

READY FOR TOMORROW

Sustainability Report

24
—
25

Contents

Foreword	3
About this report	4
Key figures at a glance	5
01 Company and sustainability	6
02 Environment and climate	16
03 Our value chain	26
04 Our employees	39
05 Governance	49
06 Key figures and supporting information	53
VSME Index	65
Legal notice	68



Environment and climate –
our contribution to climate action



Value chain – from source to cup



Employees – people make the difference



Governance – focusing on
transparency and integrity



Key figures and supporting
information – facts presented
transparently



Foreword from the Management Board

As a successful coffee roaster and hot beverage specialist, we are guided by a deep appreciation for people and nature. This conviction underpins both our values and our commitment to acting responsibly.

Our responsibility begins in the countries in which our raw materials are grown. As an owner-managed family business, we have cultivated close, trusting relationships with coffee farmers for generations. Throughout the entire value chain – from cultivation and harvesting to processing and roasting – we aim to take responsibility and actively shape each step of the process: openly, with integrity and with a strong sense of responsibility. As such, we are particularly proud to have been a Fairtrade pioneer since 1993.

Our ambition is to help make the hot beverage industry more sustainable and to continuously develop responsible business practices. We combine sustainability with a passion for the highest product quality, perfect aroma and an exceptional coffee experience.

In this sustainability report, we aim to give you a clear and transparent overview of our sustainability strategy. It explains our key areas of action, the targets derived from them and the measures we are taking to drive sustainable change. I am particularly pleased that our climate targets have already been validated by the Science Based Targets initiative (SBTi). This confirms that we are taking an ambitious, science-based approach to our contribution to climate action.

For us, sustainability is not a project with an end point, but rather an ongoing process. Together with our employees, customers, suppliers and other partners, we will continue on this path with determination.

Together, through small steps – cup by cup – we can make the world a little better. After all: “Coffee is only truly good when everyone benefits.”

I would like to sincerely thank you for your trust and for working with us, and I hope you find our sustainability report an inspiring read.



**Yours,
Albert Darboven**



↑ Albert Darboven, Chairman of the Management Board and Managing Director of J.J. Darboven



About this report

B1 24, 25

This sustainability report has been prepared on the basis of the voluntary VSME reporting standard. Both the Basic Module and the Comprehensive Module of the standard have been taken into account.

The information in this report relates to the J.J. Darboven Group on a consolidated basis and is based on the data available for the 2024 and 2025 financial years. This report does not disclose information on NACE code 10.83 – a standardised classification system used to categorise companies and organisations in the European Union according to their economic activity – or on total assets and the country in which the principal business activity is conducted.

The reporting entity is J.J. Darboven GmbH & Co. KG, headquartered in Hamburg. The J.J. Darboven Group generated revenue of EUR 380,970,700.79 in 2024 and EUR 502,277,589.52 in 2025. The company employed an average of 895 people in 2025.

We hold a range of certifications and other forms of verification that are important to our approach to

sustainability and quality. These include recertification in 2025 to ISO 9001 for quality management systems, ISO 14001 for environmental management and ISO 50001 for energy management.

Other certifications include an organic certificate in accordance with Article 35(1) of Regulation (EU) 2018/848 on organic production and the labelling of organic products. We also hold TÜV SÜD certifications confirming compliance with the requirements of BRCGS (Brand Reputation through Compliance Global Standards), Issue 9, and successful completion of an audit in accordance with IFS Food, Version 8. BRCGS is an international standard for food safety, quality and compliance with legal requirements in food production. IFS Food is also an internationally established standard that assesses the safety and quality of processed foods as well as the reliability of the associated production processes. Both standards are designed to systematically identify and control risks throughout food production and demonstrate compliance with stringent quality and safety requirements. We are also a certified Fairtrade trader. This certification covers the trading and manufacture of products in accordance with Fairtrade standards. In addition, we

are licensed by Fairtrade to market certain Fairtrade-certified products under our own name or brand bearing the Fairtrade product label. Other relevant certifications for coffee are associated with the **Rainforest Alliance** . The Rainforest Alliance is an international non-profit organisation committed to protecting nature, promoting fair working conditions and supporting more sustainable agricultural practices.

