driven by all three dimensions of sustainability: environmental, social, and governance.

These dimensions are also reflected in our daily actions. Whether in the continuous development of our services, the design of our global processes, or the way we work together - we consistently align our efforts toward creating an excellent customer experience. Only by truly understanding our customers' needs and anticipating them can we achieve long-term success. Our corporate strategy, together with our culture - the Hellmann Promise - provides the foundation for this. It defines how we collaborate, take responsibility, and shape the future as the global Hellmann FAMILY.

From an economic perspective, 2025 was once again a challenging year for the industry as a whole. Despite a persistently volatile market environment, we succeeded in keeping our revenue nearly stable at EUR 3.7 billion (previous year: EUR 3.8 billion). This result is far from a given. It demonstrates our strong network and the remarkable commitment of our employees around the world. Their dedication, expertise, and passion for our customers played a key role in ensuring that we continued to deliver reliably even in a demanding environment.

At the same time, we took important steps to further strengthen our sustainability performance - from establishing clear targets to reduce our emissions, to promoting diversity and inclusion, and strengthening responsible supply chains. For us, sustainability is not a project but an ongoing transformation process - one that we shape together and drive forward with determination.

With Forward2030, we have set a clear course: One that combines economic stability, a strong corporate culture, and sustainable growth. A course that strengthens us as a global family-owned company and enables us to continue taking responsibility in the future - for our employees, our customers, and for the society in which we operate.

We thank everyone who is joining us on this journey and look forward to continuing to shape it together.

From left: Martin Eberle, Jens Drewes, Madhav Kurup and Stefan Borggreve

1.2. Financial Statement

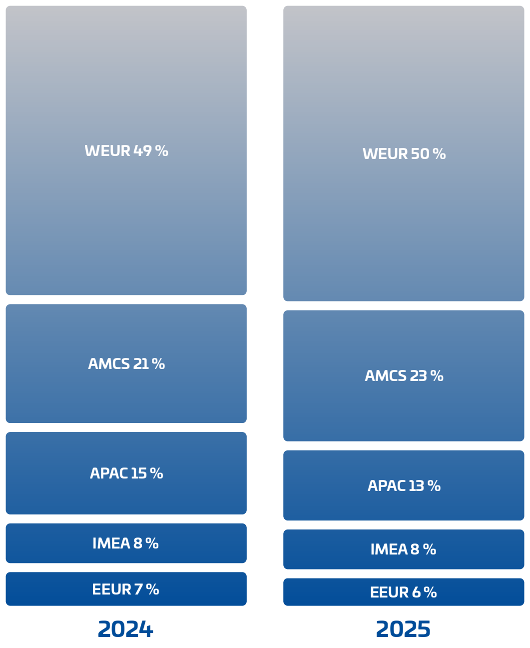
Hellmann Worldwide Logistics was founded in Osnabrück in 1871. As an established global full-service provider, we operate via 258 offices in 62 countries worldwide. We offer intermodal transportation solutions worldwide through our Road & Rail, Seafreight, Airfreight and Contract Logistics product divisions. Our geographical activities are divided into five regions: Americas (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, we also offer specialized Industry Solutions for Automotive & Agricultural, Consumer Goods, Fashion, Healthcare, Industrial, Marine & Cruise, Renewables, Perishables and Technology.

In the 2025 financial year, we generated global revenue of approximately EUR 3.7 billion (previous year: EUR 3.8 billion). Europe remained the largest region, contributing 56 % of total revenue, with Western Europe accounting for 50 % and Eastern Europe for 6 %. Americas contributed 23 %, Asia-Pacific 13 %, and IMEA 8 % of total revenue.

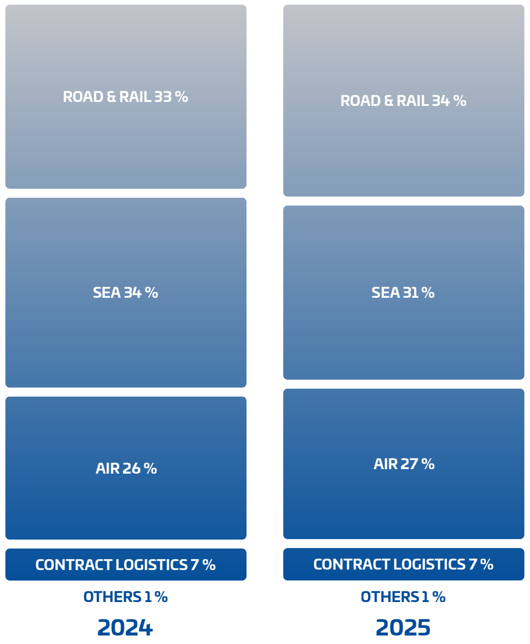
By product division, Seafreight accounted for 31 % of revenue, Road & Rail 34 %, Airfreight 27%, Contract Logistics 7 %, and Others 1 %.

With around 12,207 employees worldwide, Hellmann continues to connect global value chains and markets. Based on a foundation of trusting collaboration and a strong international network, the company provides innovative, resilient and increasingly sustainable logistics solutions across all regions.

Revenue share by region in %



Revenue share by product in %



EUR 3.7 bn
Turnover
2024: EUR 3.8 bn

258
Offices worldwide
2024: 248

62
Countries
2024: 61

21 million
Shipments
2024: 20 MILLION

12,207
Employees
2024: 11,743

1.3. Corporate Culture: The Hellmann Promise

Our corporate culture is defined by the Hellmann Promise – it expresses who we are, how we act, and what we stand for as a global, family-owned company. The Hellmann Promise shapes how we work together within the Hellmann FAMILY and how we engage with customers, partners, and society. It embodies the values that have connected us for more than 150 years: integrity, trust, understanding, and collaboration.

The Hellmann Promise unites our vision, mission, values, and leadership principles. It guides our decisions and actions, forming the foundation of a responsible business approach where economic success goes hand in hand with environmental and social responsibility.

Our vision, "For the better. Together.", captures our overarching goal to shape a better future for people, the planet, and the economy. It is both an aspiration and a mindset: our colleagues around the world work every day with our clients and partners to create a better world – in terms of quality, efficiency, and sustainability – through openness and trust.

Our values – Caring, Entrepreneurial, Forward-Thinking, and Reliable – provide orientation in a dynamic world. At their heart stands our meta-value Relationship Matters, emphasising that in a people-driven business as logistics, trust and collaboration make the decisive difference. This mindset embeds sustainable thinking and action in everything we do – internally and externally - with every single stakeholder.

The Hellmann Promise connects our heritage with a modern, value-driven culture. It strengthens our ability to shape change and anchors sustainability in our leadership and decision-making. In 2025, we continued developing the Promise with an international, cross-functional team to make our culture more tangible and measurable across the organisation.

For us as a global player with over 12.000 employees the Hellmann Promise is more than a statement – it is our shared commitment and the foundation of our business success. For the better. Together.

2. GENERAL

2. General

While Hellmann is not legally required to report under the Corporate Sustainability Reporting Directive (CSRD) for the reporting year 2025, we are committed to supporting our customers in their sustainability and reporting efforts. This report is prepared in alignment with the structure and key principles of the CSRD and the European Sustainability Reporting Standards (ESRS). It has not been subject to external assurance. Detailed information on the Basis for Preparation, including scope, boundaries, and methodologies, is provided in the appendix.

Hendrik Haßheider from the Federal Ministry of Transport (left) together with Stefan Borggreve (COO, Road, Rail & CEP, Hellmann Worldwide Logistics)

2.1. Business Conduct

2.1.1. Corporate Governance

Hellmann Worldwide Logistics is a privately owned family business with a global footprint, steered by a Management Board, supported by a senior leadership team across all regions and product divisions, International Executive Board and overseen by a Supervisory Board. Our governance framework ensures transparency, accountability, and long-term value creation for all stakeholders.

COMPOSITION AND DIVERSITY

As of the reporting period, the Management Board comprises four male members, including individuals of German, Swiss, and Indian nationalities, reflecting a high degree of international diversity.

The Supervisory Board comprises of six members whose collective professional experience spans global logistics, strategic management, finance and corporate governance. In the light of our target to achieve 30% female leadership by 2030, our supervisory board is setting the scene by having achieved that target already this year.

Roles and responsibilities in sustainability is embedded at the Management Board level and has been formally assigned to Chief Operating Officer Stefan Borggreve since 2024. He is supported by two Global Heads of Sustainability, who manage environmental and social as well as governance topics respectively across the company, structurally anchored in the ESG Accelerator.

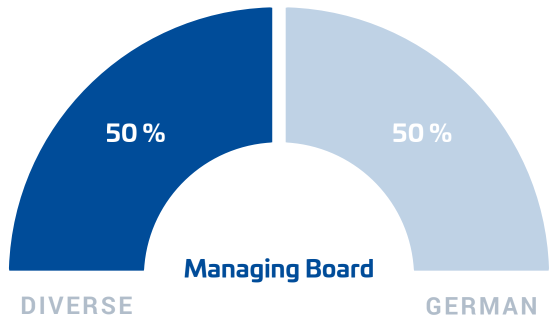
> *Sustainability is more than a goal for Hellmann – it has been part of our strategic focus for decades. Since then, we have been driving change through innovation and digitalization. In road transport, we rely on e-mobility, our own charging infrastructure, and green energy from in-house generation and storage. This is how we shape a future-proof logistics landscape – for our customers and for future generations.*
>
> **Stefan Borggreve**
> COO, Road, Rail & CEP

ACCESS TO SUSTAINABILITY EXPERTISE

Board-level ESG (Environment, Social, Governance) capacity is strengthened through regular internal sustainability briefings and input on emerging sustainability trends, regulatory updates, and materiality assessments.

Gender Composition

Board Nationality

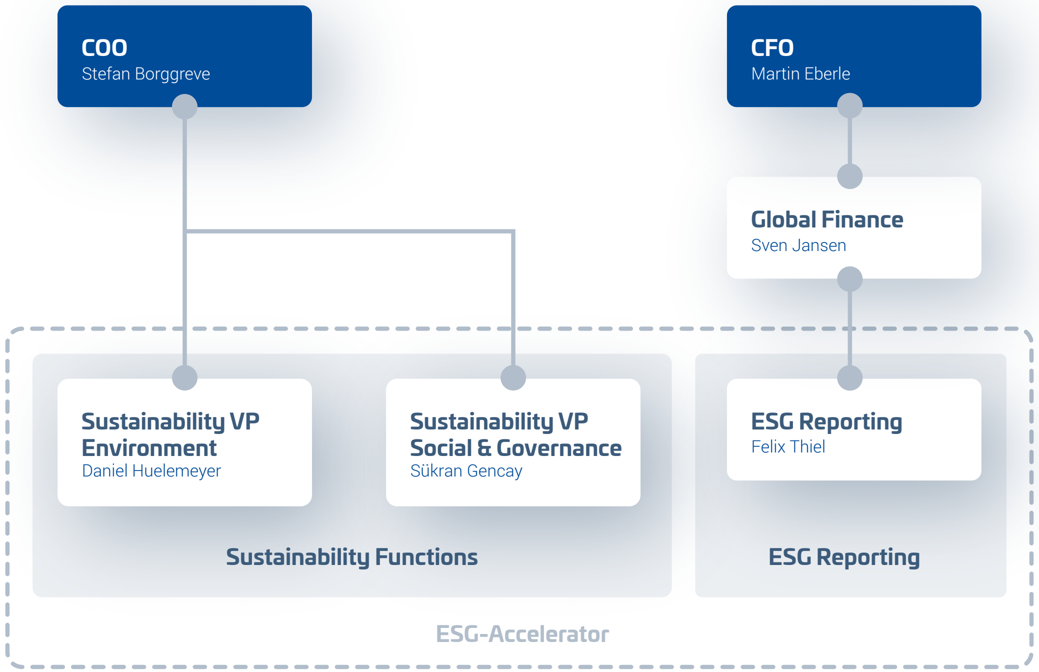


OPERATIONAL INTEGRATION THROUGH THE ESG ACCELERATOR

Launched in 2024, the ESG Accelerator serves as the central, cross-functional platform coordinating our ESG efforts. The ESG Accelerator integrates expertise from the areas of Environment, Social, and Governance, along with ESG Reporting, to enable a cohesive and strategic approach to sustainability. It unites global and regional teams focused on ESG Reporting, Environment, Diversity, Corporate Culture („Hellmann Promise"), Compliance, and QHSE, to ensure sustainability is embedded across products, services, and regions.

SUSTAINABILITY DECISION-MAKING AND REPORTING LINES

Key ESG-related decisions are made by the Management Board based on input from Heads of Sustainability and the ESG-Reporting team. Urgent ESG matters are escalated immediately outside of the standard cycle. This structure ensures that material sustainability impacts, risks, and opportunities (IROs) along with regulatory updates are consistently integrated into the company's strategic and operational decisions.



2.1.2. ESG Governance

Hellmann's sustainability governance is built on the three pillars of Environment, Social, Governance, supported by ESG-Reporting coordinated through our cross-functional ESG-Accelerator platform. This structure ensures that all material topics are managed consistently and that progress towards our goals and targets is tracked and reported transparently across the organisation.

ESG ACCELERATOR

The ESG Accelerator integrates sustainability governance into Hellmann's operational and strategic management. It is organised into Mission Teams, led by a Global Lead with subject matter expertise and supported by members from both global and regional functions. This set-up ensures that global strategies are effectively implemented at regional level, and that local realities inform global decisions.

GOVERNANCE PROCESS FOR TOPICS, GOALS, AND PROGRESS

For each material topic, the relevant mission team:

1. Defines goals and measurable targets aligned with corporate strategy.
2. Implements actions globally and regionally to achieve these targets.
3. Monitors progress through KPIs and milestone tracking.
4. Reports regularly to the ESG Accelerator leadership and the Management Board, with twice-yearly updates to the Supervisory Board.

This governance approach ensures that sustainability topics are not only strategically anchored but also actively managed and continuously improved across the Hellmann network.

2.1.3. Risk management

Hellmann manages sustainability-related risks and opportunities through its company-wide Enterprise Risk Management System (ERM), which is fully integrated with the work of the ESG Reporting group. This ensures that material topics identified in our double materiality assessment are monitored, addressed, and reported in a structured and consistent way.

Material risks and opportunities are assessed using the same methodology applied to all corporate risks. Each is evaluated for likelihood and potential impact, assigned to a responsible owner, and linked to specific mitigation or action plans.

The leadership within the ESG Accelerator are being informed on the progress of these mitigation and opportunity measures at both global and regional level, allowing sustainability-related risks and opportunities to be viewed alongside operational, financial, and strategic risks.

Results are reported quarterly to the Management Board and twice annually to the Supervisory Board, ensuring that senior management has clear oversight of the most relevant sustainability related risks and opportunities.

2.2. ESG Strategy & Business Model

2.2.1. Strategy, business model and value chain

Our services are delivered through four divisions – Airfreight, Seafreight, Road, Rail & CEP, and Contract Logistics — complemented by tailored industry solutions in sectors Automotive & Agricultural, Fashion, Consumer Goods, Healthcare, Industrials, Marine & Cruise, Perishables, Renewables, and Technology. This diversified setup provides resilience and flexibility across dynamic global markets.

Hellmann's value chain is characterised by collaboration within an extensive logistics ecosystem. We partner with a wide range of logistics companies – from subcontracted transport providers and handling agents to warehouse operators, start-ups and technology partners – to deliver integrated, end-to-end logistics solutions.

HELLMANN STRATEGY: FORWARD2030

Looking ahead to 2030, Hellmann is focusing its strategy on sustainable growth, and in this context, in particular on customer centricity. This is reflected in our commitment to driving forward our dedication to operational excellence, leveraging our in-depth industry expertise, sustainable solutions, and utilizing our innovation capabilities.

We are investing in automation, data-driven solutions, and smart analytics to optimize operational efficiency and enhance decision-making across the supply chain. By expanding digital collaboration with our logistics partners, we will increase transparency, accelerate information flow, and improve service resilience for our customers.

Sustainability remains at the core of our strategic ambition. Building on decades of commitment, Hellmann is integrating environmental, social, and governance (ESG) aspects more deeply into all business processes. By 2030, we aim to significantly reduce logistics-related emissions, expand the use of renewable energy and alternative fuels, and strengthen human rights and ethical practices across our value chain.

Through this strategic approach, Hellmann is preparing its business model for the next era of global logistics – one that is digital, sustainable, and resilient.

By combining our strong operational footprint with innovation and responsible growth, we are positioned to shape and support the transformation of international supply chains for the decade ahead.

2.2.2. Interests and Views of Stakeholders

1. Customers
We engage with our customers through daily operational interactions. Our customer dialogue is supported by meetings, events, customer service, and our website. We also gather feedback through global customer satisfaction surveys, workshops, and foster collaboration and continuous improvement in sustainable logistics solutions.

2. Employees
We foster a culture of open, transparent, and inclusive dialogue. Through initiatives such as our global intranet, employees are encouraged to share ideas, feedback, and stories. Engagement is further strengthened by interactive training sessions, virtual and personal town halls, formats like pulse surveys, stakeholder interviews, and different podcast formats. Tools such as our feedback app and whistleblower tool, along with close collaboration with the workers council, support a trust-based work environment.

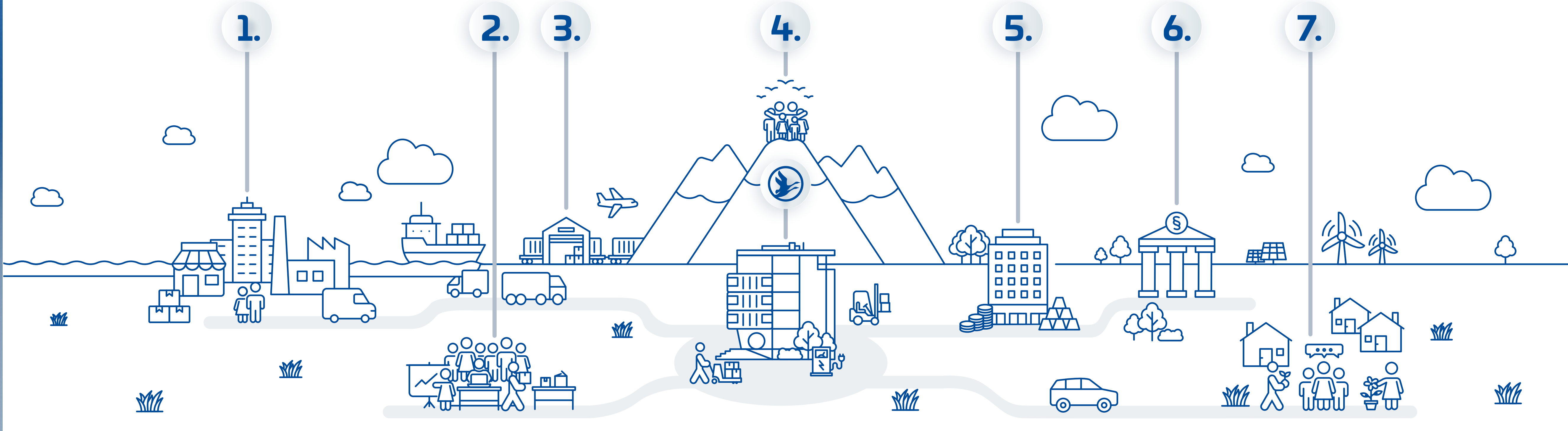
3. Suppliers
We maintain close collaboration with our suppliers through daily operational interactions partnerships. Engagement is further supported by supplier risk assessments, audits, contract management, and capability-building programs. We also participate in cross-sector initiatives. These channels ensure strong relationships, alignment with our sustainability targets, and proactive risk management throughout the supply chain.

