

MELITTA GROUP

SUSTAINABILITY

UPDATE

2024

We have been reporting annually on our sustainability activities since 2019. We base the content of our reports on the criteria of the German Sustainability Code (“Deutscher Nachhaltigkeitskodex” – DNK). In addition, we publish an annual DNK Declaration of Conformity in accordance with the requirements of the CSR Directive Implementation Act (“CSR-Richtlinie Umsetzungsgesetz” – CSR-RUG). It can be found on the website of the German Sustainability Code (DNK).

*For general information about the Melitta Group and its business areas, please visit our website:
www.melitta-group.com*

We create the future – especially that of coffee, plastic, pulp, and electrical appliances. Our aim is to play a decisive role in driving sustainable change in our markets with our products.

We are therefore systematically aligning our activities in such a way that they support sustainable development and the future viability of our company and society as a whole.

Because sustainability means future viability – ecologically, socially, societally and economically.

**OUR
APPROACH**

Our objective is the strict alignment of our brands and companies with the goals of a regenerative economy.

We therefore take a holistic approach: we aim to align our activities as well as our structures and processes so that they support sustainable development and the future viability of our company and of society as a whole.

Because for us it is clear: sustainability means future viability – ecologically, socially, societally and economically.

Our strategic sustainability dimensions

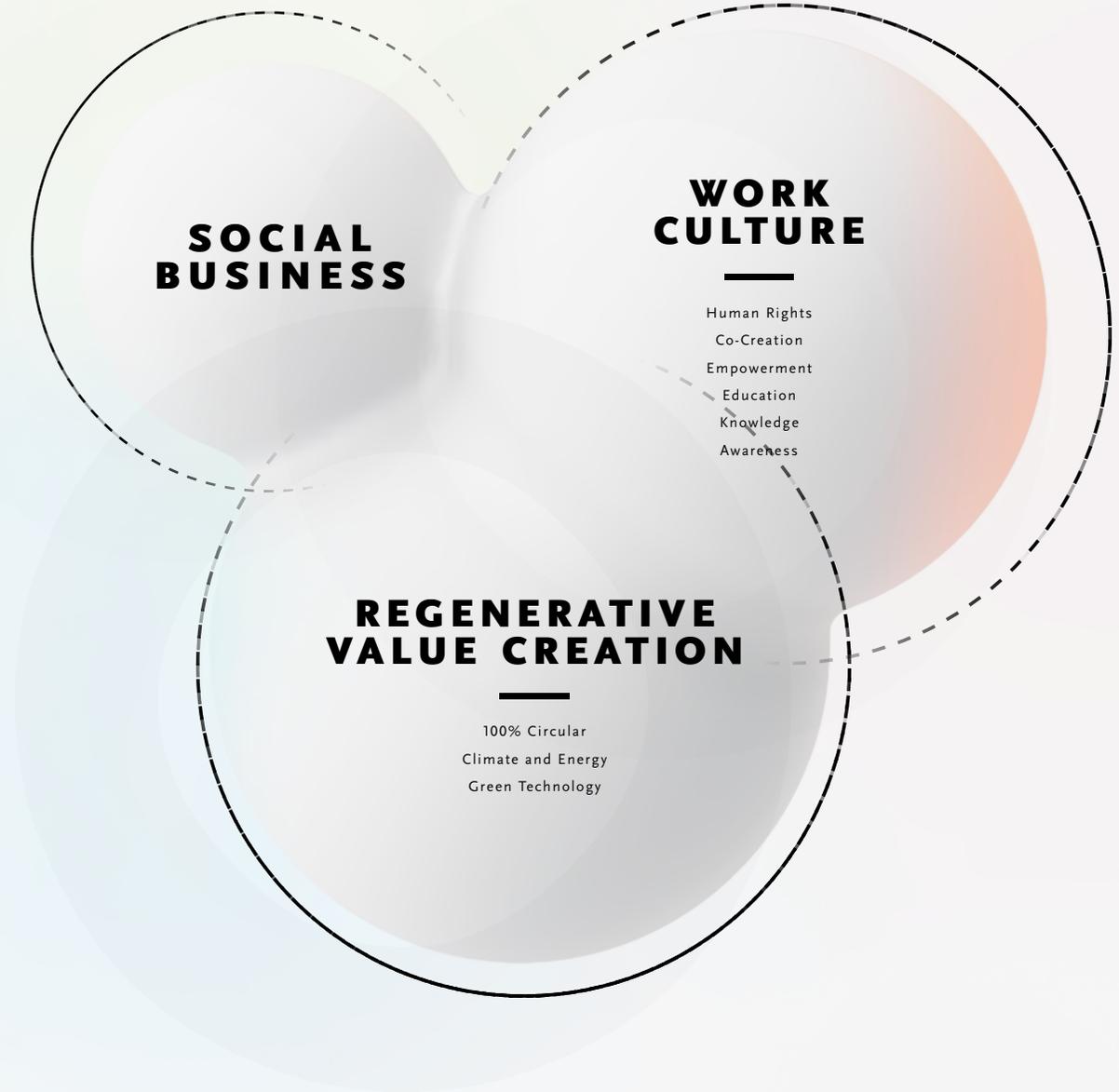
We believe that a regenerative economic approach consists of three essential, mutually complementary dimensions:

Regenerative Value Creation: We believe that production processes and product cycles that are 100 percent circular are essential. We aim to help develop and implement these in our value creation processes as quickly and systematically as possible. We are committed to renewable energy sources, regenerative agriculture and resource utilization, as well as the circular economy. We also attach great importance to green tech: in combination with innovative technologies, we want to avoid or reduce environmental pollution from the outset or repair damage that has already occurred. This also lends additional meaning to our activities and positively reinforces our core business.

Work Culture: The basis for everything we do is appreciation and respect – for people and the environment.

We believe in diversity, co-creation, and empowerment. We will therefore intensify collaboration – both within our Group and with external partners – and establish or expand a networked culture of inspiration, creativity, and inventiveness that will enable us to unleash our individual and collective potential.

Social Business: The principles of social business are increasingly an integral part of our business model, as our success is inseparably linked to the well-being of those persons and communities involved in our value chains and the protection of our environment. As a result, we not only focus on economic profit, but also on creating the conditions which facilitate the long-term promotion of fairly distributed prosperity, human dignity, and social justice.



OUR MATERIALITY MATRIX

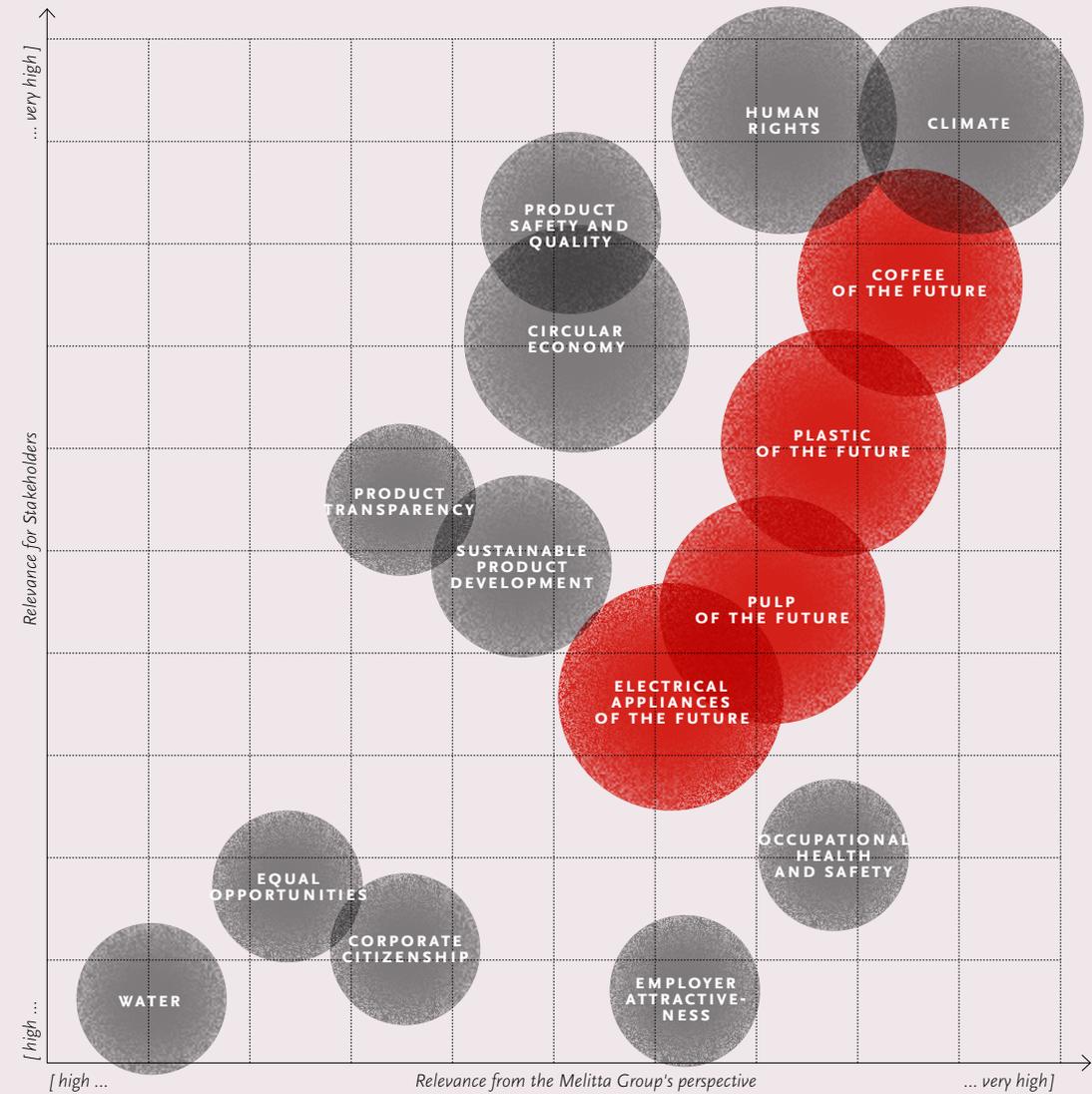
OUR TARGETS

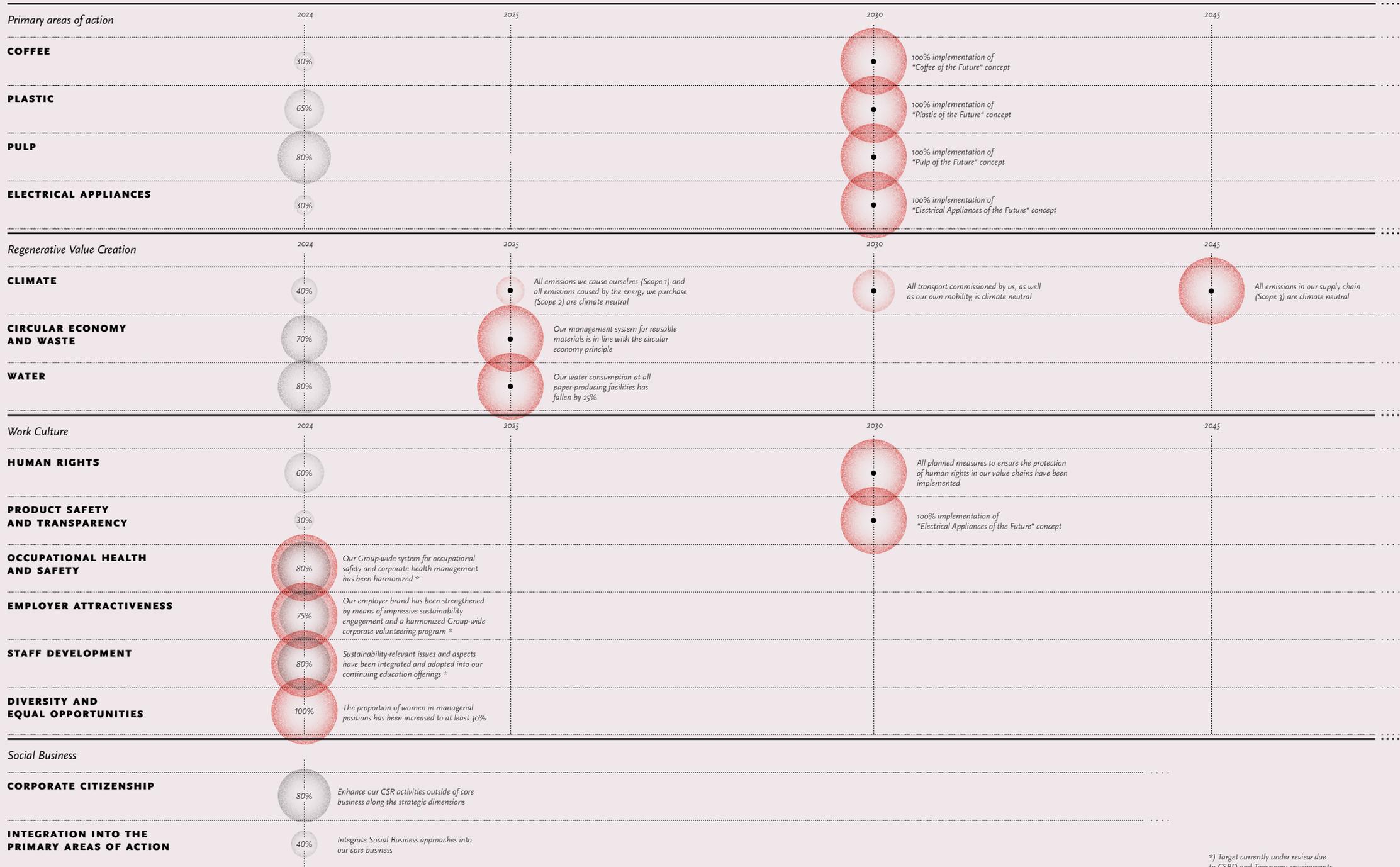
Our materiality matrix comprises 15 topics which are highly or very highly relevant both for our stakeholders and our company. Our primary areas of action are our future concepts (Coffee of the Future, Pulp of the Future, Plastic of the Future, and Electrical Appliances of the Future). We have designated these as our primary areas of action, as we believe they offer the greatest leverage for contributing to sustainable development.