In addition to these certifications, legal and regulatory requirements also play an increasingly important role in shaping how we do business. We keep a close watch on developments in relevant European legislation and systematically incorporate the resulting requirements into our business processes. Regulations of particular relevance to J.J. Darboven include:

- The EU Deforestation Regulation (EUDR). Its purpose is to ensure that certain products, including coffee, cocoa, soy, palm oil, wood, rubber and beef, may only be sold in the EU provided they have not contributed to deforestation. For companies, this entails new documentation and due diligence obligations within their supply chains.

- The PPWR (Packaging and Packaging Waste Regulation) is the EU’s new packaging regulation. It is intended to reduce packaging waste and ensure that packaging in Europe is more widely reused and recycled, while creating a more consistent regulatory framework. For us, this means stricter requirements governing the design, use and recycling of packaging.
- EmpCo (Empowering Consumers for the Green Transition) is an EU directive designed to combat greenwashing. The directive, which aims to empower consumers for the green transition, is intended to ensure that consumers receive reliable information about the sustainability of products and that companies only make environmental claims that are clear, substantiated and verifiable.

We are also currently carrying out a risk analysis of our strategic suppliers using osapiens.



Key figures at a glance

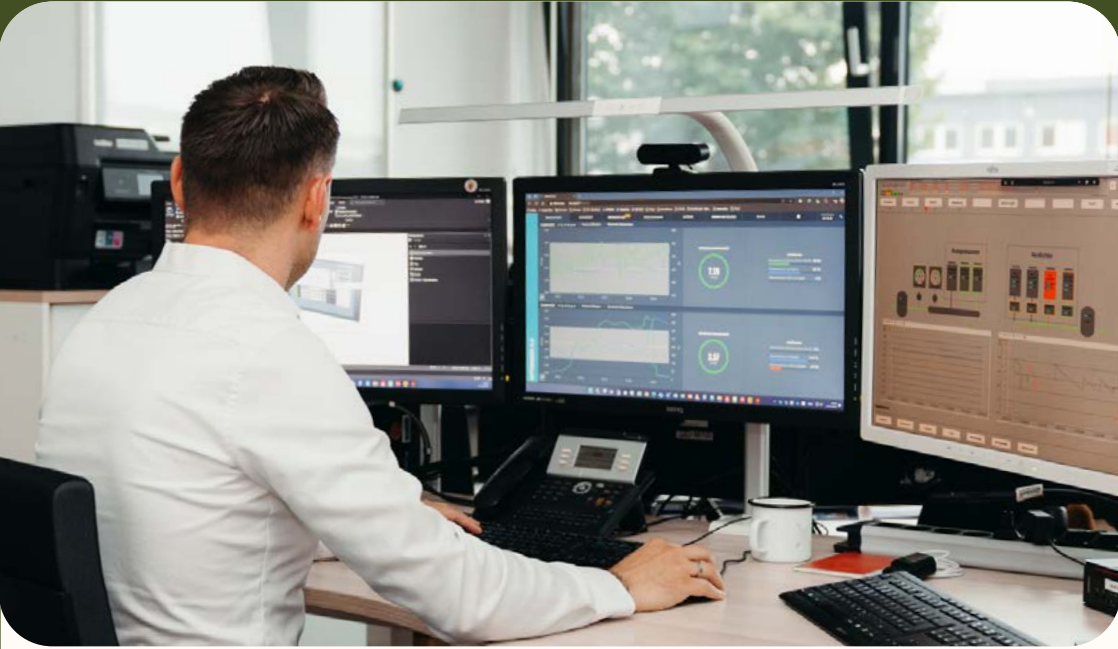
We have planted

452,536

trees to date as part of our shade tree project.
(as of December 2025)



895 employees work across the group



In 2025, adjustments to compressor control in the green coffee conveying system led to a

13%

reduction in CO₂ emissions. This resulted in energy savings of more than 8,000 kWh.



By 2035, we aim to save more than

30%

of the energy used by our roasting facilities by means of a four-stage modernisation programme. The baseline year for this is 2023.

In 1993, J.J. Darboven became the first major coffee roaster in Germany to launch Fairtrade-certified coffee.

J.J. Darboven employed 13 apprentices in 2025.