4. Owner
As a family-owned company, our owners shape Hellmann's long-term vision and strategy. Their focus is on sustainable growth, stability, and preserving the company's values across generations. Close alignment between ownership and management ensures that decisions balance economic success with social and environmental responsibility.

5. Financing institutions
We maintain open and transparent relations with financing partners through regular reporting, meetings, and updates. This dialogue builds trust and support long-term financial stability and strategic growth.

6. Regulatory bodies
We engage with regulatory stakeholders primarily by closely monitoring updates from local, national, and international authorities, and by ensuring compliance with all relevant regulatory requirements. While direct engagement with regulators is limited, we contribute to policy discussions and regulatory development through active participation in industry associations, collective action alliances, and standard-setter collaborations. We also maintain transparent dialogue with public authorities and participate in relevant political and legislative initiatives, supporting compliance and helping to shape regulations through industry collaboration.

7. Communities
Hellmann engages actively with communities and NGOs to address key sustainability challenges and drive positive impacts. We collaborate with local, national, and international partners, recognizing that progress in the transport sector requires close cooperation with society and academia. Through open dialogue and joint initiatives, we aim to strengthen climate governance and deepen stakeholder engagement.



2.3. Double Materiality Assessment

2.3.1. Process to identify and assess material IROs

DMA PROCESS

In alignment with the European Sustainability Reporting Standards (ESRS), we carried out a detailed Double Materiality Assessment (DMA) in Q1 2025. This assessment served to identify the impacts, risks, and opportunities (IROs) most relevant to our business operations and value chain. These findings were mapped against the disclosure requirements of the topical ESRS, forming the foundation for determining the key information to be steered and reported on. The process covered both upstream and downstream activities, as well as our own operations, with the aim of capturing material IROs that reflect our business model and sustainability priorities.

1. Scope definition and stakeholder engagement
A structured stakeholder engagement process ensured broad representation of perspectives, including employees (white- and blue-collar), subject-matter experts (SMEs), management representatives, customers, and selected NGOs.

2. Interview and workshop preparation
To prepare for the assessment, we referred to the list of sustainability matters outlined in ESRS 1, AR 16, supplemented by topics of strategic relevance to Hellmann. A hybrid methodology was adopted, combining workshops and structured interviews. Participants were selected SMEs based on their domain expertise, representing both global functions and regional operations to ensure local relevance and insight.

3. Identification of IROs
In the next phase, potential IROs were identified for each sustainability matter. This step incorporated a variety of input sources, including employee surveys, regional insights from our five operational regions, and strategic alignment with the Hellmann strategy Forward2030. This process resulted in the identification of over 140 IROs, ensuring a comprehensive view of our sustainability landscape.

4. Assessment of IROs
The DMA formally commenced with a workshop facilitated by the ESG Accelerator, followed by in-depth interviews with selected SMEs. Each IRO was assessed in accordance with ESRS 1 criteria, considering:

- Time horizon (short-, medium-, and long-term)
- Nature of the impact (positive or negative, actual or potential)
- Position within the value chain

Both impact materiality (inside-out) and financial materiality (outside-in) were assessed using Hellmann's risk management methodology

5. Result validation and consolidation
Preliminary results were reviewed with participants for feedback and consistency. Materiality thresholds were defined to distinguish between material and monitored (non-material) topics. Material IROs were then consolidated at ESRS topical level.

6. Stakeholder review and management approval
The final set of material topics was validated with key stakeholders and approved by the Management Board. The DMA will be reviewed annually to reflect evolving stakeholder expectations, regulatory updates, and business developments.

CLIMATE RISKS & OPPORTUNITIES INCL. SCENARIO ANALYSIS

Hellmann systematically identifies and assesses climate-related impacts, risks and opportunities across its global operations and value chain. The objective is to evaluate how climate change may affect our business model, strategy, and supply chain, and to identify opportunities that support the transition to a low-carbon, climate-resilient logistics sector.

The assessment process follows a structured five-step approach:

1. Screening and Identification
All relevant climate-related impacts, risks and opportunities are screened across Hellmann's global operations and logistics network. The screening covers both physical risks (e.g. floods, storms, heatwaves, infrastructure damage) and transition risks (e.g. regulatory changes, evolving customer expectations). Scope 3 activities, emissions and dependencies from subcontracted logistics partners, are explicitly included.

2. Scenario Analysis
Scenario analysis is applied using internationally recognised pathways aligned with the goals of the Paris Agreement (1.5 °C scenario) and a high-emission baseline scenario (> 3 °C). The analysis considers potential climate impacts on transport infrastructure, service reliability, energy and fuel prices, and customer demand. Risks and opportunities are evaluated over short-term (1–3 years), medium-term (4–10 years), and long-term (11+ years) horizons.

3. Assessment and Prioritisation
Each identified risk or opportunity is evaluated for its likelihood and potential magnitude of impact on operations, financial performance, and strategic positioning. A qualitative risk matrix is used to classify and prioritise items by relevance to business continuity and stakeholder expectations.

4. Integration and Governance
Findings from the climate risk and opportunity assessment are integrated into the Enterprise Risk Management (ERM) framework and inform the Double Materiality Assessment as well as the ESG Accelerator governance process. They also form the baseline for strategic planning, investment decisions, and target-setting. The Management Board reviews the results annually, supported by the Sustainability and Risk Management functions.

5. Monitoring and Review
The process is reviewed annually or when significant regulatory, climatic, or operational changes occur. Updates are reported to the ESG Accelerator and the Management Board as part of the climate and sustainability governance cycle.

2.3.2. ESG Material Topics

The results of our 2025 Double Materiality Assessment (DMA) confirmed that Hellmann's most material sustainability matters span all three ESG dimensions and are closely linked to our strategy and culture.

Our assessment identified E1 (Climate Change and Energy), S1 (Own Workforce), S2 (Workers in the Value Chain), and G1 (Business Conduct and Supplier Management) as the areas with the highest impact and financial materiality. Beyond the scope of the ESRS we identified Cyber Security and Innovation as material entity-specific topics. These topics reflect both the direct environmental and social impacts of our logistics operations and the sustainability-related risks and opportunities that may influence our long-term performance.

	Topic	Impact, Risks & Opportunities	Key Actions / Focus Topics
Enviroment	E1	• Climate Change	• Decarbonization & Emission Transparency • Operational Efficiency & Transition Risks • Energy Dependency & Renewable Energy
Social	S1	• Working Conditions • Equal Treatment and Opportunities for All • Other Work-Related Rights	• Diversity & Inclusion • Health & Safety • Human Rights • Training & Development • Talent Development
	S2	• Working Conditions • Other Work-Related Rights	• Health & Safety • Human Rights
Governance	G1	• Business Conduct	• Compliance Management • Anti-Corruption • Third-Party Risk Management • Supplier Relationship Management • Whistleblowing
	Entity Specific	• Innovation • Cyber Security	• Digital Transformation • Agentic AI • Risk Management • Information Security Management System

Environmental topics focus on reducing transport-related emissions, increasing renewable energy use, and supporting customers with low-carbon logistics solutions.

Social topics emphasize employee well-being, occupational health and safety, diversity and inclusion, as well as human-rights compliance in the supply chain.

Governance topics address anti-corruption, ethical business conduct, and supplier collaboration, which are essential to maintaining trust and transparency across our global network.

The outcomes of the DMA guide strategic decision-making within Hellmann's ESG Accelerator mission teams and help align sustainability priorities with business growth as part of our corporate strategy.

2.4. Certificates and Ratings

We use external ESG ratings and certified management systems to provide independent assurance of our sustainability performance and governance. These instruments support transparency, comparability, and continuous improvement across our global network.

ESG RATINGS

We participate in several recognised ESG and specialist assessments, which evaluate our performance in key environmental, social, governance, and security areas.

Since 2017, our company has been a member of EcoVadis and conducts comprehensive annual assessments to transparently demonstrate our sustainability performance. We are also participating in CDP since 2019 to further strengthen our commitment to climate strategy. The continuous improvement of our processes and the implementation of new standards show that we not only meet existing expectations but actively work towards a sustainable future.

ISO AND MANAGEMENT SYSTEM CERTIFICATIONS

Our Integrated Management System (IMS) brings together quality, environment, health and safety, energy, and information security under one global framework. It is aligned with and externally certified against the following standards: In selected areas, particularly in automotive-related activities, we additionally work with VDA 6.2 requirements.

These certifications are maintained through regular external audits by accredited bodies and internal reviews as part of our IMS, and coverage across our network is steadily increasing as more countries align their local systems with the global framework.

Sustainability Assessments

Rating System	Result
EcoVadis	50 points
CDP (Carbon Disclosure Project)	C
IntegrityNext	green
VERSO	Fully Mature
Supplier Assurance	C-Rating
CyberVadis	Mature - 928/1000 Points
ISO Certifications	9001, 14001, 27001, 45001, 50001

3. ENVIRONMENT

3. Environment

3.1. Climate change

3.1.1. Strategy

Based on the structured process (Chapter 2.3), we identified and prioritised key climate-related risks and opportunities relevant to our global logistics operations. The assessment covers both physical and transition risks, evaluated over short-, medium-, and long-term horizons.

RISKS

Transition risks remain the most significant for Hellmann. Stricter environmental regulations, evolving customer expectations, and the need for consistent emissions data create administrative and operational challenges. Particular attention is given to Scope 3 emissions from subcontracted carriers, which represent the majority of our footprint. We address these risks through proactive regulatory monitoring, supplier engagement, and the expansion of carbon-insetting and data-management initiatives.

Physical risks include extreme weather events such as storms, floods, and heatwaves, which can disrupt infrastructure and logistics operations. Rising temperatures also affect working conditions and network flexibility. We mitigate these impacts through diversified routing, climate-resilient asset planning, and enhanced occupational-safety measures.

OPPORTUNITIES

At the same time, the transition to a low-carbon economy offers substantial opportunities. Participation in the Science Based Targets initiative (SBTi) and the introduction of verified product carbon footprints strengthens our customer trust and transparency. The increased use of electric vehicles, sustainable fuels, and Book & Claim (carbon-insetting) solutions helps reduce emissions while enabling customers to participate directly in our decarbonisation efforts. Optimal use of transport modes can contribute to a significant reduction in transport emissions: multimodal approaches, such as combined transport solutions between air freight and sea freight or between road and rail freight, offer great potential both today and in the future. Efficiency improvements, predictive planning, and digital optimisation further enhance our resilience and competitiveness.

The findings of the Climate Risk Assessment are integral to our sustainability strategy and governance framework. The results feed directly into our risk management, strategic planning, and target-setting processes, ensuring that climate-related considerations are embedded across business decisions.

Through ongoing analysis, transparent reporting, and proactive engagement with partners and customers, we aim to strengthen resilience, reduce its environmental footprint, and capture opportunities that contribute to a sustainable, low-carbon logistics future.

Environment Overview

CORE POLICIES

- Sustainability Policy

TARGETS 2030

- Scope 1 & 2 emission reduction by 42 %
- Scope 3 emission reduction by 25 %

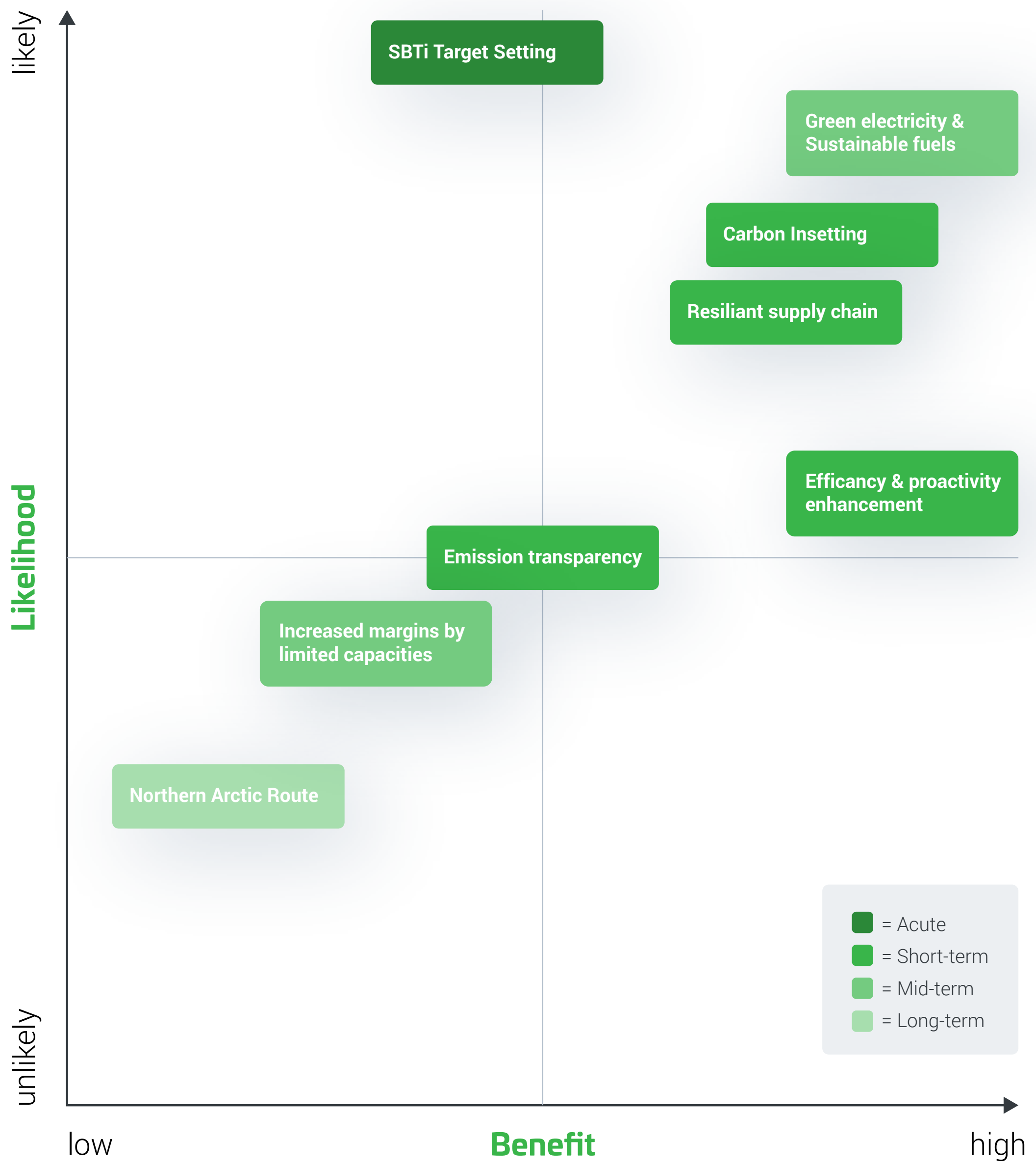
IMPACTS

- Scaled low-carbon transport solutions across all modes
- Seafreight: Expanded biofuel integration
- Road & CEP: Advanced Cleaner Road Freight with EVs, BIO-LNG, HVO, and AI route optimization
- Railfreight: Increased rail integration for long-distance transport
- Airfreight: Promoted SAF, optimized routing and emissions reporting
- Contract Logistics: Cut site emissions via renewable energy, LED lighting, and smart systems

CLIMATE RISK MATRIX

IRO Name	Impact	Control Measures
Inappropriate working conditions	• Poor working conditions (esp. for blue-collar workers) • High cooling costs and energy demand • Shift adjustments (morning / evening) • Adapted logistics models	• Heat & extreme weather action plans • Early-warning & emergency systems • Climate-resilient facilities & flexible hours • HSE training & enhanced insurance
Immobilized assets	• Disrupted supply chains • Declining revenues • Rising transport costs • Need for greater logistics flexibility • Higher insurance requirements	• Climate-resilient asset management & maintenance • Diversified transport, routing & hubs • Adopted operations & contingency plans • Supplier risk management & insurance
Disrupted infras-tructure	• Damaged infrastructure disrupts logistics • Transport and service delays • Longer delivery times • Indirect revenue losses	• Contingency plans, rerouting & multimodal • Real-time monitoring & collaboration • Resilient infrastructure design • Business continuity, emergency response & insurance
Lack of data availability	• Customers expect verified emission data from logistics providers • Need for transparent carbon reporting • Lack of validated data risks customer relationships and business continuity	• Centralized sustainability data management & governance • Audits, digital tools & automated KPI • Employee & supplier data training • Transparent stakeholder communication
Scope 1&2 emis-sion	• Direct and indirect emissions from operations • Contribute to climate impact • Negatively affect logistics performance	• Decarbonization roadmap & Scope 1/2 emission reduction • Low-emission vehicles & renewable energy • Energy efficiency in vehicles & buildings • GHG monitoring & carbon pricing
Scope 3 emission	• Indirect emissions from suppliers and 3rd-party operations • Contribute to climate impact • Negatively affect logistics and supply chains	• Scope 3 emission accounting • Supplier engagement & upstream data • Climate-friendly transport & procurement • Monitoring, reporting & industry collaboration
Stricter environmental regulation	• Regulations administrative complexity • Compliance obligations for logistics service providers (LSPs) • Required investments in new technologies and processes	• Regulatory compliance monitoring • Internal audits & employee compliance training • Stakeholder communication • Investments in new technologies
Missing standardization in carbon footprint calculation	• Compliance with standards in carbon emission reporting (e.g. GHG, GLEC, ISO) is mandatory • High customer expectations and requirements to reporting	• Standardized product carbon footprint (PCF) calculations • Automated tracking & data validation • Internal & third-party verification • Client-facing reporting & communication

CLIMATE OPPORTUNITY MATRIX



IRO Name	Impact	Control Measures
Emission transparency on product carbon footprint (PCF)	• Support customers on Scope 3.4 & 3.9 emissions • Provide high-quality data & expertise • Enhance customer satisfaction & relationships	• Heat & extreme weather action plans • Early-warning & emergency systems • Climate-resilient facilities & flexible hours • HSE training & enhanced insurance
Green electricity & Sustainable fuels	• Green services portfolio creates market opportunities • Customers prefer carriers with sustainable offerings	• Climate-resilient asset management & maintenance • Diversified transport, routing & hubs • Adopted operations & contingency plans • Supplier risk management & insurance
Carbon Insetting	• Carbon insetting for shipment-specific emission reduction • Enables carbon-neutral services • High-quality products & validated booking system required for compliance	• Carbon insetting projects to reduce supply chain emissions • Partner collaboration on verified initiatives • Result integration into sust. reporting • Governance & communication clients
Resiliant supply chain	• Proactive supply chain preparedness against climate impacts • Gains competitive advantage • Enhances customer satisfaction & loyalty	• Climate risk assessments & scenarios • Resilient infrastructure & adaptive logistics • Climate criteria in supplier selection • Monitor disruptions & communicate resilience strategies
Efficancy and proactivity enhancement	• Transport chain optimization for all LSPs • Reduces emissions via shorter distances & better freight utilization • Minimizes empty trips	• Continuous improvement for energy & resource efficiency • Digital tools & automation for productivity • Sustainability KPIs in Score Card • Monitor emissions against corporate goals
SBTi Target Setting	• Target setting mandatory for LSPs • Demonstrates sustainability commitment • Ensures regulatory & customer compliance • SBTi as leading framework	• Commitment to SBTi & 1.5 °C-target • Climate integration in strategy & financing • Green bonds & sustainable finance instruments • Solid reporting & stakeholder engagement
Northern Arctic Route	• New transport corridors enable alternative routing • Faster services with lower emissions • Opportunities currently unpredictable	• Arctic route & distance optimization • Modal shift from air to sea where feasible • Monitor emissions & cost savings • Integrate route optimization into sustainable transport strategies
Increased margins by limited capacities	• Higher freight rates from carbon standards • Potential for increased margins with relative approach	• Monitor climate-related supply chain disruptions • Adaptive capacity planning & pricing • Integrate climate risk into decisions • Engage suppliers to enhance resilience

CLIMATE RESILIENCE & SCENARIO ANALYSIS

We assess the resilience of our business model through climate-scenario analysis, applying two reference pathways: a 1.5 °C Net-Zero Transition Scenario aligned with the Paris Agreement and a 3–4 °C Business-as-Usual Scenario reflecting limited policy action. Both are evaluated across short- (0–3 years), medium- (4–10 years), and long-term (10–25 years) horizons to understand evolving transition and physical risks.