Based on the requirements of the CSRD, we are currently revising our materiality matrix in line with the double materiality principle. The new matrix will be presented as part of our annual reporting.

For each of our primary areas of action, we have developed future concepts which we aim to achieve by 2025 or 2030. We have also defined clear targets for our other areas of action, which are assigned to our three strategic sustainability dimensions.

Due to CSRD and Taxonomy requirements, some of the targets listed below are currently being reviewed and updated. We will report on the progress in our annual reporting.





^{*)} Target currently under review due to CSRD and Taxonomy requirements

Sustainability management

In its fiscal year 2024, the Group's sustainability activities were significantly shaped and dominated by the implementation of CSRD and Taxonomy requirements. We achieved the following:

- Development and implementation of a materiality analysis based on the double materiality principle, as well as a comprehensive, two-stage stakeholder survey, and the intensification of our in-depth stakeholder dialogues
- Further development of sustainability governance in close cooperation between the central sustainability team, the central finance team and the finance departments of all business units
- Expansion of the risk management portfolio with detailed analysis and assessment of ESG risks in accordance with the double materiality principle and derivation of appropriate measures
- Expansion of data management and reporting infrastructures, as well as reconciliation of content and key performance indicators with the requirements of the European Sustainability Reporting Standards (ESRS)
- Review of status quo and targets, as well as further development of the strategic sustainability agenda, taking account of the CSRD, and in particular implementation of training measures and numerous bilateral meetings involving over 50 employees

Primary areas of action

Coffee

- Participation in the Global Coffee Platform by promoting sustainability standards and supporting national strategies for sustainable coffee cultivation. Focus for the coming years: establishment and strengthening of regenerative growing regions, e.g. by planting shade trees, multi-cropping, using and producing organic fertilizers, educating, empowering young people and women, and facilitating market access
- Participation in and completion of the QC Conta project in Brazil aimed at establishing whistleblower systems in coffee-growing regions (see Human Rights section)
- Melitta Europe – Coffee: Launch of the “Coffee Power: Empowering Women and Young People for Economic Opportunities and Resilience” project in Tanzania in collaboration with the development aid organization Plan International, which works to promote development cooperation
- Melitta Europe – Coffee: Continuation of 13 existing community projects in coffee-growing countries and initiation of two new multi-year projects in the Cerrado (Brazil) and Songwe (Tanzania) regions
- Melitta Professional Coffee Solutions: Significant increase in sales (around 100 metric tons) of certified sustainable coffee in the out-of-home business

Plastic

- Cofresco: Launch of Toppits® paper freezer bags, which are made from 100% renewable raw materials sourced from sustainable forestry, and can be composted or disposed of with organic waste
- Melitta Europe – Coffee Preparation and Wolf PVG: Increase in share of recycled material in PP bottles for cleaning products, liquid descalers, and milk system cleaners to between 30 and 100%
- ACW-Film: Expansion of its range of environmentally friendly packaging materials for the food industry (N-Viron Flex® and N-Viron PET®)