4 areas of action: Environment and climate, employees, governance and the value chain.

EUR 191,243 was donated in cash or in kind in 2025.

50,272,148 kilograms of green coffee were purchased in 2025.



Company and sustainability

For 160 years, J.J. Darboven has built its reputation on quality coffee and responsible entrepreneurship. What began as a coffee trading business in Hamburg has grown into an international group with 15 locations in nine countries and a broad portfolio of coffee, tea and cocoa brands. Sustainability is firmly embedded in our corporate strategy, with a clear sustainability strategy and a decarbonisation roadmap for achieving our SBTi climate targets.

J.J. Darboven – company and business activities

For 160 years, J.J. Darboven has been synonymous with coffee and other hot beverages. The company was founded in 1866 by Johann Joachim Darboven in the Free and Hanseatic City of Hamburg. Since then, our company’s history has been defined by quality, reliability and responsible business practices. Driven by our passion for coffee, tea and cocoa, we produce hot beverages for special moments, whether out and about or at home.

What began as a mail-order business selling roasted coffee and sugar cubes has, over the years, developed into an international family business. One of our brands, IDEE KAFFEE, was registered in 1915 as Germany’s first coffee brand. Since 1927, the green coffee used for this product has been refined using the Darboven steam refinement process.

Today, our Group offers a broad range of coffee, tea and cocoa products. These include J.J. Darboven Classics, Alfredo, EILLES TEE and COCAYA. In the retail grocery sector, our brands also include IDEE KAFFEE, EILLES KAFFEE, Café Intención and Mövenpick.