Under a 1.5 °C scenario, transition risks dominate in the short term, driven by stricter emissions reporting, carbon pricing, and increasing customer requirements. These create higher compliance demands but also open opportunities through early alignment with the Science Based Targets initiative, electrification where feasible, renewable-energy sourcing, and low-carbon logistics solutions such as Book & Claim insetting. Transport chain optimization, such as multimodal transport solutions to reduce negative climate impact. Over the medium and long term, growing demand for low-carbon transport strengthens our competitive position and supports investments in energy-efficient assets and digitalised, transparent supply chains.

In a 3–4 °C scenario, physical risks become material. More frequent extreme weather events cause operational disruptions in the short term, while rising heat, storms, and flooding increasingly affect global logistics networks over time. In the long term, sustained exposure threatens assets, infrastructure, and supplier operations if adaptation is insufficient. We therefore focus on contingency planning, route diversification, climate-adapted warehousing, supplier engagement on risk preparedness, and targeted investment in resilient infrastructure.

Overall, our analysis shows that a 1.5 °C pathway favours proactive transition and competitiveness, while a 3–4 °C pathway requires strengthened adaptation to maintain operational continuity. Insights from both pathways feed into strategic planning, enterprise risk management, and investment decisions to support long-term climate resilience.

CLIMATE TRANSITION PLAN

We are committed to aligning our business model with a 1.5 °C pathway and achieving net-zero greenhouse gas emissions by 2050. This transition plan sets out how we intend to reduce emissions across our operations and strengthen long-term climate resilience in line with the Paris Agreement and the EU Green Deal.

To reach these goals, we focus on five core levers: the decarbonisation of our fleet and transport activities, the reduction of energy-related emissions in our buildings, the integration of emission data into supply chain decisions, the use of digitalisation and innovation to optimise processes, and the embedding of climate awareness throughout the company. These areas and their key measures are detailed in the table below.

Environment SBTi

Our decarbonisation pathway is based on a 2023 baseline and currently covers Scope 1 and Scope 2 emissions. We aim to reduce these emissions by 42% by 2030, by 63% by 2035. Validation of our targets through the Science Based Targets initiative (SBTi) is underway.

Area	Key Measures	Expected Outcome/KPI
Fleet & Transport	Progressive electrification of fleet; deployment of alternative fuels (bio-LNG, HVO, hydrogen); optimization of transport routes	Reduction of Scope 1 emissions by > 42 % by 2030
Energy & Facilities	Significant increase of renewable electricity procurement and production (on-site solar); building energy-efficiency measure	Scope 2 emissions reduced to near zero by 2030, Heating emission reduction by appr. 20%
Supply Chain & Logistics	Carbon insetting (Book & Claim); integration of emission data in supplier selection and contracting; collaboration on low-carbon logistics corridors	Emission transparency and resilience across key suppliers
Digitalization & Innovation	Implementation of digital carbon-reporting tools; predictive route optimization; data-driven emissions management	Improved data quality and reduced fuel consumption
Governance & Culture	Climate targets integrated into Finance reporting structure; staff training on environmental sustainability; internal carbon price pilot	Stronger accountability and climate-aligned incentives

The success of our transition depends on access to renewable electricity and low-carbon fuels, on supplier readiness, and on the availability of charging and refuelling infrastructure. We work closely with industry partners and initiatives such as the Smart Freight Centre and the DSLV (Deutscher Speditions- und Logistikverband) sustainability group to drive wider sector transformation.

Progress is monitored through our annual GHG inventory integrated in our finance reporting system, complemented by regular climate risk assessments. The transition plan is closely linked to our scenario analysis to ensure that our business model remains resilient under both 1.5 °C and higher-warming pathways.

By 2030, we aim to

- reduce absolute GHG emissions by at least 42 % in Scopes 1 & 2
- achieve almost full renewable electricity coverage
- deploy low-carbon logistics solutions across all product and segment streams
- strengthen climate resilience in assets and supply chains
- position us as a leader in sustainable logistics

3.1.2. Targets & Metrics

SCOPE 1 & 2 TARGETS (1.5°C ALIGNED)

In line with the Paris Agreement objective to limit global warming to 1.5 °C, Hellmann commits to reducing its absolute Scope 1 and Scope 2 greenhouse gas emissions by 42 % by 2030, compared to the 2023 baseline year. Our focus for these scopes is on absolute emission reduction.

SCOPE 3 TARGETS (CATEGORY FOCUS 3.4 & 3.9)

Scope 3 emissions account for more than 98 % of our total carbon footprint and are primarily driven by transport-related activities. As a logistics service provider, our decarbonisation progress is strongly influenced by customer choices and the availability of low-carbon solutions within our carrier network.

Given this dependency on third parties and evolving technological developments across transport modes, we have defined a unified intensity-based reduction target of 25 % by 2030 compared to our baseline year, measured in emissions per tonne-kilometre (tkm). This target aligns with a “well-below 2 °C” pathway under the SBTi framework.

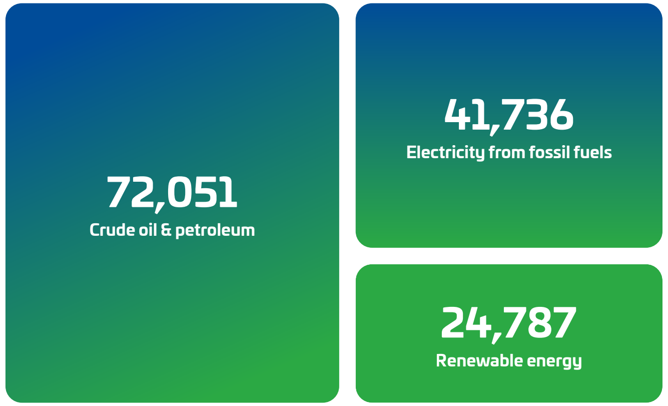
LONG-TERM TARGET DEVELOPMENT

Due to uncertainties regarding future technological maturity necessary for net-zero transportation solutions, Hellmann has not yet defined a long-term decarbonization target. Our long-term target will be set once technological pathways enable a credible and science-aligned reduction trajectory.

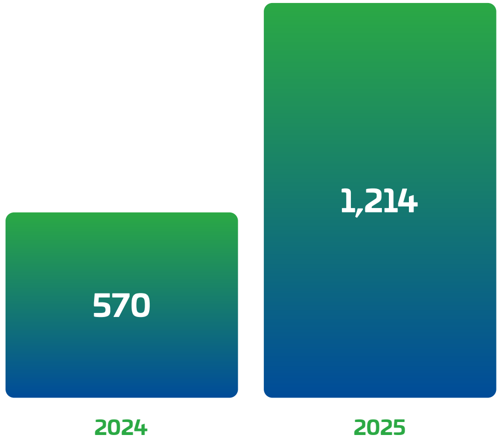
By committing to the Science Based Targets initiative, we’ve set a clear, science-aligned path to decarbonize our business. Our Scope 1 and 2 reduction target and our mode-specific Scope 3 goals create measurable impact and give us the credibility and clarity needed to drive real transformation – together with our partners and customers.

Daniel Huelemeyer
Vice President Sustainability Environment

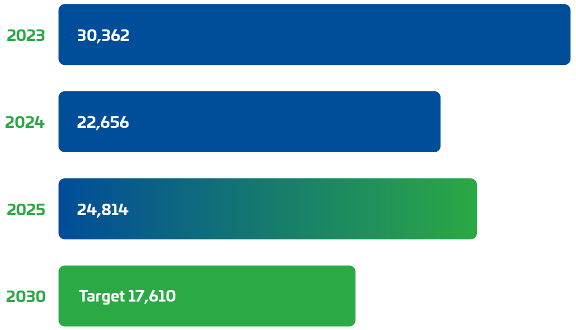
138,601 MWh total energy consumption



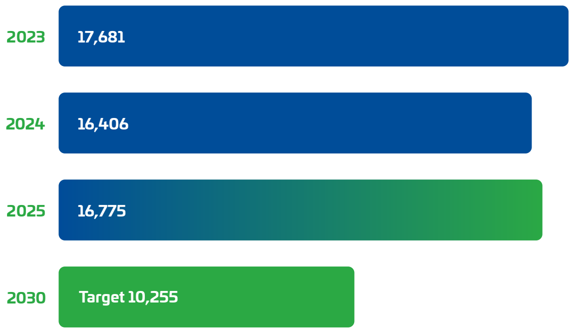
Renewable energy production in MWh



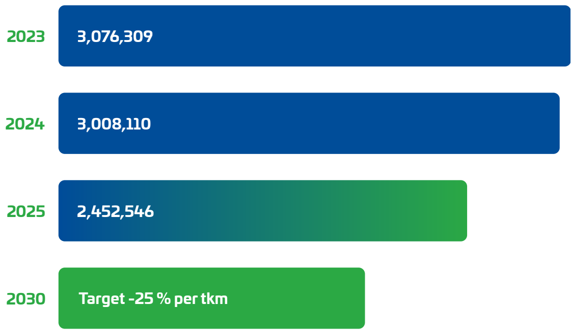
Scope 1 in t (CO_2-eq)



Scope 2 in t (CO_2-eq)



Scope 3 in t (CO_2-eq)*



**Values: The decrease in Scope 3 emissions is mainly due to methodological refinements; prior-year values will be recalculated in 2026 to ensure comparability.*

ENERGY CONSUMPTION AND MIX

Our total energy consumption has increased slightly compared to the previous year, rising by over 5,000 MWh. This development is primarily driven by our expanding business activities and the addition of new locations. Going forward, we plan to enhance our energy monitoring by incorporating additional parameters. With the introduction of energy intensity indicators, we aim to present trends more transparently and evaluate them more effectively.

As part of the expansion of our energy management, we publish detailed information on our energy mix for the first time in the Sustainability Report 2025, outlining the composition of our various energy sources. The main components of our energy mix are diesel and gasoline fuels, accounting for 47%, followed by electricity (27 %) and gas consumption for heating purposes. We also differentiate clearly between fossil fuels and renewable energy sources. Currently, the share of renewable energy amounts to 18 %, and it is our declared objective to increase this share significantly in the coming years. We are also pleased to report that we have increased the share of self-generated renewable electricity, producing an additional 7 % compared to 2024. We aim to continue expanding this share in the years ahead.

GHG EMISSIONS BALANCE

Scope 1
Our Scope 1 emissions amounted to 24,814 t CO_2e and have increased slightly compared to the previous year but remain nearly unchanged overall. After achieving a significant reduction in 2024 through the switch to BioLNG in our company-owned fleet, further transformation has slowed due to limited available infrastructure for transitioning to battery-electric vehicles (BEVs). We see a major opportunity here to reduce a substantial portion of our emissions in the long term.

A short-term replacement of fossil fuels (diesel) with Hydrotreated Vegetable Oil (HVO) is currently being evaluated and will be further developed in 2026.

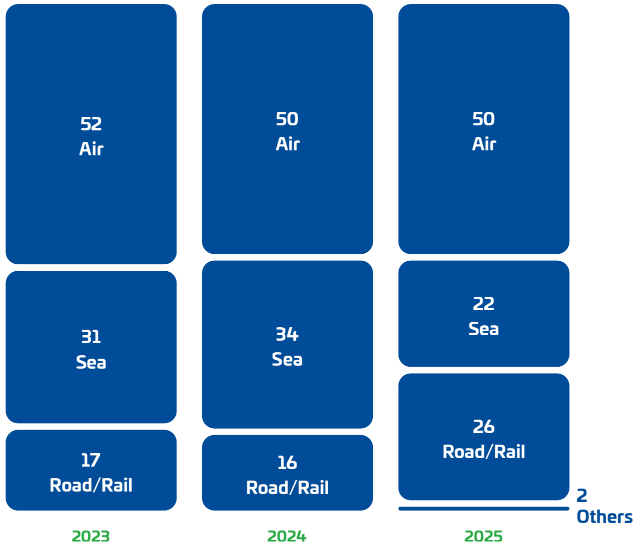
Scope 2
Our Scope 2 emissions also show slight increases, which are attributable to changes in our activities resulting from additional business. For 2026, we aim to differentiate between our location-based and market-based emissions in order to clearly distinguish reductions achieved through regional activities from those resulting from the procurement of green electricity. In the coming years, we intend to further drive emission reductions by increasing our sourcing of green electricity worldwide. To this end, we are closely reviewing current market developments and exploring available opportunities.

Scope 3
To visualize our Scope 3 emissions, we maintain a Carbon Inventory, updated at least once per year, that lists the key categories applicable to a globally operating logistics service provider in accordance with the Greenhouse Gas Protocol (GHG).

By far the largest share of our Scope 3 emissions stems from transport emissions generated by partners and service providers under Category 3.4 "Upstream Transportation and Distribution". In contrast to manufacturing companies, logistics service providers report all transportation services under "Upstream," and no categorization under "Downstream". Downstream emissions are therefore not applicable to us and are not reported. In Category 3.4, we recorded a significant reduction attributable to our sea freight division. Reporting parameters have changed, and particularly the pre- and on-carriage activities are now captured and reported more precisely.

The decrease in Scope 3 emissions mainly reflects methodological refinements and improved data quality. Changes include more precise route and vehicle modelling and the exclusion of transport activities not operationally controlled by Hellmann. Prior-year values will be recalculated in 2026 to ensure full comparability.

Scope 3 by product in %



Government officials visit Hellmann in Bremen

Best practice in e-mobility:

Government officials visit Hellmann in Bremen

In summer 2025, we welcomed representatives of the federal and regional government in our Bremen branch, where we are turning best practice in e-mobility for heavy goods transport into reality: The triad of our own large photovoltaic system on the hall roof, coupled with a high end-storage and charging infrastructure and our own electric trucks, shows how electrification can already work optimally today to decarbonize road freight transport.

For further information please click here

Electrifying heavy-goods transport is a key step in reducing CO_2 emissions from road traffic. The logistics industry can play a significant role in achieving our climate targets. I'm impressed by Hellmann Worldwide Logistics' commitment to sustainable mobility, which is why we are supporting them with KsNI funding. The transition to climate-friendly drives can only be successful through strong cooperation between infrastructure, funding, and companies' willingness to innovate.

Patrick Schnieder
Germany´s Federal Minister of Transport

3.1.3. Topic Management

ACTIONS

As a global logistics service provider, we play a central role in enabling lower-carbon supply chains across multiple transport modes. Our environmental actions focus on reducing emissions intensity, scaling low-carbon solutions, and empowering customers to make climate-conscious choices, while maintaining operational reliability. We address emissions within our own operations and across the value chain, recognising that meaningful reductions in logistics require close collaboration with carriers, partners, and customers.

SEAFREIGHT

In Seafreight, we continued to scale alternative fuel solutions and operational efficiency measures. In 2025, a customer collaboration integrating biofuels resulted in approximately 1,000 tonnes of CO_2e insetting, directly reducing emissions within the supply chain. Biofuel options are systematically embedded in our tender and quotation processes, enabling customers to actively address their Scope 3 emissions.

> *Sustainability in logistics is not a vision for tomorrow, but a responsibility we deliver today. By integrating biofuels into our seafreight operations, we are achieving real CO_2 reductions and shaping supply chains that balance performance with climate action. Our commitment is clear: Innovate, act responsibly, and drive meaningful change – for a better future in global logistics.*
>
> **Erika Lizette Luna Campos**
> Global Seafreight Sustainability Analyst

Beyond fuels, we focus on carrier selection, container utilisation, and routing optimisation, using our deep supply chain expertise to reduce emissions per shipment while supporting service reliability. Ongoing initiatives aim to expand biofuel usage and further integrate decarbonisation measures into standard Seafreight operations.

ROAD & COURIER-, EXPRESS- UND PARCEL-SERVICES (CEP)

Through our Cleaner Roadfreight initiative, we are driving the decarbonisation of road transport by testing, scaling, and operationalising climate-friendly solutions. Emissions are measured transparently across Scopes 1-3, providing the basis for data-driven target setting and progress tracking.

Actions in 2025 included the expansion of electric vehicles, BIO-LNG and HVO across both our own fleet and partner networks, supported by AI-assisted route optimisation, multimodal transport concepts, and the development of green corridors in collaboration with carriers.

In international groupage and CEP services, we continued piloting battery-electric vehicles and charging infrastructure, working closely with subcontractors to integrate new technologies into daily operations. Where zero-emission solutions are not yet fully viable, LNG and BIO-LNG serve as transitional options to achieve immediate CO_2 reductions, while maintaining a clear long-term ambition to move towards emission-free road freight.

Erika Lizette Luna Campos

RAILFREIGHT

Rail remains a cornerstone of our multimodal strategy and a key lever for decarbonisation. We further integrated rail solutions into international logistics flows, particularly for long-distance and high-volume transport, combining the efficiency of rail with flexible first- and last-mile road services. In Germany, our rail services are powered exclusively by climate-neutral electricity, contributing to significantly lower emissions per tonne-kilometre and more resilient supply chains.

AIRFREIGHT

Airfreight continues to be one of the most challenging modes to decarbonise. We therefore focus on Sustainable Aviation Fuel (SAF) offerings, routing and load-factor optimisation, and improving emissions transparency. The transport chain optimization including multi-modal solutions (Sea-Air) is additional service leading to carbon emission reduction. Nevertheless, customer interest in biofuel investments is currently limited, and acceptance of higher costs for sustainable air freight services remains low, representing a key challenge for broader market adoption. In 2025, our emissions calculation accuracy was enhanced through our EcoTransIT partnership, enabling aircraft- and route-specific reporting. While customer demand for low-carbon airfreight products remains limited, we strengthened regional sustainability capabilities across APAC, IMEA and Sales to support future market uptake.

CONTRACT LOGISTICS

In Contract Logistics, we reduced environmental impact through energy-efficient site development and operations, including renewable electricity, LED lighting, smart building management systems and efficient heating technologies. Process optimisation, automation and digital transparency tools support lower energy consumption, improved emissions visibility, and more efficient inventory management for our customers.

SUSTAINABILITY POLICY

Furthermore, we have implemented a dedicated Sustainability Policy that defines binding, company-wide standards for managing environmental impacts — introduced as an independent corporate standard in 2025 following its prior integration within the QHSE regulatory framework. The policy establishes the governance, procedures, and operational expectations for all environment-related matters across our organization.