Pulp

- 100% sourcing of FSC®-certified cellulose from sustainable forestry for our products – as already achieved in 2023
- Further increase in the proportion of recycled materials used in packaging: Melitta Europe – Coffee Preparation Division, for example, already uses 95-100% recycled materials for its filter paper packaging, and around 80% for filter coffeemakers and fully automatic coffee machines
- Development and implementation of numerous measures to switch to more environmentally friendly packaging, such as new cardboard packaging at Cuki Cofresco, new outer wrappers, labels, header labels, displays, and outer packaging at Melitta Europe – Coffee, and a switch to recycled material for outer packaging and tea cubes at Melitta Single Portions

Electrical appliances

- Melitta Europe: Expansion of repair services for filter coffeemakers; in addition to high-end machines and fully automatic coffee machines, repair services are now also available for mid-range filter coffeemakers
- Melitta Europe: Development of an online offering for refurbished appliances (in particular, refurbished demonstration models returned by sales staff or retailers)

Regenerative Value Creation

- Further development of the net-zero roadmap and definition of medium- and long-term targets for the Science Based Target initiative
- Continuation of site analyses with a view to climate risks, implementation of climate neutrality targets, and derivation of investment initiatives
- Implementation of measures to switch to green electricity at further sites
- Significant refinement of the accounting system for Scope 3 calculations
- Development of a strategic concept for offsetting CO₂ emissions
- Establishment of a Group-wide project to implement the EU Deforestation Regulation (EUDR)
- Implementation of various measures to improve energy efficiency

Work Culture

Human rights

- Participation in the “QC Conta” project to develop recommendations for the application and adaptation of a global complaint mechanism to the Brazilian national context, in cooperation with the German Coffee Association, Solidaridad Brazil, Solidaridad Germany, GRAS/4C Services, and other international coffee producers
- Development of measures to implement the human rights-related requirements of the EU Deforestation Regulation

Occupational health and safety

- Implementation of an institutionalized exchange of experience between occupational health and safety officers in Germany and standardization of the Germany-wide occupational health and safety system

Employer attractiveness

- Strengthening of the employer brand by communicating the new “Make it Happen” brand, including the introduction of a corporate influencer program
- Implementation of an analysis of various salary and structural aspects of the workforce in Germany
- Achievement of the target of 30% women in management positions.

Social Business

- Expansion of production capacities at Vishuddh Recycle for recycled plastic waste from 434 metric tons (April 1, 2023 – March 31, 2024) to 915 metric tons (April 1, 2024 – March 31, 2025). Vishuddh Recycle is a social business enterprise of the Melitta Group and part of the Fair Recycled Plastic Initiative. At Vishuddh Recycle, plastic waste is processed into high-quality recyclate, 100% of which is then used to manufacture products for the Cofresco division
- Continuation of the “Don’t Throw Me Away!” initiative. This initiative of the Hollen Environmental Center aims to reduce food waste and focuses on informing primary school children about the value and proper handling of food
- Continuation of the cooperation with the German Child Protection League Minden-Bad Oeynhausen e.V. The goal is to strengthen the rights of children and young people to grow up free from violence and participate in society, as well as to help them develop their abilities
- Completion of phase 1 of a project with the German Consumer Protection Foundation to design a game for schoolchildren on sustainable lifestyles

PRIMARY AREAS OF ACTION

COFFEE

	2022	2023	2024
Quantity of raw coffee purchased <i>(in 1,000 t)</i>	171	175	188
Proportion sourced with sustainability certifications <i>(in %)</i>	22	13	10

PLASTIC

	2022	2023	2024
Total volume of plastics <i>(in t)</i>	50,427	45,589	53,299
Use of post-consumer or post-industrial recyclates <i>(in t)</i>	15,582	18,918	16,293
Proportion <i>(in % of total volume)</i>	31	42	31

PULP

	2022	2023	2024
Amount of pulp procured <i>(in 1,000 t)</i>	47	38	37
Proportion of procured wood pulp with FSC® and/or PEFC™ certification <i>(in %)</i>	99.7	100	100
Total water withdrawal at our paper-producing sites <i>(in l)</i>	644,883	673,644	710,595*
– thereof surface water	64,611	164,033	143,014
– thereof groundwater	483,814	443,567	508,637
– thereof seawater	0	0	0
– thereof produced water	0	0	0
– thereof water from third parties (municipal water)	96,458	66,044	58,944

*Water extraction increased due to changes that will reduce water demand in the long term.