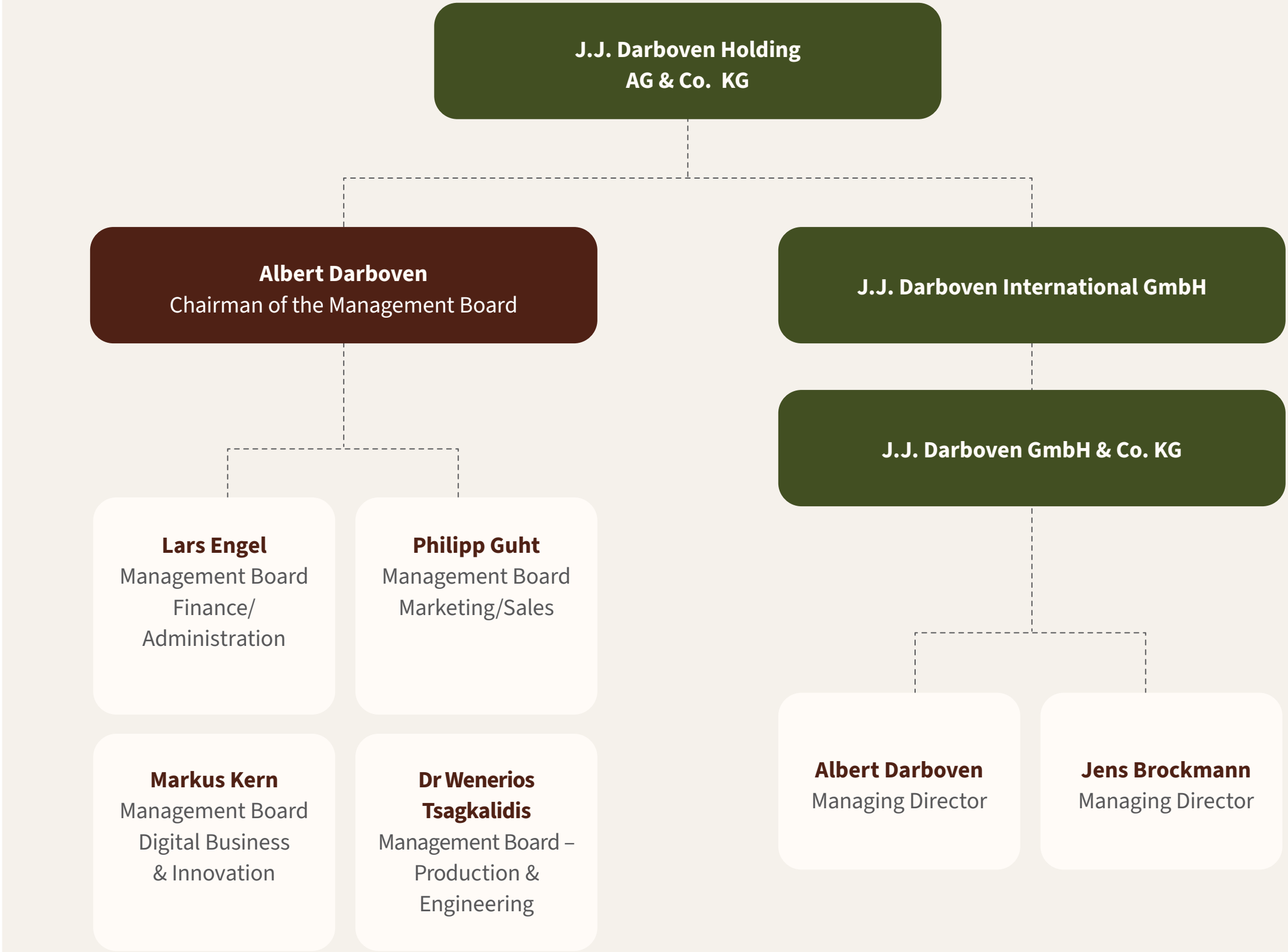


A tradition spanning

160

years, synonymous with coffee and other hot beverages

Our corporate structure



J.J. Darboven at a glance:

Facts and figures

J.J. Darboven is a major supplier of coffee, tea and cocoa products and an international business employing almost 900 people.

C1 47

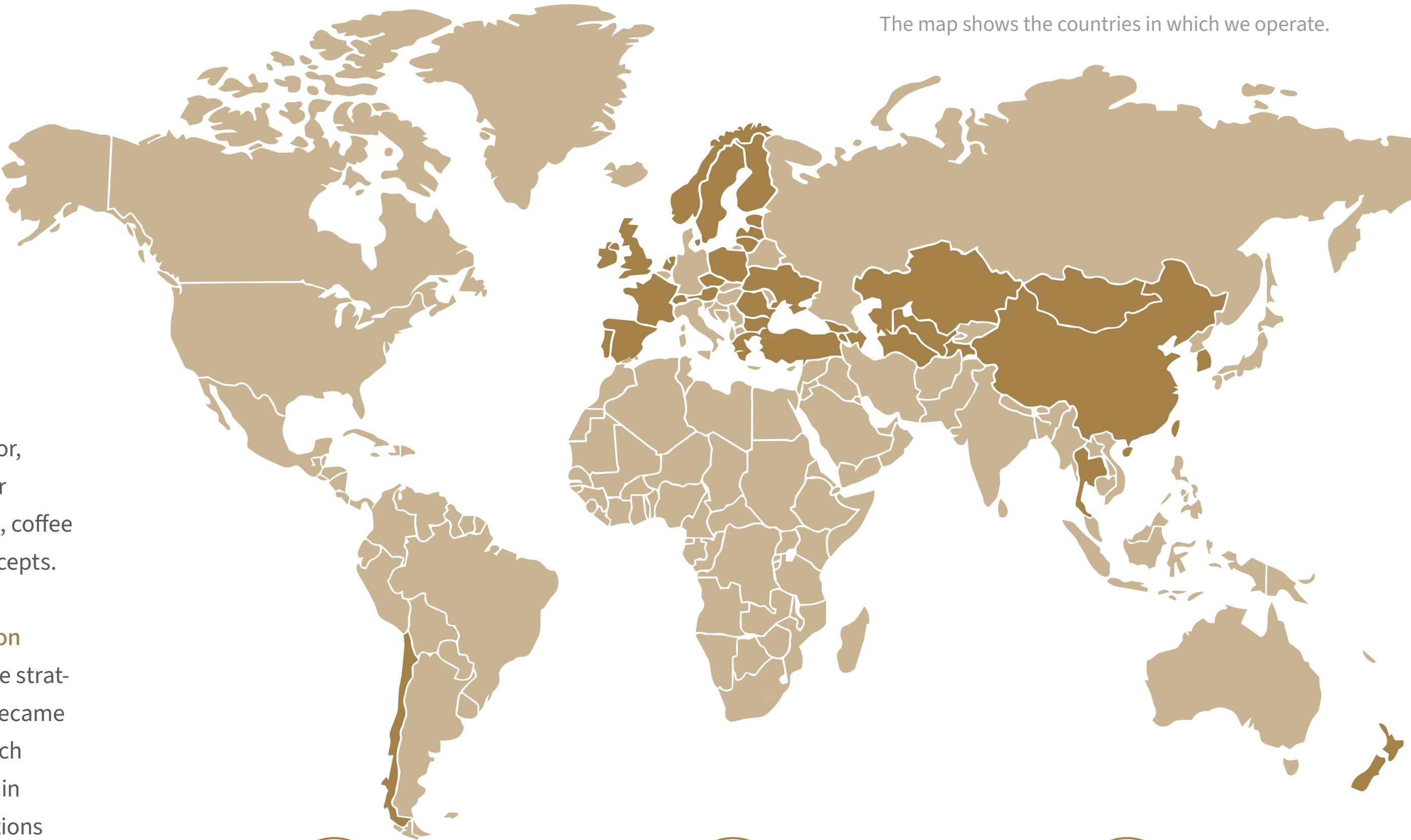
The J.J. Darboven Group operates internationally, with 15 locations in nine countries. Its headquarters are in Hamburg. The Group employs around 895 people worldwide. At the roasting sites in Hamburg and Sauerlach, as well as the speciality roasteries in Poland, Austria, Ireland and the UK, green coffee is roasted to a variety of recipes, packaged and prepared for dispatch.