The Sustainability Policy applies to all employees globally and is reinforced through structured sustainability trainings planned for 2026, ensuring that environmental responsibilities and behavioural expectations are embedded throughout the company.

The policy outlines Hellmann's overarching commitment to minimizing negative environmental impacts and includes mandatory requirements in the following areas:

- Climate change mitigation, emission reporting & reduction
- Energy consumption and energy management
- Water use, waste management, biodiversity, and noise emissions

As a logistics service provider, we place particular focus on reducing greenhouse gas emissions across the entire value chain, covering Scopes 1, 2, and 3. The policy explicitly anchors the company's near-term science-based climate targets, supporting alignment with the decarbonization pathway described in section 3.1.2.

GOVERNANCE AND OVERSIGHT

The Sustainability Policy is overseen by our Management Board and implemented through the Sustainability function, which ensures compliance, monitors performance, and coordinates continuous improvement across operational units. Our Policy adherence is supported by internal controls, standardized reporting processes, and alignment with our science-based targets and environmental management approach.

4. SOCIAL

Sustainability Report 2025

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4. Social

4.1. Focus on People

4.1.1. Strategy

Our people are the foundation of our business model. As a global logistics provider, we unite a diverse range of professions and working environments – from operational warehouse and transport roles to commercial and digital functions. In recent years, our Hellmann Promise has enabled us to create a strong foundation for a culture that focuses on relationships between colleagues as well as with partners and customers. The aim is to use this foundation to focus on the holistic development of our employees, empowering our colleagues worldwide to contribute to the success of the company. A culture characterized by reliability, caring for one another, entrepreneurial and forward-thinking is our strong basis.

> *In times of constant change, lasting success starts with our people. By fostering a culture of respect, development, and inclusion, we enable performance today and build resilience for tomorrow. Social sustainability is a key driver of our transformation and an integral part of the Hellmann.Promise.*
>
> **Şükran Gencay**
> Vice President Sustainability Social & Governance

To successfully deliver on our strategy Forward2030, employees must have a clear understanding of their role, the impact they create, and how their contributions align with Hellmann's overarching strategy. This clarity empowers individuals to embrace growth opportunities and realize their full potential collectively.

Being part of the Hellmann FAMILY means working in an environment shaped by trust, care, and responsibility. Through employee participation, flexible and family-friendly work models, and wellbeing initiatives, we support both performance and work-life balance.

Continuous learning for great performance is central to our culture. Through local training programs and the global Learning Hub, we provide accessible development opportunities and foster a mindset of lifelong learning, We ensure our workforce remains motivated, engaged, and equipped with the skills needed for a rapidly changing logistics environment. This enables us to strengthen retention, attract talent, and secure sustainable business success.

We are currently standardizing our talent and performance management globally, prioritizing simplicity and consistency. In doing so, we are moving beyond administrative processes to emphasize employee development. This new global approach to talent and performance management reinforces our strategic direction by emphasizing simplicity and consistency. The focus is on effective conversations that concentrate on feedback and employee development, ensuring that every interaction drives progress toward our shared.


Şükran Gencay

Social Overview

CORE POLICIES

- Global Competency Model Policy
- Global Mobility Journey
- Code of Conduct
- Leadership Principles – Hellmann Promise

TARGETS 2030

- < 20% of employee turnover
- > 98% of employees participated in regular performance and career development reviews

IMPACTS

- Roll out of new global HR system Workday
- Launch of Rising Rockstars leadership program
- GROW Talent program in Eastern Europe
- Talents for Finance program
- Expanded Learning Hub globally

4.1.2. Targets & Metrics

Our workforce is central to our long-term success. At the end of 2025, we employed over 12.000 people globally, representing a broad range of professional profiles across operations, administration, and management.

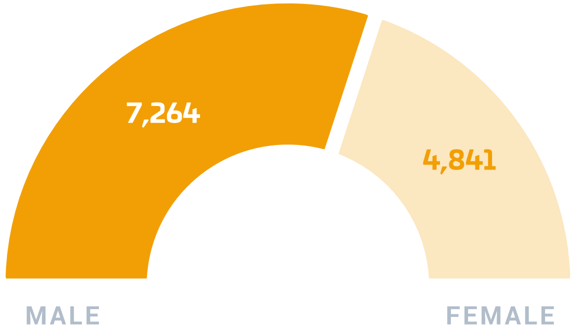
Employee retention is a key indicator of workplace quality and engagement. We set ourselves the target of reducing employee turnover to below 20 %. (by 2030). In 2025, the turnover rate among permanent employees decreased significantly from 23.5 % in 2024 to 18.7 %.

Learning, feedback, and development are measured as central drivers of performance and engagement. In 2025, 77 % of white-collar employees participated in structured training and performance or development reviews. This metric reflects the reach of our development framework and the extent to which employees are engaged in continuous feedback and learning processes.

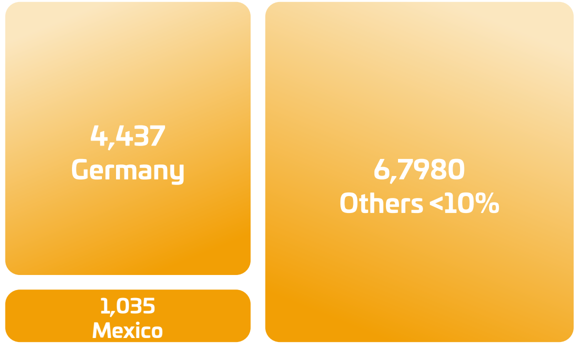
Looking ahead, we aim to further strengthen these outcomes through the continued global rollout of our HR platform, which will introduce more consistent, data-driven performance and talent review processes across the organisation. This will support clearer development pathways, improved succession planning, and more targeted capability-building.

Together, these targets and metrics provide a transparent view of how we measure workforce stability, development, and engagement, and how these factors contribute to an attractive and sustainable workplace.

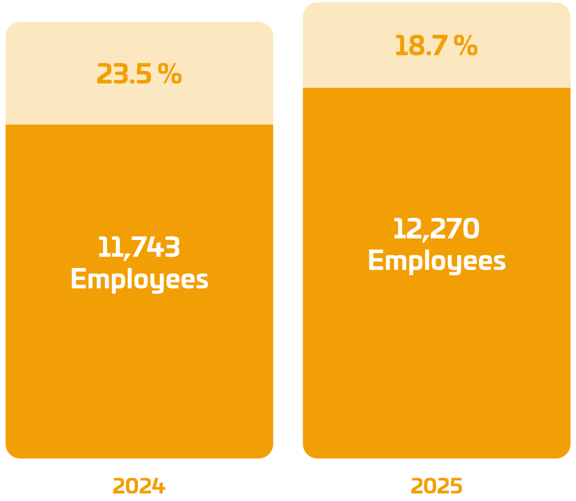
12,270 Employees



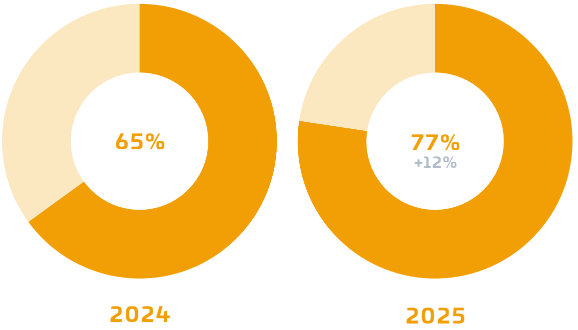
Employees in countries ≥10% of total headcount



Employee turnover 2030 target: <20%



Performance & career reviews



4.1.3. Topic Management

ACTIONS

In 2025, we focused on strengthening a performance-driven and development-oriented culture by advancing both our global HR infrastructure and our talent development initiatives.

A central milestone was the start of the rollout of Workday, our new global HR system, which supports the entire employee lifecycle and significantly enhances data quality and transparency. Phase 1, launched in May 2025, introduced human capital management, recruiting, and compensation across all regions. Phase 2, initiated in June 2025, expands the system to talent & performance, significantly advances more structured development dialogues, clearer growth paths, and forward-looking succession planning. Together, these measures lay the foundation for a more consistent global approach to performance and development management.

Let's Lead – for the better is Hellmann's global, mandatory leadership development program for all new managers. Delivered through three core modules (My Team, My People, My Self), it ensures a shared leadership language and consistent application of our leadership principles worldwide. In 2025, delivery was transitioned to the regions, strengthening local relevance while maintaining a common global standard.

Our global talent agenda reached key milestones in 2025, strengthening our pipeline of future-ready leaders and supporting international growth.

The newly launched Rising Rockstars Program brought together 17 high-potential colleagues from diverse regions in a 20-month blended development journey. As a core initiative of our Forward2030 strategy, it focuses on leadership impact and cross-functional collaboration to build a connected community of transformation drivers across the business.

In Eastern Europe, the GROW Talent Program was introduced across eight countries to accelerate the development of emerging professionals through targeted exposure, networking, and capability building.

Our Global Talents4Finance Program concluded successfully, with 8 of 9 participants progressing into expanded roles. A second cohort was launched to further strengthen strategic finance capabilities worldwide.

With the launch of our Global People Mobility Journeys in November 2025, we reinforced our commitment to international capability building. Through structured global assignments, we enhance cross-cultural collaboration, strengthen succession pipelines, and foster long-term engagement across regions.

Beyond top-talent initiatives, we continued expanding accessible learning opportunities for all employees. Our global Learning Hub now offers approximately 2,800 online courses, giving colleagues worldwide access to both professional and personal development content. In 2025, more than 9,000 employees completed at least one training module, reflecting a strong demand for upskilling and continuous learning across our organisation.

Through the combined rollout of Workday, targeted development programs, and broad learning access, we strengthened capability-building, transparency, and leadership effectiveness – key drivers of retention, engagement, and sustainable business performance.

Social Highlight Story:

Logistics in Motion Challenge 2025

Hellmann Germany strengthened wellbeing and community through the "Logistics in Motion Challenge 2025". More than 300 colleagues participated, collecting over 65,000 kilometers of physical activity across more than 20 sports. The initiative promoted health, fostered cross-site collaboration, and supported the Nicolaidis Young Wings Foundation, combining personal wellbeing with social impact.

Social Highlight Story:

Frontline Worker Health and Empowerment

In 2025, Hellmann advanced frontline health through a holistic approach combining ergonomics, prevention, and early empowerment. Together with Osnabrück University, biomechanical workplace analyses using biosensors identified physical strain and ergonomic risks in industrial environments. The results form the basis for targeted training concepts and supportive tools to sustainably protect employee health. In parallel, a dedicated health program for apprentices strengthened health competence across seven branches, supporting young talents in building resilience and healthy routines from the start of their careers.

4.2. Diversity Equity and Inclusion

4.2.1. Strategy

Diversity, equity, and inclusion (DEI) are firmly anchored in Hellmann's corporate strategy and are an integral part of who we are as a company. We are convinced that diversity in all its dimensions is a key driver of innovation, collaboration, and long-term success. This conviction is embedded in the Hellmann Promise and reflected in our leadership principles as well as our daily practices. As an international logistics service provider, diversity is inherent in our business: our colleagues come from different cultural backgrounds, are heterogeneous in terms of age and gender, and have very different educational backgrounds due to the wide variety of areas in which they work.

Our DEI approach is holistic: it aims to ensure equal opportunities for all employees, foster a culture of belonging, and leverage diversity as a business strength. To underline this commitment, we have allocated dedicated resources and a project manager, established clear structures at the corporate level to drive DEI across all business areas.

Currently, we are developing a comprehensive DEI strategy that extends beyond gender, addressing aspects such as cultural background, age, physical and mental ability, and sexual orientation. Through continuous awareness, education, and open dialogue, we aim to make diversity an everyday reality.

Diversity, Equity and Inclusion Overview

CORE POLICIES

- Sustainability Policy

TARGETS 2030

- 30% of women representation across management levels (1–3)
- 30% of diverse nationalities representation across the management levels (1–3)

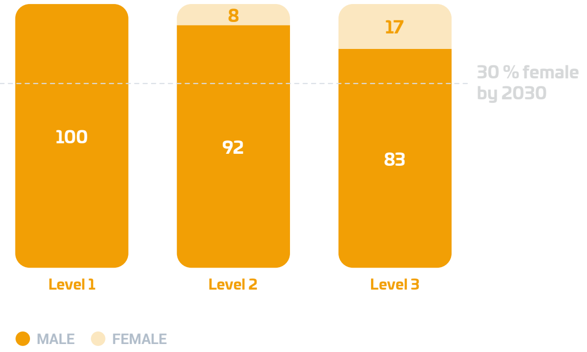
IMPACTS

- Improved gender balance
- Global Women's Leadership Kick-off
- Female mentoring program for 2026
- Launch of global HERspace community
- Introduced Anti-Bias sessions
- Signed German Diversity Charter

4.2.2. Targets & Metrics

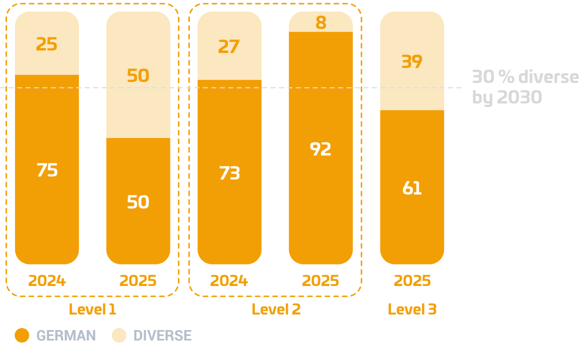
Gender diversity in leadership remains a key focus area of our DEI strategy. While our Managing Board is still all male, we reached an important milestone in 2025: two women now serve on the Supervisory Board, meeting our target of 30 % female representation at that level. At the International Executive Board, we have one female member in 2025, and at leadership level 3, women represent 16 % of roles. These developments mark tangible progress on our pathway toward our ambition of 30 % female representation across leadership levels (1–3) by 2030.

Leadership level by Gender in %



Nationality diversity within leadership continues to strengthen our global perspective. The Managing Board now reflects 50 % diverse nationalities (defined as non-German nationalities); an increase of 25 percentage points compared to the previous year. At leadership level 3, 39 % of leaders have diverse national backgrounds, supporting cross-market collaboration and innovation. At level 2, diversity stands at 15 %, highlighting both progresses made and the need for continued action.

Leadership level by Nationality in %*

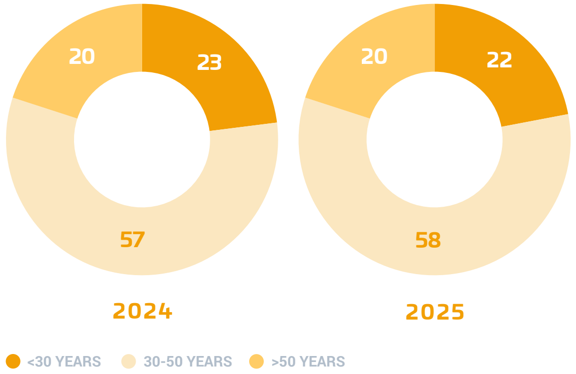


Note: Due to adjustments to the internal leadership level structure in 2025, the data are not directly comparable with the previous reporting period.

Age diversity across our workforce demonstrates a balanced mix of experience and new perspectives. 22 % of employees are under 30, 58 % are between 30 and 50, and 20 % are over 50 years old. This distribution supports agility, continuity, and effective knowledge transfer across generations.

Looking ahead, we will continue to strengthen diversity through targeted development initiatives, awareness-building, and transparent monitoring of progress. Our focus remains on embedding diversity as a driver of performance, innovation, and inclusive leadership across Hellmann.

Distribution of employees (%)



4.2.3. Topic Management

ACTIONS

Hellmann's DEI framework focuses on representation, empowerment, and awareness.

REPRESENTATION

We are systematically improving gender balance and diversity across leadership levels through inclusive recruitment, succession planning, and mentoring. A major milestone was the Global Women's Leadership Kick-off held in Hamburg in May 2025, attended by the Management Board and 25 top female leaders. This event marked the start of the next phase of our gender diversity journey and the formation of an international working group to develop concrete measures. A female mentoring program will be launched in 2026 to strengthen the internal talent pipeline.

EMPOWERMENT

HERspace was the first global initiative to emerge from the leadership meeting in May. It connects women across regions to exchange experiences, build networks, and strengthen leadership capabilities. Through quarterly virtual sessions, HERspace provides a trusted space for dialogue on leadership, visibility, and work-life balance. With more than 1,200 participants in 2025, HERspace has become a key pillar of our DEI engagement. It directly supports our target of achieving 30 % female representation in leadership by 2030 by increasing the visibility of successful career paths, strengthening role models, and reinforcing the proven link between diverse leadership and long-term business success.

> *At Hellmann Mexico, we prove every day that determination and talent have no gender, excelling in roles where men have historically predominated and paving the way for more women in these operations. By normalizing equitable leadership and fostering collaboration, we have built a high-performance team that achieves sustained results and cultivates an environment of growth, respect, and collective admiration. Working together means combining empathy, sensitivity, and determination, supporting one another, sharing ideas, and always striving for consensus. This unity and mutual support are key to our continued success.*
>
> **Nictee Rodriguez, Mary Angélica Silva and Vania Revilla**

Nictee Rodriguez (Roadfreight Director), Mary Angélica Silva (Airfreight Director) and Vania Revilla (Seafreight Director), Hellmann Mexico

Global Women's Leadership Kick-off held in Hamburg

AWARENESS

To strengthen DEI understanding across the company we are introducing Anti-Bias Sessions that challenge unconscious assumptions and promote inclusive behaviour. The first pilot workshops in IT & Digital took place successfully in 2025 and will be scaled to other regions.

A strong signal of our diversity commitment was the signing of the German Diversity Charter (Charta der Vielfalt) in October 2025. With this step, we also demonstrate externally that we stand for diversity, inclusion, and equal opportunity – and that we are determined to protect and promote these principles in everything we do.
By integrating DEI into every aspect of our business, Hellmann strives to build a workplace where everyone – regardless of gender, cultural background, age, religion, sexual orientation, or ability – feels valued and empowered to realize their potential.

4.3. Health and Safety

4.3.1. Governance

We embed health and safety firmly in our global governance structure through our integrated QHSE organisation. The Head of QHSE reports directly to the CEO, while regional QHSE leads report to their Regional CEOs. This ensures that health and safety priorities are anchored in executive decision-making across all our regions.

Information flows in a structured two-way process. Incident data, near misses, audit results, and corrective actions are consolidated at regional level and reviewed globally. At the same time, we cascade global standards and guidance to all sites and subcontracted operations to ensure consistent application.

Our Global QHSE Reporting Procedure sets out mandatory reporting and escalation rules. Compliance with ISO 45001 and local regulations is monitored through internal audits, external assessments, and regular management reviews. This governance approach supports transparency, accountability, and continuous improvement.

4.3.2. Strategy

Health and safety is a core element of our sustainability strategy and part of how we protect our people and the workers in our value chain. Guided by our Integrated Management System and ISO 45001, we follow one global approach that applies across all regions and operational environments.