ENERGY CONSUMPTION

REGENERATIVE VALUE CREATION

	2022	2023	2024
Total fuel consumption from non-renewable sources** (in kWh)	197,591,233*	168,687,099*	137,252,058
Total fuel consumption from renewable sources*** (in kWh)	686,773	15,400,220	36,309,855
Total electricity consumption (self-generated and third-party, in kWh)	141,832,062*	124,896,672*	125,845,670
Total heating energy consumption, with cooling (district heating, in kWh)	2,434,622	1,984,368	1,940,904
Total cooling energy consumption (no separate cooling energy purchase, in kWh)	0	0	0
Total steam consumption (Scope 2, in kWh)	40,518,273	31,282,377	30,310,381
Total electricity sold (in kWh)	5,322,816	821,269	454,201
Total heating energy sold (in kWh)	1,686,697	1,494,325	1,377,256
Total cooling energy sold (in kWh)	0	0	0
Total steam sold (in kWh)	0	0	0
Total energy consumption within the organization (in kWh)	367,053,449*	339,935,142*	329,827,411

* This figure has been adjusted from the previous year's report due to improved data availability

All figures are total values within the organization

** Natural gas, heating oil, LPG, petrol, diesel *** Biofuels

EMISSIONS

	2022	2023	2024
Gross volume of direct GHG emissions (Scope 1) (in tCO _{2e})	49,225*	41,181*	34,517
Gross volume of indirect energy-related GHG emissions (Scope 2, location-based) (in tCO _{2e})	60,246*	58,033*	58,920
Total (in tCO _{2e})	107,167	99,110	93,436

WASTE

	2022	2023	2024
Total weight of waste (in t)	16,603*	16,895*	17,852 [◇]
Total weight of non-hazardous waste (in t)	16,448*	16,683*	17,647
– thereof disposed of externally (in t)	5,124	4,410*	3,166
– thereof recovered externally (in t)	11,324	12,273*	14,481
Total weight of hazardous waste (in t)	155	212*	204
– thereof disposed of externally (in t)	28	85*	75
– thereof recovered externally (in t)	128	127	129

[◇] Higher waste volumes due to increases in production and the consideration of or increase in fibre sludge in water treatment

WORK CULTURE

EMPLOYER ATTRACTIVENESS DIVERSITY AND EQUAL OPPORTUNITIES

	2022	2023	2024
Number of members of the Melitta Group's Advisory Council	7	7	7
– thereof female (in %)	28.6	28.6	28.6
– thereof male (in %)	71.4	71.4	71.4
Total number of employees	6,045	6,107	6,070
– thereof female (in %)	35.1	35.4	35.1
– thereof male (in %)	64.9	64.6	64.9
Total number of managers	665	639	662
– thereof female (in %)	26.3	29.0	30.2
– thereof male (in %)	73.7	71.0	69.8
Number of white-collar staff	3,544	3,610	3,682
– thereof female (in %)	39.4	39.9	39.7
– thereof male (in %)	60.6	60.1	60.3
– thereof under 30 (in %)	14.9	13.4	14.2
– thereof 30–50 (in %)	52.9	54.6	55.2
– thereof over 50 (in %)	32.1	32.0	30.6
Number of blue-collar staff	2,501	2,497	2,388
– thereof female (in %)	29.1	29.0	28.0
– thereof male (in %)	70.9	71.0	72.0
– thereof under 30 (in %)	19.8	17.3	16.8
– thereof 30–50 (in %)	50.7	50.8	50.4
– thereof over 50 (in %)	29.6	31.8	32.8

OCCUPATIONAL HEALTH AND SAFETY

	2022	2023	2024
Number of deaths due to work-related injuries	0	0	0
Number of work-related injuries	99	89	80
Rate of work-related injuries	2.11	1.75	1.65
Most common work-related injuries (see OHS Group)	Crushing, hitting, cutting, as well as twisting, tripping, and slipping	Crushing, hitting, cutting, as well as twisting, tripping, and slipping	Crushing, hitting, cutting, as well as twisting, tripping, and slipping

EMPLOYER ATTRACTIVENESS – EMPLOYER BRAND

	2022	2023	2024
Total number of employees	6,045	6,107	6,070
Number of temporary staff	260	155	73
Number of white-collar staff	3,544	3,610	3,682
Number of blue-collar staff	2,501	2,497	2,388
Number of managerial staff	665	639	662

EMPLOYER ATTRACTIVENESS – STAFF DEVELOPMENT

	2022	2023	2024
Ø number of hours for training and continuing education			
– per employee	15.69	15.43	14.71
– per employee – white-collar staff	11.68	13.65	16.67
– per employee – blue-collar staff	21.03	16.62	13.48



Deutscher
NACHHALTIGKEITS
Kodex
Berichtsjahr 2024



Erstellt nach
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