J.J. Darboven coffee, tea and cocoa products are sold worldwide. The Group works closely with trading partners in a range of countries, including China, South Korea, the UK, Spain and Ukraine, to support its international distribution.

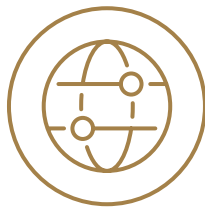
Sales channels range from traditional grocery retail and the out-of-home market to online shops and social commerce via platforms such as Facebook

and Instagram. In the business-to-business sector, J.J. Darboven offers comprehensive solutions for coffee, tea and cocoa. These include accessories, coffee machine services and tailored hot beverage concepts.

Our [sustainability strategy](#) and [decarbonisation roadmap](#) are firmly embedded in our corporate strategy. Not only that: Back in 1993, J.J. Darboven became the first major coffee roaster in Germany to launch Fairtrade-certified coffee. Today, we also maintain long-standing memberships of industry associations such as the German Coffee Association, the German Tea & Herbal Infusions Association and BAUM e.V., a network for sustainable business. We also hold a range of [national and international certifications](#).



The map shows the countries in which we operate.



INTERNATIONAL PRESENCE

Our products and brands are present in numerous countries around the world.



15 LOCATIONS

Our Group has 15 locations in nine countries.



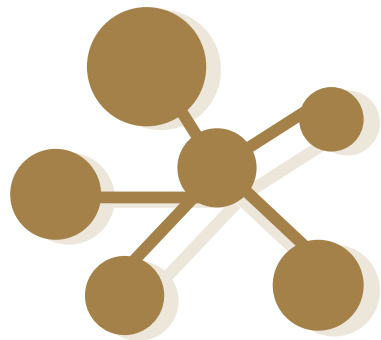
895 EMPLOYEES

895 dedicated employees around the world contribute to the success of J.J. Darboven.

Sustainability at J.J. Darboven

C1 47

Sustainability is an integral part of how we see ourselves, our vision and the way we manage our business. Our aim is to act responsibly within the hot beverage industry and continue developing sustainable business practices. In so doing, we consider environmental, social and economic aspects across the entire value chain. This includes sourcing green coffee and other purchased goods such as cocoa, tea and sugar, as well as production, packaging, distribution and our relationships with employees, suppliers and customers.



We foster long-term relationships with our suppliers

One of our core aims is to ensure that our business creates benefits for as many people as possible throughout the supply chain. This applies particularly to coffee farmers in the countries of origin, our employees and our customers. We are committed to fair business practices, reliable working conditions and long-term partnerships.