Health & Safety Overview

CORE POLICIES & ISOS

- Global QHSE Policy
- ISO 9001
- ISO 14001
- ISO 45001
- ISO 50001
- VDA6.2

TARGETS 2030

- > 95% of operational staff trained on Health and Safety
- < 1,5 TRIR of recordable work-related accidents in our own workforce

IMPACTS

- Webinars on healthy eating and well-being
- Warehouse safety enhancements
- Improved near-miss reporting
- Psychosocial support & flexible work arrangements
- Audits, incident analysis, onboarding refinements in IMS
- Promotion of proactive safety culture

RISK IDENTIFICATION

We identify health and safety risks through a structured, multi-layered process. This includes hazard identification at sites, assessments of warehouse and transport risks, and specific evaluations for dangerous goods. For workers in the value chain, we screen carriers and subcontractors through our Third-Party Risk Management system (TPRM) to detect potential safety gaps early. Emerging risks – such as climate-related disruptions or workforce shortages – are reviewed annually.

RISK ASSESSMENT

We assess risks using defined criteria for likelihood and impact, considering both the effects on people and potential business implications. Tools such as hazard checklists, route risk assessments, and internal audits provide a consistent basis for evaluation and prioritization.

RISK MITIGATION

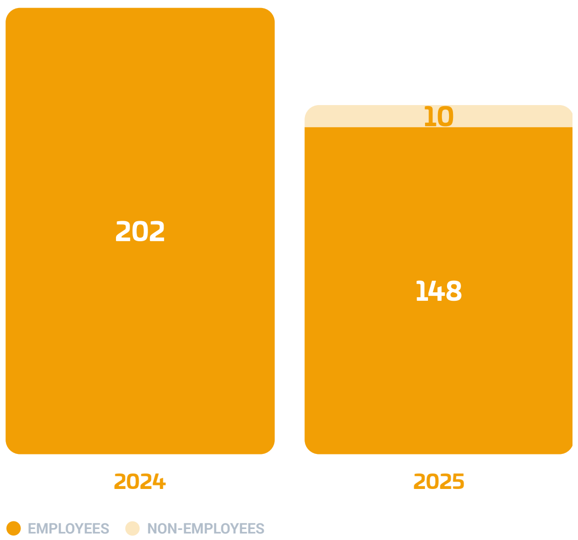
We embed mitigation measures into daily operations through clear procedures, protective equipment, emergency protocols, and mandatory training. Subcontracted operations are guided by the Supplier Code of Conduct and continuously monitored via the TPRM system. Corrective actions are tracked to closure, ensuring continuous improvement. Our strategic goal is simple: prevent harm, strengthen resilience, and ensure safe working conditions for everyone connected to our operations.

4.3.3. Targets & Metrics

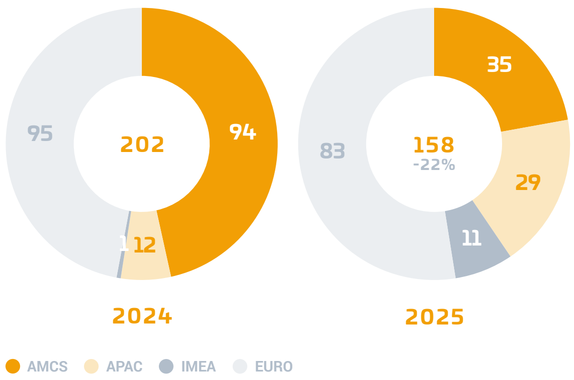
In 2025, the total number of reported workplace accidents across all regions decreased significantly to 158 incidents, compared to 202 incidents in 2024. This represents a 22 % reduction year-over-year, marking a positive trend in our safety performance. Importantly, no fatalities occurred during operations in 2025, reinforcing our commitment to protecting the health and safety of all employees.

The reduction in accidents reflects the effectiveness of our enhanced safety programs, including targeted training, stricter monitoring, and proactive risk assessments introduced in early 2025. These measures were designed to address high-risk areas identified in the previous year and have contributed to improved awareness and adherence to safety protocols.

Work-related accidents



Regional split of accidents



In addition, our reporting processes have become more granular and comprehensive, offering deeper insights into accident categories, root causes, and regional variations. This improved perspective enables better decision-making and targeted interventions, ensuring that preventive measures are aligned with actual risk patterns.

4.3.4. Topic Management

We involve our employees and key value-chain workers in health and safety through existing operational touchpoints, such as team briefings, site instructions, and direct dialogue with supervisors. In countries with formal employee representation, including Germany, works councils are consulted on relevant health and safety matters in line with legal requirements.

For subcontracted workers, especially carriers and on-site service providers, safety expectations are communicated during onboarding and through contractual obligations. While our structured engagement processes are still developing, we aim to strengthen feedback mechanisms and participation over the coming years.

ACTIONS

In 2025, we strengthened our health and safety approach through targeted operational improvements and greater global alignment. We launched webinars on healthy eating and well-being and introduced warehouse safety enhancements, such as visibility mirrors that help forklift operators detect oncoming traffic in segregated areas. Across all regions, we continued aligning our programmes and improved near-miss reporting and follow-up, supporting a safer and more transparent working environment.

Our approach is embedded in our Integrated Management System (IMS) and guided by ISO 45001, which shapes structured risk identification, preventive measures, and continuous improvement.

ADDRESSING MATERIAL IMPACTS

We work to prevent negative impacts by applying clear operational standards, mandatory safety instructions, and site-specific risk assessments covering warehouse operations, manual handling, dangerous goods, and emergency response. PPE requirements and regular safety briefings are part of daily operations. To address psychosocial risks, employees have access to local support structures, including counselling and trained contact persons. Flexible working arrangements and family-support measures reinforce a safe and respectful environment.

MANAGING MATERIAL RISKS

We identify and assess health and safety risks at operational and strategic levels through site-based assessments, incident analyses, and internal audits. For subcontracted workers – particularly carriers and on-site service providers – our expectations are embedded in contract requirements and onboarding procedures. Findings from audits, incidents, and employee input lead to corrective and preventive actions, monitored through our IMS.

PURSUING OPPORTUNITIES

We see opportunities in strengthening safety awareness, expanding participation in training, and using digital tools to support safe operations. Cross-regional knowledge exchange, leadership engagement, and targeted upskilling further embed a consistent and proactive safety culture across our global network.

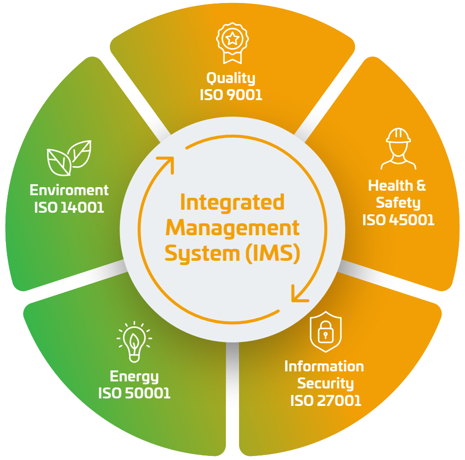
POLICIES

We have established a comprehensive set of policies and management systems to address material impacts on its workforce, as well as associated risks and opportunities. These are anchored in the company's Global QHSE Policy which applies to all Hellmann entities, partners, agents, and employees worldwide.

INTEGRATED MANAGEMENT SYSTEM (IMS)

Our IMS unifies all management systems under a single framework, ensuring consistent implementation of objectives and processes. The IMS is aligned with internationally recognized standards, including ISO 9001 (Quality), ISO 14001 (Environment), ISO 45001 (Occupational Health & Safety), ISO 50001 (Energy) and ISO 27001 (Information Security). These certifications are maintained through regular external audits by an accredited certification body and support systematic risk management, legal compliance, and continuous improvement.

Through our continuous efforts and involvement of everyone within the matrix organization our ISO coverage across the network is getting tighter. More and more of our countries are striving to demonstrate their management system to customers by organizing their processes in line with the global IMS.



	Quality	Health & Safety	Enviroment & Energy
caring	Being exceptionally customer focused	Creating a safe work environment for everyone	Responsible stewardship
entrepreneurial	Enabling staff to exceed customer expectations	Fostering an empowering environment for our staff	Mindful resourcefulness in all our operations
forward-thinking	Continuously improving and adapting to change	Proactively addressing health and safety risks	Constantly reviewing, evolving and enhancing our environmental performance
reliable	Delivering transparency, consistency and regulatory compliance	Championing accountability	Rigorous compliance to environmental standards

APAC

Australien
ISO 9001

China
ISO 9001

Hong Kong
ISO 9001
ISO 14001

Indonesia
ISO 9001

Malaysia
ISO 9001

New Zealand
ISO 9001

Singapore
ISO 9001
ISO 45001

South Korea
ISO 9001

Taiwan
ISO 9001

Thailand
ISO 9001

Vietnam
ISO 9001
ISO 14001

IMEA

Egypt
ISO 9001

India
ISO 9001
ISO 14001
ISO 45001

Kuwait
ISO 9001

Mauritius
ISO 9001

Pakistan
ISO 9001

Saudi Arabia
ISO 9001
ISO 14001
ISO 45001

South Africa
ISO 9001
ISO 14001
ISO 45001

Sri Lanka
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UAE
ISO 9001
ISO 14001
ISO 45001

AMCS

Argentina
ISO 9001

Brazil
ISO 9001

Canada
ISO 9001

Chile
ISO 9001
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ISO 45001

Costa Rica
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Mexico
ISO 9001

Peru
ISO 9001
ISO 45001

USA
ISO 9001
ISO 14001

WEUR

Belgium
ISO 9001

Czech Republic
ISO 9001
ISO 14001

France
ISO 9001
ISO 14001

Germany
ISO 9001
ISO 14001
ISO 50001
ISO 45001

Italy
ISO 9001

Netherlands
ISO 9001

Poland
ISO 9001
ISO 14001

Spain
ISO 9001
ISO 14001
ISO 50001
ISO 45001

UK
ISO 9001
ISO 14001
ISO 50001
ISO 45001

EEUR

Austria
ISO 9001

Hungary
ISO 9001

Kazakhstan
ISO 9001

Lithuania
ISO 9001
ISO 14001

Romania
ISO 9001

Turkey
ISO 900
ISO 14001

4.4. Human rights

4.4.1. Governance

We are committed to protecting and promoting human rights across all our operations, recognizing it as a fundamental responsibility of our business and a principle that underpins our global human rights agenda. Hellmann's global human rights agenda is overseen by the Management Board through the Human Rights Committee, chaired by the Human Rights Officer. This Committee meets quarterly and maintains a direct reporting line to the Management Board, acting as an advisory body on risk mitigation, policy development, and escalation procedures for potential human rights breaches. Its composition includes representatives from Global Sustainability Reporting, Global Procurement, Global Compliance, and the Human Rights Officer. Through regular reviews, we ensure that strategic priorities remain aligned with evolving regulations, stakeholder expectations, and insights from our due diligence process.

4.4.2. Strategy

Respect for human rights is a cornerstone of our values and business conduct. As a family-owned global logistics provider, we recognize our responsibility to uphold internationally recognized human rights and labour standards across all operations and throughout the supply chain. Our approach is guided by the UN Global Compact and the UN Guiding Principles on Business and Human Rights, ensuring these principles are embedded in our policies and practices.

Human rights are integral to our long-term business success: fair and safe working conditions, equality, and respect foster a motivated workforce and trusted partnerships with customers and suppliers. To strengthen this commitment, we extend human rights training beyond employees to suppliers, building awareness and capacity to prevent and address risks throughout the value chain. We continuously review and update our processes to align with evolving regulations and stakeholder expectations, reinforcing transparency and accountability in global operations.

Hellmann applies a zero-tolerance approach to discrimination, harassment, or any human rights violation, ensuring swift investigation and remediation. Employees and workers in our value chain can confidentially raise concerns through our globally accessible anonymous whistleblower tool, supporting our commitment to a safe and respectful working environment.

Human Rights Overview

CORE POLICIES

- Human Rights Policy
- Sustainability Policy
- Code of Conduct
- Supplier Code of Conduct
- Whistleblower Policy
- LkSG Handbook

TARGET 2030

- >98% of employees trained on Human Rights

IMPACTS

- Human rights due diligence anchored in Human Rights Policy, CoC and SCoC
- Introduction of human rights training
- Strengthened value chain compliance
- Confidential grievance mechanisms
- Zero-tolerance policy on violations

4.4.3. Targets & Metrics

To ensure accountability and continuous improvement, Hellmann monitors human rights performance through defined indicators and quantitative targets.

With the introduction of a human rights training course in the last quarter of 2025, we aim to ensure that at least 98 % of all employees receive annual training on human rights, including awareness of risks in logistics and along the entire value chain.

In 2025, 30 reports were received through the whistleblower tool managed by our Compliance team, 28 of which were processed in line with our internal procedures, with appropriate mitigation measures where necessary, referenced again in Chapter 5.1. Two of these reports are related to human rights or working conditions; after thorough investigation they turned out to be unsubstantial. In the previous year, no reports were submitted, which makes the increase in 2025 particularly noteworthy. This development suggests that our stakeholders are increasingly aware of the whistleblower tool and feel confident using it as a secure and trusted channel to raise concerns.

Additionally, 0 cases of discrimination and harassment were recorded in 2025. Nevertheless, we continue to prioritize improvement — actively refining our reporting channels to ensure greater accessibility and advancing transparency throughout the supply chain.

Performance against these indicators is reviewed quarterly by the Human Rights Committee and reported to the Management Board and the Supervisory Board as part of Hellmann's sustainability governance.

Incidents of discrimination

0 in 2024 & 2025

Whistleblower reports

30 in 2025

0 in 2024

4.4.4. Topic Management

ACTIONS

Hellmann's human rights due diligence process is anchored in the Human Rights Policy, the Code of Conduct, and the Supplier Code of Conduct. These define expectations for fair treatment, safe working conditions, and ethical behaviour across all entities and business partners. In line with our 2024 objective, we successfully integrated measures to involve stakeholders more closely in supply chain compliance. This included training programs for employees and suppliers, reinforcing awareness of human rights and environmental due diligence obligations.

> *As a family-owned business rooted in strong values, Hellmann stands firmly against hatred, discrimination, and violence. We are committed to equal treatment and opportunities for women and men, with no discrimination based on sex. Violence against women has no place—neither within our company nor in society. Guided by our core value of caring, we, as Hellmann Spain, implemented an Equality Plan covering recruitment, promotion, pay, training, working conditions, health, work-life balance, and prevention of harassment. We take proactive steps through awareness initiatives, early intervention, clear policies, and confidential support, including access to specialized resources like the 016 hotline and legal protection. Our priority is that every woman feels safe, respected, and supported — anytime, anywhere.*
>
> **Alex Delrue**
> Managing Director, Spain

TRAINING AND AWARENESS

In 2025, Hellmann introduced a mandatory human rights training course for our employees. The training covers topics such as labour rights, equality, and identifying risks in daily operations. By year-end, 89 % of our top management had completed the training, with annual refreshers planned. As part of upcoming training waves, the procurement team and other functions like QHSE, Legal, Compliance and HR will also be included to strengthen awareness across the value chain.

Additionally, we have given human rights trainings to our most strategic suppliers. By doing so, we emphasize that human rights protection is not only a priority within our own operations but also a fundamental expectation throughout our entire value chain. This approach strengthens awareness and accountability among partners and supports the prevention and mitigation of potential risks across all tiers of our supply network.

GRIEVANCE MECHANISM

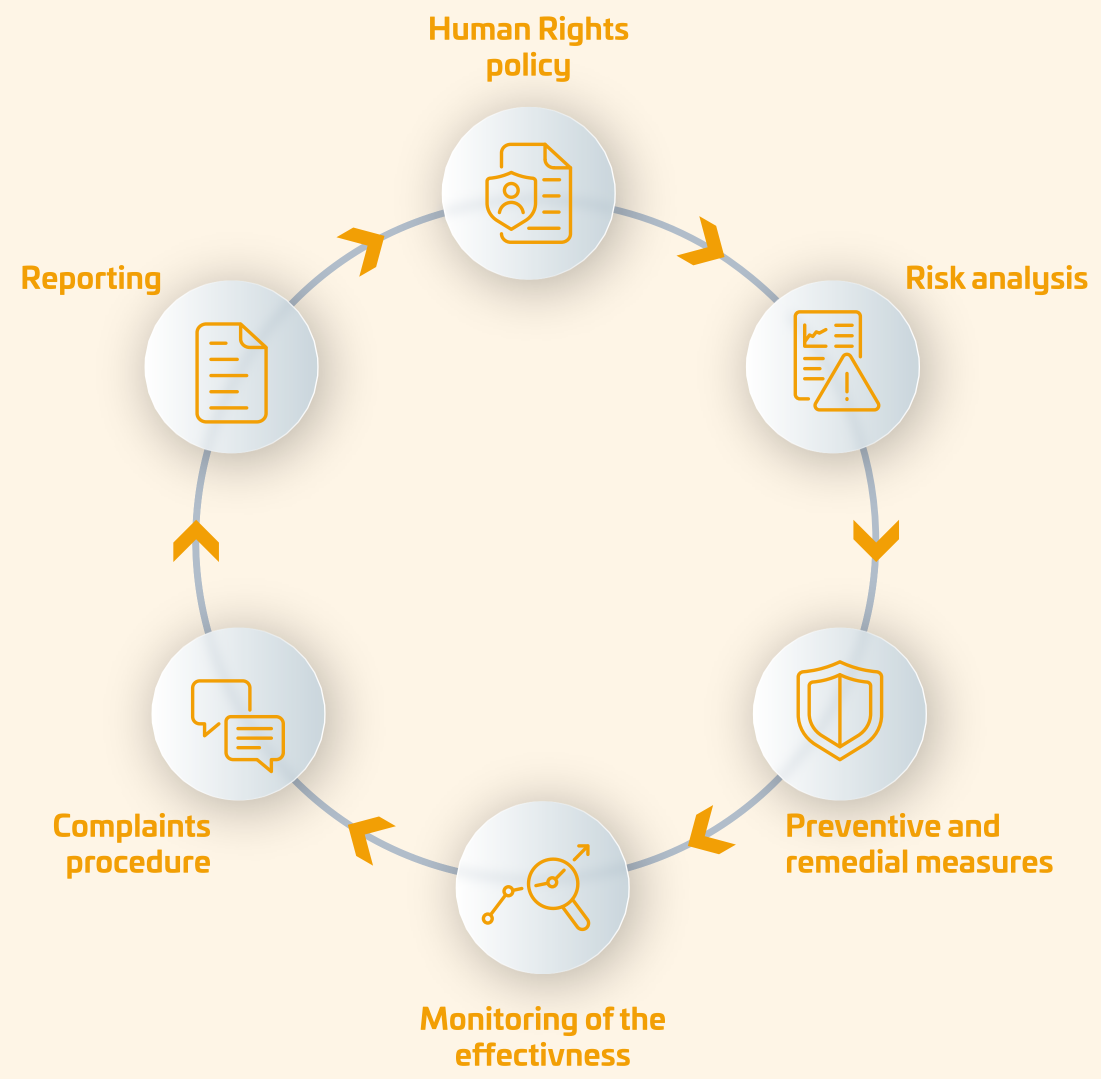
Employees, suppliers, and external stakeholders can raise concerns through our confidential whistleblower tool, available in multiple languages. Reports are reviewed jointly by the Compliance and Human Rights Officers to ensure independence and protection against retaliation.

INTERACTIONS WITH WORKERS IN THE VALUE CHAIN

In 2025, Hellmann strengthened its approach to human rights in the value chain through targeted actions. We introduced training for employees and critical suppliers, developed a new Supplier Code of Conduct with a stronger focus on human rights, and implemented new performance indicators to track progress. The rollout of our TPRM Tool enables systematic assessment of social and environmental performance and early identification of risks. To ensure accountability, workers and suppliers can report concerns confidentially through our whistleblower tool.

The effectiveness of Hellmann's human rights programme is reviewed annually, and findings are used to strengthen preventive measures and supplier oversight.

WHISTLEBLOWER TOOL



5. GOVERNANCE

5. Governance

5.1. Compliance

5.1.1. Governance

We operate a global Compliance Management System (CMS) designed to prevent, detect, and respond to risks related to business conduct, corruption and bribery, export controls, sanctions, fair competition, and third-party integrity. The CMS follows the internationally recognised "Three-Pillar Model" and is anchored in our Integrated Management System (IMS).

GOVERNANCE STRUCTURE

Responsibility for compliance lies with the Chief Compliance Officer supported by a network of Regional Compliance Officers across all global regions. This organisational model ensures global standards while allowing for adaptation to local regulatory requirements. Senior management at all levels carries responsibility for implementing compliance measures within their area of control.

ROLES AND RESPONSIBILITIES

- Chief Compliance Officer: Sets global standards, designs the CMS, oversees global training, investigations, and reporting.
- Regional Compliance Officers: Implement policies locally, conduct training and risk analyses, support investigations, and ensure documentation.
- Senior Management: Accountable for compliance within their teams, including ensuring training completion and adherence to policies.

CORE GOVERNANCE PROCESSES

- Oversight and coordination through regular global-regional alignment meetings and reporting.
- Annual CMS review and risk-based planning cycle.
- Regional compliance monitoring and documented follow-up.
- Escalation channels for high-risk findings.

WHISTLEBLOWING

Our global whistleblower tool provides confidential, and if wished so anonymous, reporting channels accessible to employees, suppliers, and external stakeholders. Handling of cases follows a standardised investigation process; human-rights related cases are managed separately by the Human Rights Officer.

Compliance Overview

CORE POLICIES

- Code of Conduct
- Anti-Bribery and Corruption Policy (incl. Gift & Hospitality Rules)
- Fair Compensation Policy
- Export Control and Sanctions Policy (incl. Advisory Notes/SOPs)
- Third-Party Due Diligence Policy
- Suppliers Code of Conduct
- Whistleblowing Policy
- Investigation Policy
- Search of Business Premises Policy
- Third Party Risk Management (TPRM) Process + Policy

TARGETS 2030

- > 98 % of employees trained on Compliance

IMPACTS

- Updated compliance training framework
- Implementation of TPRM system for supplier screening
- Ran whistleblowing awareness campaigns
- Strengthened regional compliance alignments

5.1.2. Strategy

Our compliance strategy aims to embed ethical conduct and regulatory compliance as enablers of sustainable business across all regions and business units. We focus on preventing misconduct before it occurs, increasing transparency in high-risk relationships, and strengthening a speak-up culture that supports early detection and remediation.

Looking ahead, our strategy is built on three long-term priorities:

- Behavioural effectiveness over formal compliance, ensuring that training and guidance translate into sound decision-making in daily operations.
- Systematic, risk-based third-party governance, recognising that a large share of compliance risk sits within our extended value chain.
- Accessible and trusted reporting mechanisms, enabling employees and partners to raise concerns safely and without fear of retaliation.

By continuously integrating compliance into operational processes, supplier management, and decision-making, we ensure that compliance is not a standalone function but a core element of responsible business conduct and risk management.

5.1.3. Targets & Metrics

Preventing corruption and bribery is a core element of our compliance framework. To strengthen prevention, we have defined a group-wide target to cover more than 98 % of all functions at risk with mandatory compliance training by 2030. Functions at risk are defined as all white-collar employees.

In 2025, training coverage reached 88 %. Mandatory compliance training is conducted annually, and coverage will be further expanded through structured follow-up and global rollout.

In 2025, no convictions or fines related to corruption or bribery were recorded.

During the year, 28 whistleblower reports were received and processed in line with internal procedures. All cases were assessed, investigated, and closed where required, confirming the effectiveness of our prevention and detection mechanisms.

Corruption/Bribery Risk Functions: Training Coverage

88 %

Target > 98 %

5.1.4. Topic Management

ACTIONS

In 2025, we strengthened the practical implementation of compliance standards across regions and business functions.

A major focus was enhancing the quality and reach of training. Updated modules now include operational examples and interactive elements, and face-to-face sessions were expanded for network partners.

To increase the training completion rate from 88 % to 98 % by 2030, we have developed a new training approach involving smaller, bite-sized learning modules that can be completed more quickly throughout the year and are designed to accelerate overall coverage. The new catalogue entails Anti-Bribery, Code of Conduct, Conflicts of Interest, Export Controls, Competition Law, and Third-Party Due Diligence. Based on our completed Compliance Risk Assessment and subsequent alignment with the Regional Compliance Officers, we will reinforce accountability further so that managers actively ensure that all employees complete their assigned trainings.

Additionally, a global risk assessment was conducted to identify country and region-specific risks, focused particularly on improving the detection of fraud and corruption risks as well as trade compliance and competition law risks across different countries. These findings were used to compile comprehensive documentation. The risk minimization measures defined in this documentation will be implemented in 2026.

We also completed the global rollout of our Third-Party Risk Management (TPRM) system, integrating suppliers, subcontractors, and agents into a uniform, risk-based due diligence process. This enables systematic sanctions screening, corruption risk scoring, adverse media checks, and structured escalation for high-risk cases.

We also enhanced the accessibility and responsiveness of our whistleblower tool. The upgraded system offers multilingual support and improved usability, and standardised investigation procedures have shortened case-handling times. Awareness campaigns ensured that employees and partners are informed about how to raise concerns safely and confidentially.

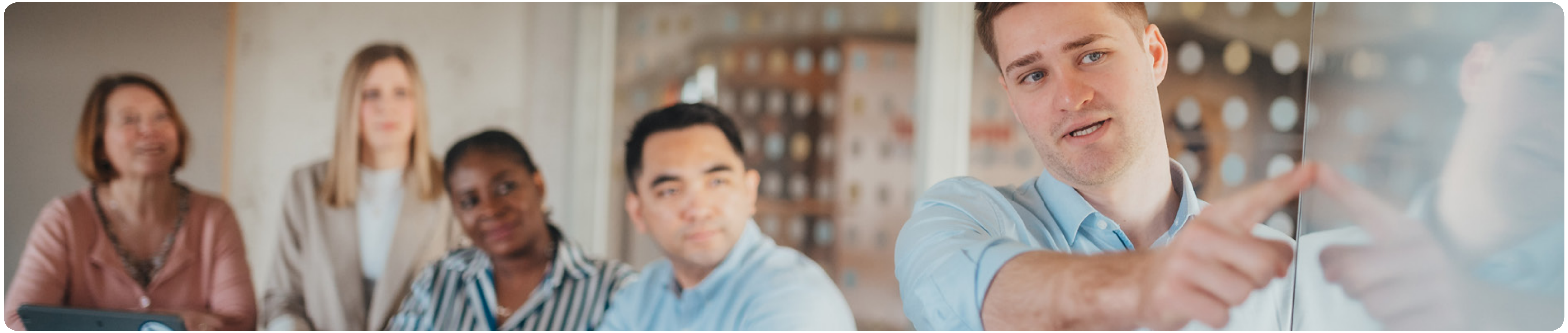
Across all activities, Compliance collaborated closely with operational and regional teams to align expectations, support local implementation, and prepare for increasing regulatory requirements. These actions strengthened prevention, improved early detection, and supported responsible business conduct throughout the organisation.

POLICIES

Our compliance work is guided by a clear set of global business conduct policies that define expected behaviour and support responsible decision-making across all regions. The Code of Conduct forms the foundation of this framework and is complemented by key topic-specific policies: the Anti-Bribery and Corruption Policy, the Fair Competition Policy, and the Export Control and Sanctions Policy, all of which set binding rules for interactions with customers, partners, and authorities.

Integrity within our value chain is supported by the Third-Party Due Diligence Policy and our Supplier Code of Conduct, which establish a consistent, risk-based approach to onboarding and monitoring suppliers, subcontractors, and agents. These requirements are embedded in our global TPRM process.

To ensure transparency and accountability, we maintain an independent Whistleblowing Policy and an Investigation Policy, which define procedures for reporting, assessing, and handling potential misconduct. All policies are reviewed regularly and supported by mandatory training and regional compliance oversight.



5.2. Supplier relationship management

5.2.1. Governance

We ensure responsible and sustainable business practices by maintaining effective and robust supplier relationship management as defined by our corporate culture, because we are convinced: Relationship matters. Oversight of these practices is ensured by our Management Board, supported by a governance framework that aligns with the German Supply Chain Due Diligence Act (LkSG) and the Corporate Sustainability Due Diligence Directive (CSDDD).

Our Third-Party Risk Management (TPRM) process is a key pillar of this framework and is jointly managed by Procurement, Compliance, Human Rights, and the Shared Service Center. This collaborative approach enables us to systematically assess social, environmental, and ethical risks across our supply chain and ensure supplier compliance with international standards on human rights and environmental protection through robust contracts and due diligence.

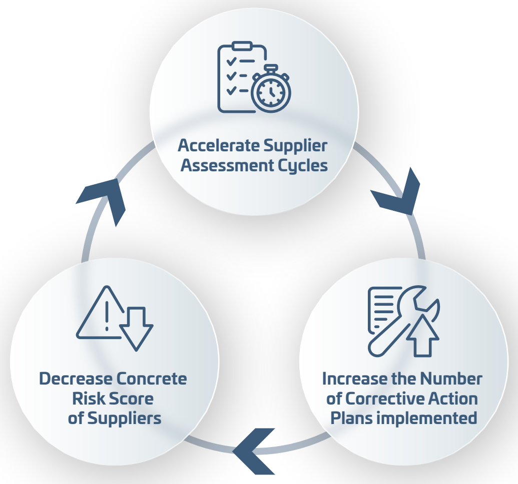
Supplier relationship management is coordinated across our global and local levels: strategic suppliers are managed by product teams to ensure consistency and alignment with global standards, while local teams maintain close relationships with the suppliers to address specific requirements and foster trust. This integrated governance model combines global oversight with local engagement, embedding responsible practices throughout the value chain.

5.2.2. Strategy

Effective supplier relationship management is essential for ensuring resilience, compliance, and sustainability across our global supply chain. This responsibility is shared across Procurement, Compliance, Human Rights, and Product divisions supported by our TPRM to systematically assess, identify and mitigate social, environmental, and ethical risks, while managing supplier performance and compliance. This cross-functional setup ensures that ESG, legal, and operational standards are embedded at every stage of supplier interaction — from onboarding and qualification to continuous monitoring.

In 2025, we updated our Supplier Code of Conduct (SCoC) to reflect evolving regulatory frameworks, including the LkSG and the upcoming CSDDD. The SCoC sets clear expectations on integrity, environmental protection, occupational safety, and business ethics, and forms a contractual component of supplier agreements. It also addresses key compliance topics such as anti-bribery, anti-corruption, conflicts of interest, competition law, anti-money laundering, and export controls.

All suppliers must comply with Hellmann's Procurement Policy, which incorporates ESG criteria and compliance requirements as prerequisites for approval. Our most strategic suppliers receive regular trainings to ensure alignment with due diligence obligations and sustainability goals.



We monitor supplier performance through a set of quantitative performance indicators as part of the regular management reporting framework.

Our commitment to responsible sourcing is reflected in the continuous monitoring of key performance indicators within our TPRM framework. To further strengthen supplier relationship management, we introduced additional metrics in 2025. These metrics – assessment throughput per supplier, concrete risk scores across the supplier base, the number of corrective action plans implemented – will be periodically reviewed to track progress, enhance transparency and drive continuous improvement. Integrated into our TPRM process, this initiative enables structured oversight and proactive risk mitigation throughout the supply chain.

Complementing these efforts, about 70 % of our most strategic suppliers received training on human rights and compliance topics in 2025. This program will continue in 2026 to reinforce awareness, strengthen ethical practices, and ensure alignment with our responsible sourcing standards.

Supplier Relationship Management Overview

CORE POLICIES

- Procurement Policy
- Sustainability Policy
- Human Rights Policy
- Whistleblower Policy
- Suppliers Code of Conduct
- LkSG Handbook
- Third Party Risk Management (TPRM) Process + Policy

IMPACTS

- Human Rights & ESG training for high-risk suppliers
- Compliance and human rights training for strategic partners
- Most Sustainable Carrier Award

5.2.3. Topic Management

ACTIONS

We strengthen responsible supplier management through a combination of risk-based due diligence, continuous monitoring, and proactive engagement across our global value chain. Our approach covers both compliance and sustainability expectations for all business partners.

RISK IDENTIFICATION AND ASSESSMENT

We identify and assess supplier-related risks at both abstract (country, sector) and concrete (supplier-specific) levels, in line with the LkSG and anticipating requirements under the upcoming EU CSDDD.

Risks relating to corruption, sanctions, labour conditions, human rights, and environmental performance trigger immediate follow-up, including detailed questionnaires and targeted mitigation measures. This structured approach supports transparency, accountability, and ethical business partnerships.

THIRD-PARTY RISK MANAGEMENT (TPRM)

Our TPRM platform serves as the central tool for supplier due diligence. It consolidates internal and external data to assign each supplier a risk classification at onboarding and ensures continuous monitoring throughout the relationship. Suppliers are assessed across three dimensions:

- Compliance (e.g., anti-corruption, sanctions, data integrity),
- ESG performance, and
- Human rights, aligned with LkSG risk methodology.

Grupo Servica, Hellmann Network Partner in Costa Rica

> *Hellmann´s training really helped us make sense of complex compliance requirements and showed why human rights are at the heart of sustainable business. It wasn't just theory – we walked away with practical steps to improve our processes. This experience has strengthened our commitment to transparency and is an important step toward building trust with our partners and creating a fairer supply chain.*
>
> **Network Partner**
> **Grupo Servica Costa Rica**

If the system detects alerts or non-conformities, we review the case, define corrective actions, and track them to closure – ensuring consistent oversight and escalation.

In line with these processes, we prepared an annual LkSG-report, documenting identified risks, mitigation measures, and effectiveness across our supply chain.

INTERNAL AUDIT

Internal audits form an integral part of our compliance and control framework. Through a structured, risk-based audit program, we regularly review business conduct, anti-corruption, labor and human rights practices, and responsible procurement processes across our global organization. Our objective is to audit at least 90 % of our revenue within a five-year audit cycle, providing consistent assurance and supporting continuous improvement.

SUPPLIER ENGAGEMENT

We aim to build long-term, value-driven partnerships that go beyond minimum compliance. In 2025, we launched a targeted human rights and ESG training for high-risk LkSG suppliers, while key strategic suppliers received regular compliance and human rights briefings. To encourage sustainable behaviour, our Seafreight division introduced the Most Sustainable Carrier Award, recognising partners with measurable CO_2 reductions and improved emissions transparency. Procurement teams continued collaborating with carriers and logistics partners to scale low-carbon transport solutions in line with Forward2030. Suppliers can also raise concerns through our whistleblower tool, reinforcing transparency and ethical conduct across the chain.

CONTINUOUS IMPROVEMENT

We continue strengthening our supplier management framework to reflect evolving regulatory and stakeholder expectations. Key improvements planned for 2026 include expanding supplier trainings, enhancing the SCoC further, and increasing the share of spend covered by signed SCoC commitments, ensuring consistent sustainability and compliance standards across the value chain.

5.3. Innovation

5.3.1. Governance

At Hellmann, innovation is a strategic ambition that is reported directly to the Management Board. Initiatives are deeply embedded in our business units, starting with a clear understanding of their core weaknesses and areas for improvement. Based on these, targeted solutions are scouted and implemented through a structured stage-gated process – from problem-fit to product-market fit – ensuring strategic relevance and measurable impact. Close collaboration with the business ensures ownership and transparency, while our governance boards oversee funding and execution. We track the progress via KPIs and dashboards, aligned with sustainability and ecosystem strategies.

Our application of automation in our fulfilment center in Dubai leveraging on Geek+ robotic solutions demonstrates how we turn innovation into daily operational excellence. By automating storage and fulfilment processes, we significantly increase speed, precision, and scalability for our customers in one of the world's fastest-growing logistics hubs. It's a clear example of how technology enables sustainable, intelligent supply chains. This project proves that innovation matters when it delivers — more speed, higher accuracy, and a supply chain ready for tomorrow.

Patrick Grzywa
Regional COO Contract Logistics IMEA

5.3.2. Strategy

Building on this governance foundation, our innovation strategy is driven by the Hellmann Innovation Hub (HIH), which accelerates collaboration with startups and technology partners through a structured innovation process and methodology.

Our innovation governance emphasizes ecosystem collaboration over isolated efforts, engaging with external networks such as "Digital Hub Logistics" in Hamburg and "Maschinenraum" in Berlin to access startup ecosystems, cross-industry expertise, and joint innovation formats, while embedding innovation ambassadors across business units.

The Innovation Hub also manages a global innovation platform that centralizes partner scouting, project tracking, and KPI reporting, ensuring transparency and alignment across regions.

Innovation Overview

CORE POLICY

- AI Policy

IMPACTS

- Rolled out Agentic AI company-wide
- Formed strategic partnerships and pilots
- Embedded AI agents in core workflows
- Automated routine tasks
- Advanced data transparency and smarter decision-making

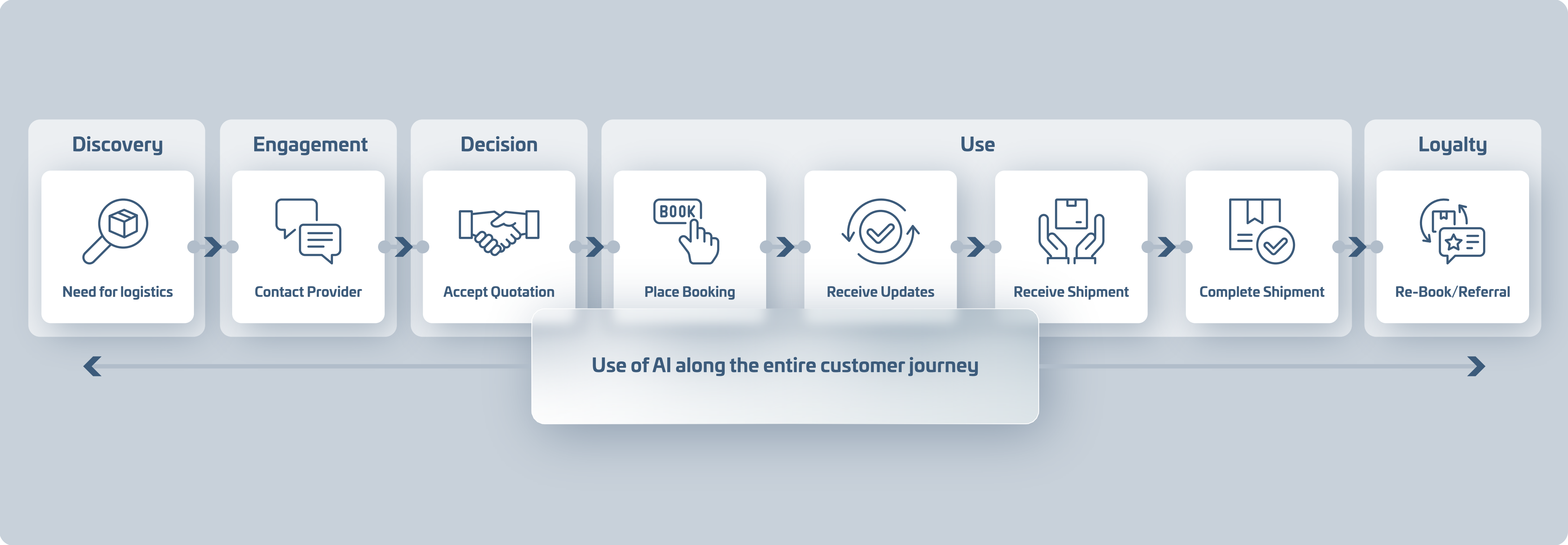
5.3.3. Topic Management

ACTIONS

A prime example of this strategy in action is the strategic, product-wide rollout of Agentic AI in 2025 – marking a significant leap in Hellmann's digital transformation journey. Operating in a highly transactional yet traditionally low-digitized industry, we recognize the potential of autonomous AI agents to drive meaningful change. To accelerate adoption, strategic partnerships were established and targeted proof-of-concept pilots conducted across key business units. These agents are now embedded in our core operational workflows, including milestone tracking, quoting intelligence, and inbox management. Their ability to act independently – updating shipment data, generating responses, and automating routine tasks – has led to measurable gains in speed, accuracy, and resource efficiency. This initiative directly supports our long-term sustainability goals by reducing manual effort, improving data transparency, and enabling smarter decision-making at scale. Agentic AI is not just a technological upgrade – it's a foundational shift in how we operate and innovate.

POLICIES

Our AI Policy aims to ensure the legal, transparent, and responsible use of artificial intelligence (AI) by all employees. It regulates how AI can be used, requiring that every use case is clearly defined and that only approved AI solutions are employed. The policy emphasizes compliance with laws such as the EU AI Act, which imposes strict requirements and high penalties for violations. By setting these rules, the policy helps us harness the benefits of AI – like efficiency and innovation – while minimizing risks such as data misuse, bias, and legal non-compliance. It provides a clear framework for safe, ethical, and effective AI adoption across our organization.



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5.4. Cyber Security

5.4.1. Governance

We have implemented a robust governance framework to monitor, manage, and oversee information-security risks, fully aligned with ISO/IEC 27001 standards. This framework is embedded in the Information Security Management System (ISMS) and supported by a comprehensive set of 24 policies, including a dedicated Risk Management Policy.

IT-security is treated as an ongoing management process, not a one-time project. We regularly review our technical and organisational controls to ensure continued effectiveness and alignment with business objectives. Each organisational unit is responsible for safeguarding its information assets, while executives act as role models and promote security awareness throughout the company.

A strong security culture is fostered through a comprehensive awareness program tailored to different target groups, combining diverse measures such as mandatory training, phishing simulations, newsletters, and other engaging initiatives. To ensure effective oversight of all relevant risks, we apply a structured risk analysis approach, modelling the information network and assigning appropriate security requirements and safeguards to critical IT systems, applications, and business processes. This structured approach enables transparent and measurable risk management by linking security requirements to critical components, ensuring that residual risks are clearly identified and controlled.

This integrated, policy-driven governance model enables us to proactively manage all relevant cyber-related risks, maintain compliance, and continuously strengthen its security posture – reflecting the company's commitment to responsible innovation, operational resilience, and stakeholder trust.

5.4.2. Strategy

Our Cyber Security strategy is a core element of corporate governance and reflects Hellmann's commitment to responsible conduct, risk management, and long-term resilience. All our corporate policies are aligned with ISO/IEC 27001, forming an auditable framework for information-risk management. The strategy ensures that evolving business models, legal requirements, and technologies are consistently reflected in Hellmann's security posture. It includes:

- State-of-the-art technical and organisational measures, proportionate to asset value and risk level.
- Regular effectiveness reviews to ensure adequacy and continuous improvement.
- Decentralised accountability, with each unit protecting its own assets.
- Leadership commitment, with the Management Board endorsing the information-security process.

Cyber Security is thus integrated into our ESG strategy, supporting transparency, accountability, and resilience in digital operations.

Security Risk Score

8.64

Improved by 1.77 points
17% decrease vs. score in 2024

2024: 10.41 points
Lower is better | Target <9

5.4.3. Targets & Metrics

We measure the effectiveness of our Cyber Security framework through a defined set of quantitative and qualitative indicators integrated into the Information Security Management System (ISMS). These KPIs provide transparency on control performance, employee awareness, and overall risk maturity.

A core indicator is the Global Information Security Risk Score, which aggregates risk data from all regions to assess the strength of the safeguards. The current global score of 8.64 (out of 25) places Hellmann in the low-to-medium risk range. Our strategic target is to maintain a score below 9, ensuring robust protection, with a critical threshold of 15.9 marking elevated exposure. Results are monitored monthly at regional level and consolidated globally once a year for review by the Management Board.

Cyber Security Overview

CORE POLICIES

- Information Security Policy
- Risk Assessment Policy
- ISMS Internal Audit Policy
- End User Policy
- Handling Sensitive Information Policy

TARGETS 2030

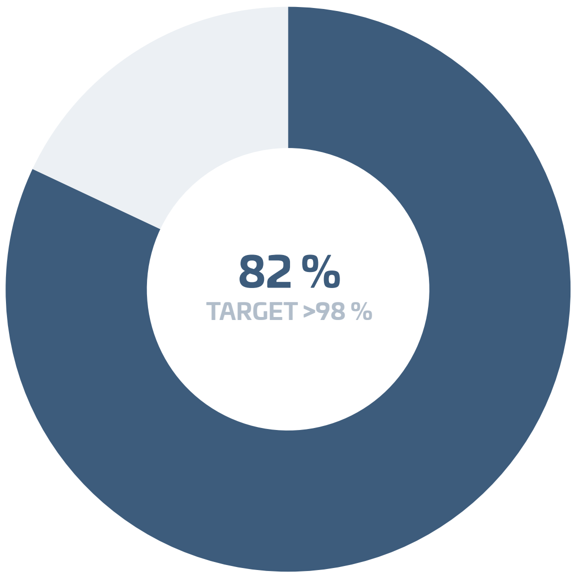
- Global security risk score of less than 9, never higher than 15,9
- > 98 % of staff is trained on Cyber Security

IMPACTS

- Cybersecurity embedded in ESG governance
- Converted audit findings into global risk reporting
- Classified high-value data by CIA principles
- Strengthened resilience through technical and organizational controls
- Expanded cybersecurity awareness training
- Maintained third-party security oversight

A second key indicator measures Cyber Security training participation, reflecting employee awareness as a frontline defence against threats such as phishing and social engineering. Our global participation currently stands at 82 %, with a long-term target of over 98 % by 2030. We track training completion monthly, supported by automated reminders and targeted outreach to maintain high engagement.

8,831 current learners enrolled



In addition, we benchmark our performance externally through the CyberVadis assessment, where we consistently score well above the logistics industry average. For 2025 we achieved the status Mature (928/1000). This independent evaluation confirms the strength of our Cyber Security governance, awareness culture, and supplier risk management.

5.4.4. Topic Management

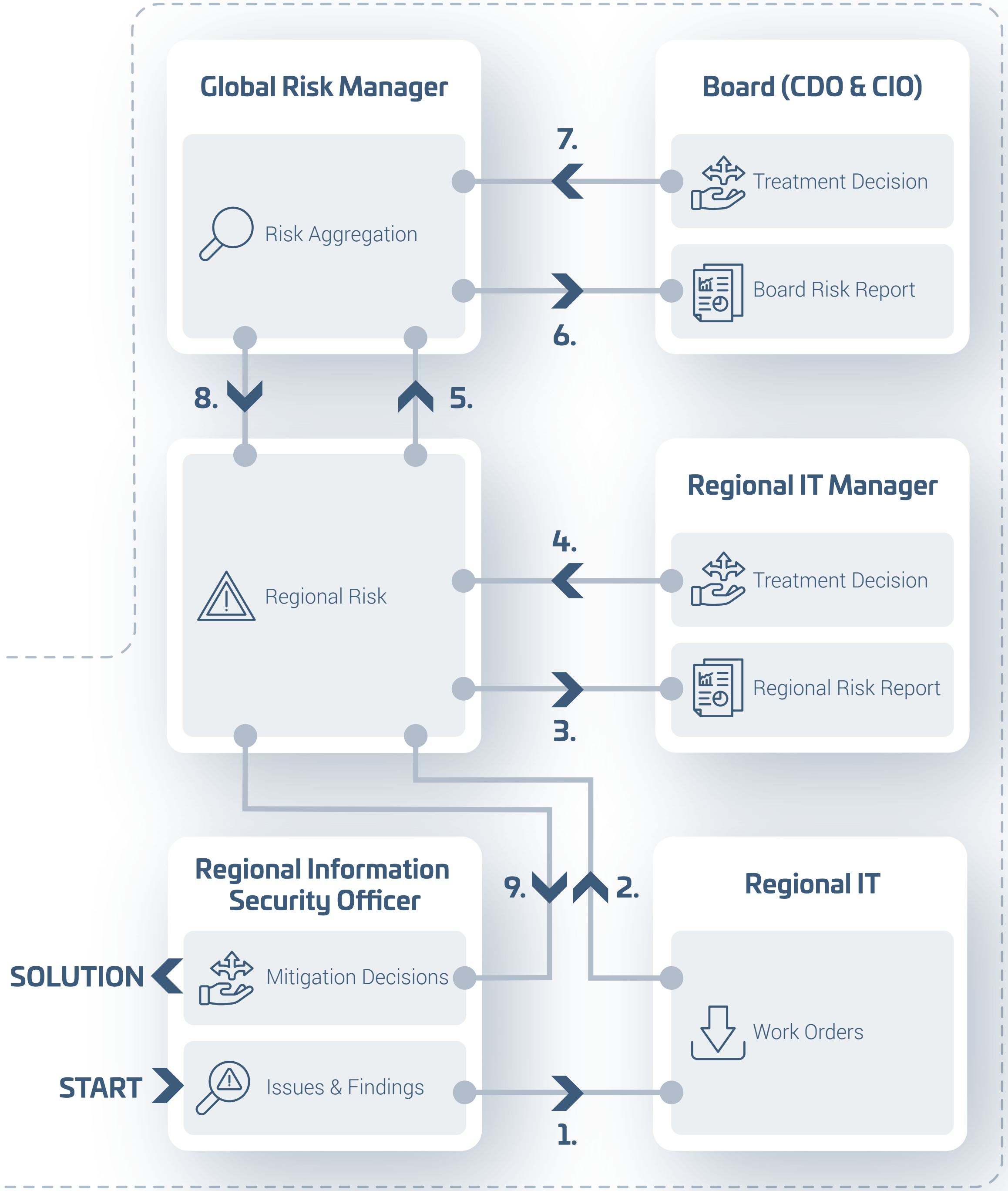
ACTIONS

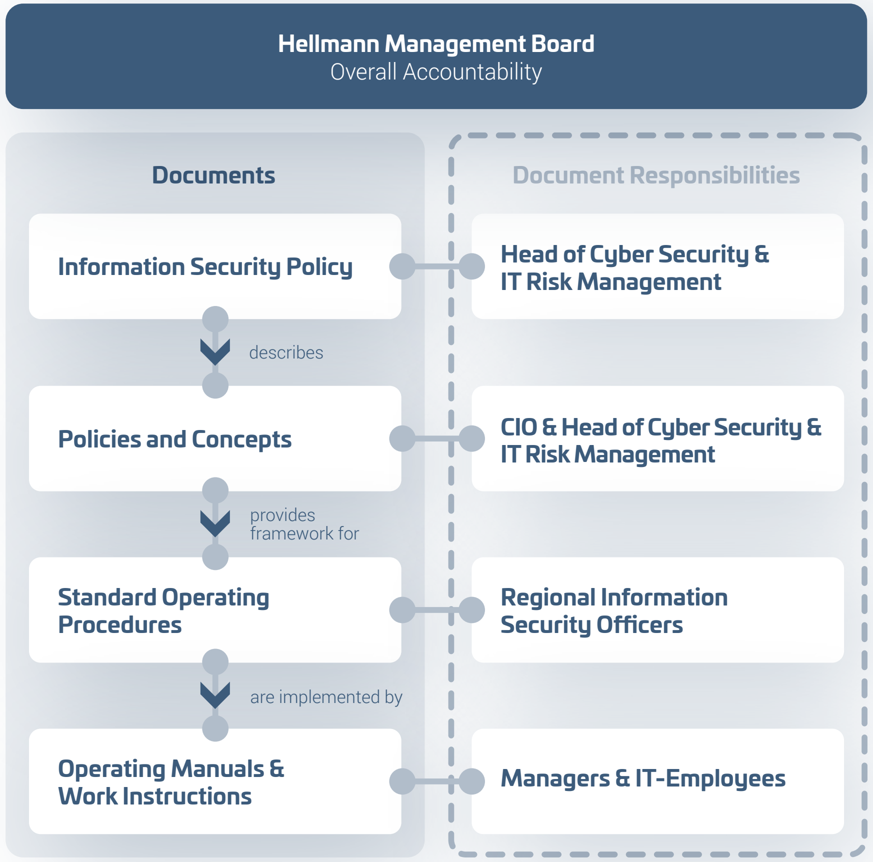
We embedded Cyber Security deeply into our ESG governance framework, recognising that secure digital operations are essential to sustainable business performance and stakeholder trust. The Information Security Management System (ISMS), aligned with ISO/IEC 27001, provides the foundation for preventing, mitigating, and remediating cyber risks across all regions.

At the regional level, audit findings are converted into work orders assigned to responsible risk owners. Results are reviewed by IT management and consolidated into our global risk overview, which is reported annually to the Management Board. This ensures that risk treatment decisions are based on transparent, data-driven insights.

Process Steps

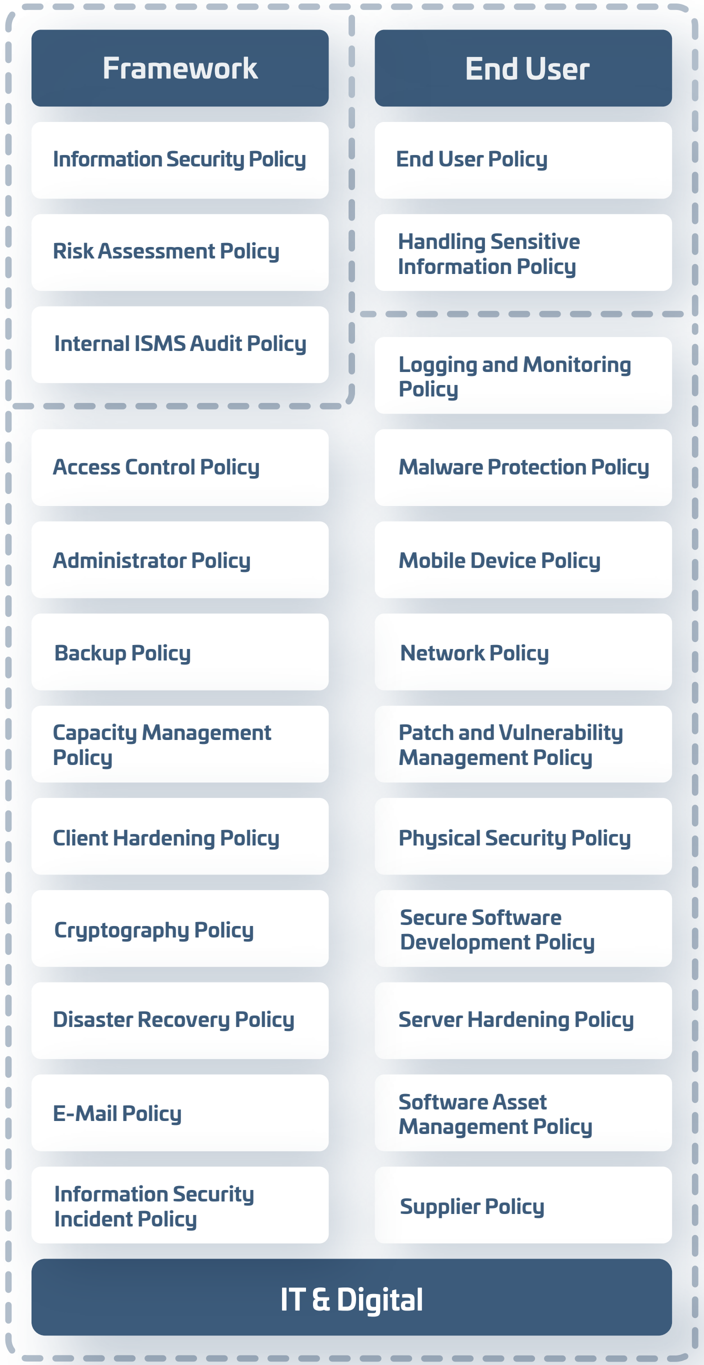
1. For issues and findings work orders are created
2. Open work orders create risks
3. Regional risks are reported yearly
4. Regional IT manager decides on treatment
5. Regional risks are reported to Global RM
6. Global board risk report with aggregated risks
7. Board evaluates and decides on treatment
8. Board decision is passed to affected regions
9. Board and Regional IT manager treatment decisions for mitigation lead to work orders





All processes and assets ("target objects") are modelled as risk groups with defined security requirements and safeguards. The degree of implementation determines the residual risk, ensuring that protection measures remain measurable and effective. Application and data classification further secure high-value assets ("crown jewels") based on confidentiality, integrity, and availability (CIA).

Comprehensive technical and organisational controls enable the detection, response, and recovery from incidents. Regular disaster recovery drills, penetration tests, and purple-team exercises strengthen readiness and validate control effectiveness.



Cyber Security awareness remains a central focus. Mandatory training, phishing simulations, and targeted education initiatives help employees recognise and prevent threats such as phishing or social engineering. In 2025, additional role-based modules were introduced for functions with elevated risk exposure.

Thanks to our preventive measures, we recorded 0 Cyber Security breaches in 2025 and continue to strengthen the protection of our systems and data.

To strengthen our resilience, we also maintain rigorous third-party risk management processes with CyberVadis, ensuring that external partners meet the same high standards for security and data protection.

Together, these measures ensure that Cyber Security at Hellmann is proactive, measurable, and continuously improving — not only protecting operations but also enabling sustainable growth and long-term stakeholder trust.

POLICIES

Our Cyber Security governance is anchored in a robust set of 24 internal policies, all integrated into the global Information Security Management System (ISMS) and aligned with ISO/IEC 27001. Together, these policies establish consistent, auditable rules for protecting information assets, maintaining business continuity, and ensuring compliance across all regions.

6. ENGAGEMENT

6. Engagement

6.1. Corporate Citizenship

In 2025, we focused on purpose-driven initiatives that combined environmental stewardship and global employee engagement, demonstrating that sustainability is a shared responsibility across our business and communities. The following are two examples of how this is being implemented at Hellmann, without claiming to be exhaustive, but rather to convey a sense of commitment.

MISSION TO MARSH – WETLANDS AS CLIMATE PROTECTORS

In 2025, we served as the main sponsor of the Mission to Marsh European Film Tour. The aim was to highlight the importance of marches as a key factor in emission reduction. In their feature film, the two actors Anni and Alex Kornelsen successfully raise awareness for peatlands as vital yet often overlooked contributors in climate protection, highlighting their essential role in natural carbon storage and ecosystem resilience

The tour visited 20 cities across Europe, including Brussels and Hamburg, pairing film screenings with panel discussions. At the Hamburg event, our COO Road, Rail & CEP, Stefan Borggreve, emphasized the importance of knowledge and collaboration in climate action, reinforcing our commitment to environmental responsibility beyond our operational footprint.

From left: Alexander Kornelsen, Stefan Borggreve and Ann-Christin Kornelsen

WORLD OCEAN DAY – GLOBAL ACTION, LOCAL IMPACT

World Ocean Day 2025 brought together employees across all regions under the theme "What connects us deserves protection." Teams worldwide took part in environmental activities that contributed to marine and coastal protection.

- Asia Pacific teams organized beach cleanups, mangrove planting, and coral and turtle conservation efforts.
- Americas teams conducted shoreline cleanups and local educational initiatives.
- Europe teams engaged in canal cleanups and regional awareness campaigns.

In addition to World Ocean Day activities, teams across Asia-Pacific carried out further locally led sustainability and community initiatives throughout the year. These included, waste reduction campaigns, environmental awareness activities, and community volunteering. Pacific carried out further locally led sustainability and community initiatives throughout the year. These included, wastereduction campaigns, environmental awareness activities, and community volunteering.

Together, they demonstrate how global sustainability themes are consistently translated into locally relevant action across the region

6.2. Hellmann helps – Commitment Across the Hellmann FAMILY

Hellmann helps is the non-profit association founded in 2021 by employees, standing for sustainable global engagement wherever support is needed. Guided by the conviction that economic success is inseparable from social responsibility, Hellmann helps supports social, environmental, and educational initiatives that are locally rooted and create long-term positive impact for people and the environment.

A defining element of Hellmann helps is the strong personal engagement of employees. Many of our projects are initiated and driven by colleagues who understand local needs first-hand and contribute with high individual commitment. In this way, Hellmann helps combines global reach with local impact. Since its foundation, we have supported numerous initiatives around the world – ranging from humanitarian aid and education to environmental and climate protection.

A highlight in the 2025 reporting year was the global ideas competition “Hellmann helps – For the better”, which invited the entire Hellmann FAMILY to submit regional project ideas. The response was remarkable: nearly 40 submissions worldwide demonstrated how deeply social and sustainable responsibility is embedded within our company. A multidisciplinary jury selected 14 winning projects, supported with a total of around EUR 80,000, ensuring both thematic diversity and balanced global representation.

Our funded initiatives reflect a broad spectrum of impact. In the United States, the EforAll project strengthened underrepresented entrepreneurs through a Spanish-language networking and learning event. In Germany, a colleague-led initiative improved care for children with severe disabilities at the Nesthäkchen residential facility through tailored aromatherapy sessions. In Asia, projects included the establishment of a new school library in Cambodia and improvements to learning conditions in Thailand through access to clean drinking water, IT equipment, and community activities.


Tents for earthquake victims in Myanmar


Trees for Atlanta


EforAll Winners of the pitch contest

Our environmental responsibility was demonstrated through initiatives such as a community tree-planting project in Atlanta in cooperation with Trees Atlanta, as well as support for War Child’s TeamUp program in Germany, which provides psychosocial stability to refugee children through structured play and movement. A standout project remains the continued support of Mission to Marsh, which raises awareness for peatlands as vital contributors to climate protection and ecosystem resilience through education, film tours, and public engagement.

Beyond project-based engagement, Hellmann helps also provides direct support in emergency situations. During the reporting year, we granted assistance to colleagues and non-employees facing acute hardship, including loss of personal belongings, urgent medical needs, or economic distress linked to migration or displacement. A particularly significant case was the flooding in Sri Lanka at the end of 2025, which affected more than 90 Hellmann colleagues and their families. We established a dedicated donation fund to support repairs and replace essential household items.

Overall, the 2025 initiatives demonstrate how Hellmann helps strengthens local communities, supports vulnerable groups, and contributes to sustainable development worldwide—combining global responsibility with personal commitment across the Hellmann FAMILY.

7. ADDITIONAL INFORMATION

7. Additional information

7.1. Basis for preparation

We have structured and prepared this Sustainability Statement with reference to the European Sustainability Reporting Standards (ESRS). The Statement covers all subsidiaries over which we exercise control, consistent with the consolidation perimeter used in the consolidated financial statements. The reporting period is aligned with the financial reporting period and currency translation, and consolidation principles follow those applied in the financial statements.

REGULATORY STATUS AND APPROACH

Hellmann is not yet required to report under the CSRD. Nevertheless, because sustainability is embedded in our corporate identity and strategic pillars, we have adopted the ESRS framework as the foundation for our 2025 sustainability report, thereby preparing the organization for future CSRD compliance. The financial information in Chapter 1.2 is based on the statutory financial statements prepared in accordance with the German Commercial Code (HGB). For non-financial disclosures in this sustainability report, workforce-related data are reported using full-time equivalents (FTEs).

MATERIALITY AND VALUE CHAIN

A Double Materiality Assessment (DMA) was conducted covering the entire value chain (upstream, own operations, downstream). An illustration of our value chain is given in chapter 2.2.1. The DMA identified material impacts, risks and opportunities (IROs) across all three scopes of the value chain. A general overview of material IROs presented in chapter 2.3.2 .

TIME HORIZON

In line with ESRS 1, we apply the following time horizons for assessing impacts, risks, opportunities, and targets:

- Short term: equal to or less than 1 year
- Medium term: more than 1 year and up to 5 years
- Long term: more than 5 years

These horizons are consistently used in the DMA, strategic planning and target setting, transition plans and scenario analysis. Where relevant, disclosures specify which time horizon applies to a given metric or target.

7.2. Statement on Due Diligence

Core element of due diligence	Sections in the sustainability statement
a) Embedding due diligence in governance, strategy and business model	Chapter 2
b) Engaging with affected stakeholders in all key steps of the due diligence	Chapter 2.3. Chapter 4 Chapter 5.1 & 5.2
c) Identifying and assessing negative impacts	Chapter 2.3 Chapter 3 Chapter 4 Chapter 5
d) Taking actions to address those negative impacts	Chapter 3 Chapter 4 Chapter 5
e) Tracking the effectiveness of these efforts and communicating	Chapter 3 Chapter 4 Chapter 5

7.3. ESRS Disclosure Index

Topic	Description	Section/ Report
ESRS 2 - General Disclosures		
BP-1	General basis for preparation of the sustainability statement	7.1
BP-2	Disclosures in relation to specific circumstances	7.1
GOV-1	The role of the administrative, management and supervisory bodies	2.1.1
GOV-2	Sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	2.1.1
GOV-4	Statement on due Diligence	7.2
GOV-5	Risk management and internal controls over sustainability reporting	2.1.3
SBM-1	Strategy, business model and value chain	2.2.1
SBM-2	Interests and views of stakeholders	2.2.2
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	2.3.2
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	2.3.1
IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	2.3.1
ESRS E1 - Climate Change		
E1-1	Transition plan for climate change mitigation	3.1.1
E1 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	3.1.1
E1 IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	2.3.1
E1-2	Policies related to climate change mitigation and adaptation	3.1.3
E1-3	Actions and resources in relation to climate change policies	3.1.3
E1-4	Targets related to climate change mitigation and adaptation	3.1.2
E1-5	Energy consumption and mix	3.1.2
E1-6	Gross Scopes 1, 2, 3 and total GHG emissions	3.1.2

Topic	Description	Section/ Report
ESRS S1 - Own Workforce		
S1 SBM-2	Interests and views of stakeholders	2.2.2
S1 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	2.3.2
S1-1	Policies related to own workforce	4.1, 4.2, 4.3, 4.4
S1-2	Processes for engaging with own workers and workers' representatives about impacts	2.2.2, 4.3.4
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	4.4.4
S1-4	Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	4.3.4, 4.4.4
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	4.1.2, 4.2.2, 4.3.3
S1-6	Characteristics of the undertaking's employees	4.1.2
S1-9	Diversity metrics	4.2.2
S1-13	Training and skills development	4.1.2
S1-14	Health and safety metrics	4.3.3
S1-17	Incidents, complaints and severe human rights impacts	4.4.3
ESRS S2 - Workers in the value chain		
S2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	2.3.2
S2-1	Policies related to value chain workers	4.3, 4.4
S2-2	Processes for engaging with value chain workers about impacts	2.2.2, 4.3.4
S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	4.4.4
S2-4	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	4.3.4, 4.4.4

Topic	Description	Section/ Report
ESRS G1- Business Conduct		
G1 GOV-1	The role of the administrative, supervisory and management bodies	2.1.1
G1 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	2.3.1
G1-1	Corporate culture and business conduct policies and corporate culture	5.1.4
G1-2	Management of relationships with suppliers	5.2
G1-3	Prevention and detection of corruption and bribery	5.1.3, 5.1.4
G1-4	Incidents of Corruption or Bribery	5.1.3
ESRS G1 - Innovation		
GOV-2	Sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	2.1.1
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	2.3.2
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	2.3.1
ESRS G1 - Cyber Security		
GOV-2	Sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	2.1.1
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	2.3.2
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	2.3.1

7.4. ESRS Data Index

ESRS	Data point	Unit	2024	2025
GOV-1_02	Number of non-executive members (supervisory board)	headcount	6	6
GOV-1_05	Percentage of male members of the supervisory board	%	83.2	66.7
	Percentage of female members of the supervisory board	%	16.7	33.3
GOV-1_06	Supervisory Board's gender diversity ratio	%	16.7	33.3
GOV-1_01	Number of executive members	headcount	3	4
GOV-1_05	Percentage of male members of the managing board	%	100	100
	Percentage of female members of the managing board	%	0	0
GOV-1_06	Management Board's gender diversity ratio	%	0	0
GOV voluntary	Percentage of nationality diverse members of the managing board			
	Percentage of German members of the managing board		75	50
	Board's national diversity ratio		25	50
	Total numbers of members of the international executive board	headcount	13	13
GOV-1_01	Number of executive members	headcount	13	13
GOV-1_02	Number of non-executive members	headcount	0	0
GOV-1_05	Percentage of male members of the international executive board	%	92	92
	Percentage of female members of the international executive board	%	8	8
GOV-1_06	International Executive Board's gender diversity ratio	%	8	8

ESRS	Data point	Unit	2024	2025
E1-5_10	(1) Fuel consumption from coal and coal products (MWh)	MWh	-	0
E1-5_11	(2) Fuel consumption from crude oil and petroleum products (MWh)	MWh	-	72,051
E1-5_12	(3) Fuel consumption from natural gas (MWh)	MWh	-	0
E1-5_13	(4) Fuel consumption from other fossil sources (MWh)	MWh	-	0
E1-5_14	(5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	MWh	-	41,763
E1-5_02	(6) Total fossil energy consumption (MWh)	MWh	-	113,814
	Share of fossil sources in total energy consumption (%)	%	-	82.12
E1-5_03	(7) Consumption from nuclear sources (MWh)	MWh	-	0
	Share of consumption from nuclear sources in total energy consumption (%)	%	-	0
E1-5_06	(8) Fuel consumption from renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	MWh	-	13,213
E1-5_07	(9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	MWh	-	11,00 6
E1-5_08	(10) The consumption of self-generated non-fuel renewable energy (MWh)	MWh	-	568
E1-5_05	(11) Total renewable energy consumption (MWh)	MWh	-	24,787
	Share of renewable sources in total energy consumption (%)	%	-	17.88
E1-5_01	Total energy consumption (MWh)	MWh	128,595	138,601
E1-5_16	Non-renewable energy production	MWh	0	33
E1-5_17	Renewable energy production	MWh	570	1,214

ESRS	Data point	Unit	2023	2024	2025
E1-6_07	Gross Scope 1 GHG emissions	t (CO_2e)	30,362	22,656	24,814
E1-6_09	Gross location-based Scope 2 GHG emissions	t (CO_2e)	17,681	16,406	16,775
E1-6_11	Gross indirect (Scope 3) GHG emissions	t (CO_2e)	3,076,309	3,008,110	2,452,546
	(3.1) Purchased goods and services	t (CO_2e)	-	22,000	38,230
	(3.2) Capital Goods	t (CO_2e)	-	-	13,227
	(4) Upstream transportation and distribution	t (CO_2e)	-	2,880,000	2,378,64
	Air	t (CO_2e)	1,593,575	1,451,981	1,218,497
	Sea	t (CO_2e)	971,432	962,807	549,467
	Road/Rail	t (CO_2e)	511,302	469,085	626,454
	(5) Waste generated in operations	t (CO_2e)	-	110	66
	(6) Business travel	t (CO_2e)	-	-	6,605

ESRS	Data point	Unit	2024	2025
S1-6_02	Number of employees by gender (male/female)			
	Total	headcount	11,743	12,270
	male	headcount	-	7,264
	female	headcount	-	4,841
S1-6_05	Number of employees in countries with 50 or more employees representing at least 10% of total number of employees (countries, but non with less than 10%)			
	Germany	headcount	-	3,896
	Mexico	headcount	-	1,361
S1-6_12	Percentage of employee turnover	%	23.5	18.7
S1-13_02	Percentage of employees that participated in regular performance and career development reviews	%	65	77.37
S1-9_01	Gender distribution on top management level (male/female)			
	Level 1	headcount	3/0	4/0
	Level 2	headcount	12/1	12/1
	Level 3	headcount	-	129/25
S1-9_02	Gender distribution on top management level			
	Level 1	% (male / female)	100/0	100/0
	Level 2	% (male / female)	92/8	92/8
	Level 3	% (male / female)	82/18	82/18
	Average total top management	% (male / female)	-	15.5
Voluntary	Percentage of diverse nationalities across the management levels (1-3)			
	Level 1	% (german / diverse)	75/25	50/50
	Level 2	% (german / diverse)	92/8	92/8
	Level 3	% (german / diverse)	-	61/39
	Average total top management	% (german / diverse)	-	56
S1-9_03	Distribution of employees under 30 years old	headcount & %	23.71 (3,011)	21.96 (2,679)
S1-9_04	Distribution of employees between 30 and 50 years old	headcount & %	56.73 (7,204)	57.58 (7,023)
S1-9_05	Distribution of employees over 50 years old	headcount & %	19.55 (2,483)	20.46 (2,495)

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ESRS	Data point	Unit	2024	2025
S1-14_01	Percentage of people in its own workforce who are covered by health and safety management			
	Employees	%	100	100
	Non-employees	%	100	100
S1-14_02	Number of fatalities in own workforce as result of work-related injuries and work-related ill health			
	Employees	No. of fatalities	-	0
	Non-employees	No. of fatalities	-	0
S1-14_03	Number of fatalities as result of work-related injuries and work-related ill health of other	No. of fatalities	-	0
S1-14_04	Number of recordable work-related accidents for own workforce	No. of accidents	202	158.8
	Employees	No. of accidents	-	148.8
	Non-employees	No. of accidents	-	10
S1-14_05	Rate of recordable work-related accidents for own workforce			
	Employees	%	-	1.28
	Non-employees	%	-	-
S1-17_02	Number of incidents of discrimination	No. of incidents	0	0
S1-17_03	Number of complaints filed through channels for people in own workforce to raise concerns	No. of complaints	0	30
S1-17_04	Number of complaints filed to National Contact Points for OECD Multinational Enterprises	No. of complaints	-	0
S1-17_05	Amount of fines, penalties, and compensation for damages as result of incidents of discrimination, including harassment and complaints filed	€	-	0
S1-17_08	Number of severe human rights issues and incidents connected to own workforce	No. of issues and incidents	-	0
S1-17_09	Number of severe human rights issues and incidents connected to own workforce that are cases of non-respect of UN Guiding Principles and OECD Guidelines for Multinational Enterprises	No. of issues and incidents	-	0
S1-17_11	Amount of fines, penalties, and compensation for severe human rights issues and incidents connected to own workforce	€	-	0

ESRS	Data point	Unit	2024	2025
G1-3_07	Functions-at-risk for corruption and bribery covered by training programmes	%	-	88
G1-4_01	Number of convictions for violation of anti-corruption and anti-bribery laws	No. of convictions	-	0
G1-4_02	Amount of fines for violation of anti-corruption and anti- bribery laws	€	-	0

7.5. List of Abbreviations

AI – Artificial Intelligence
AMCS – Americas (Hellmann regional cluster)
APAC – Asia-Pacific (Hellmann regional cluster)
AR – Application Requirement (ESRS technical implementation guidance)
BIO-LNG – Bio Liquefied Natural Gas (renewable liquefied biomethane fuel)
BP-1 / BP-2 – ESRS "Basis for Preparation" disclosures
CDP – Carbon Disclosure Project (external climate disclosure platform)
CEP – Courier, Express and Parcel
CEO – Chief Executive Officer
CIA – Confidentiality, Integrity, Availability (information security principles)
CMS – Compliance Management System
COO – Chief Operating Officer
CSDDD – Corporate Sustainability Due Diligence Directive
CSRD – Corporate Sustainability Reporting Directive
DMA – Double Materiality Assessment
DSLV – German Freight Forwarding and Logistics Association (Bundesverband Spedition und Logistik)
E1 – ESRS Environmental Standard 1 (Climate Change)
EEUR – Eastern Europe (Hellmann regional cluster)
ERM – Enterprise Risk Management
ESG – Environmental, Social and Governance
ESRS – European Sustainability Reporting Standards
EU – European Union
FAMILY – Hellmann corporate culture term for employees ("Hellmann FAMILY")
G1 – ESRS Governance Standard 1 (Business Conduct)
GHG – Greenhouse Gas
GOV-1 / GOV-2 / GOV-4 / GOV-5 – ESRS Governance disclosure requirements
GROW – Internal Hellmann growth initiative (to be confirmed internally)
G12 – Internal Hellmann governance/program reference (to be confirmed internally)
HIH – Hellmann Innovation Hub (internal innovation structure; confirm wording)
HINT – Internal Hellmann initiative/communication format (confirm wording)
HGB – Handelsgesetzbuch (German Commercial Code)
HR – Human Resources
HVO – Hydrotreated Vegetable Oil (renewable diesel alternative)
HWL – Hellmann Worldwide Logistics
IEC – Internal Executive Committee (verify internally; report text references International Executive Board)
IEB – International Executive Board
IMEA – India, Middle East and Africa (Hellmann regional cluster)
IMS – Integrated Management System
IRO – Impacts, Risks and Opportunities
ISMS – Information Security Management System
ISO – International Organization for Standardization
IT – Information Technology
KPI – Key Performance Indicator
LED – Light Emitting Diode
LNG – Liquefied Natural Gas
PAGE – Internal Hellmann program/tool (to be confirmed internally)
PPE – Personal Protective Equipment
QHSE – Quality, Health, Safety and Environment
S1 – ESRS Social Standard 1 (Own Workforce)
S2 – ESRS Social Standard 2 (Workers in the Value Chain)
SAF – Sustainable Aviation Fuel
SBTI – Science Based Targets initiative
SBM-1 / SBM-2 / SBM-3 – ESRS Strategy and Business Model disclosures
SDG – Sustainable Development Goal (United Nations)
TKM – Tonne-Kilometre
TPRM – Third-Party Risk Management
TRIR – Total Recordable Incident Rate
UN – United Nations
VDA – German Association of the Automotive Industry (Verband der Automobilindustrie)
WEUR – Western Europe (Hellmann regional cluster)

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