We aim to gradually reduce the impacts associated with our products. To achieve this, we are working on areas including alternative approaches to sourcing raw materials, energy use in production in line with the [SBTi](#) framework, and new packaging solutions.

Our responsibility extends beyond our own products. Our goal is to invest in innovation, employee development and collaboration with our partners. Another objective is to conserve resources, support climate action and continue improving social standards in coffee production.

From source to cup



- 1 Coffee cultivation in the countries of origin
- 2 Production and packaging
- 3 Logistics and distribution
- 4 Professional coffee preparation

Key areas

C1 47

J.J. Darboven’s sustainability strategy is based on the sustainability topics identified in the 2023 materiality assessment. The following overview shows the key areas:



The sustainability strategy is divided into four areas comprising 16 individual topics:



Value chain

- More sustainable procurement
- More sustainable products & solutions
- Circular economy
- Human rights



Environment and climate

- Climate and energy
- Ecosystems and biodiversity
- Water



Employees

- Sustainability culture
- Occupational health and safety
- Learning and Development
- Equal treatment
- Society



Governance

- Risk management
- Code of Conduct
- Business ethics
- Corporate culture

C1 47

We have translated our sustainability strategy into specific targets that we will implement step by step. As a first step, we are focusing on selected topics within the four key areas of action – the value chain, environment and climate, governance and employees – that are particularly relevant to our business activities: packaging, raw materials, climate and energy, and employees.

Over the coming years, these targets will be developed further and expanded to include additional topics. The next step will focus particularly on water and biodiversity.

Our climate targets are aligned with the criteria of the Science Based Targets initiative (SBTi). The SBTi supports companies in setting science-based targets to reduce their greenhouse gas emissions. This aligns our climate targets with the Paris Agreement’s 1.5°C goal and contributes to efforts to limit global warming.

Through the SBTi Near-Term Targets – binding, science-based emissions reduction targets – we aim to reduce our own greenhouse gas emissions by 2035. One particular point of focus is the SBTi FLAG standard. FLAG – short for Forest, Land and Agriculture – covers emissions from forestry, land use and agriculture.

These emissions are relevant to us because they arise during the cultivation and production of green coffee, tea and cocoa. The FLAG standard provides companies in land-intensive sectors with a science-based framework for setting reduction targets for land-related emissions.

C4 57

Mitigation of sustainability risks

We incorporate sustainability risks into our general risk management. These also include physical climate risks and transition risks:

- Physical climate risks are risks arising directly from changes in the climate. These include acute risks such as extreme weather events, including floods and storms, as well as chronic risks resulting from longer-term changes such as persistently higher temperatures, rising sea levels or prolonged heatwaves.
- Transition risks do not arise directly from weather events, but from the transition to a more climate-friendly economy. These primarily include political and legal risks, technology risks, market risks and reputational risks. Specific examples include stricter emissions reporting requirements, the cost of lower-emission technologies, higher raw material costs and rising stakeholder expectations.



The aim is to identify and assess such risks at an early stage and develop appropriate measures to prevent or mitigate them. Structured processes for this are already in place for coffee. The system is currently being expanded to cover tea and cocoa.

Double materiality assessment

In 2024, J.J. Darboven conducted its first materiality assessment under the Corporate Sustainability Reporting Directive (CSRD), based on the European Sustainability Reporting Standards (ESRS). The ESRS are mandatory European reporting standards that specify the environmental, social and governance information we are required to disclose in our sustainability reporting. At present, our company is no longer subject to the CSRD reporting requirements. The aim was to systematically identify the sustainability topics of greatest relevance to the company using a solution provided by

RSM Ebner Stolz. The assessment followed the principle of double materiality. It considered both the financial risks and opportunities for the company and the impacts of its business activities on people and the environment. The internal stakeholders involved included members of the Management Board and management, as well as employees from strategically relevant specialist departments. Their views were gathered through surveys, workshops and dialogue formats and subsequently evaluated.

The results of the materiality assessment remain valid, as neither our field of business nor our business model changed significantly during the reporting period. It should be noted in this context that, based on the current situation, our company is no longer subject to the CSRD reporting requirements. They continue to provide an important basis for prioritising sustainability topics at J.J. Darboven and for our sustainability strategy. The material topics identified continue to reflect the specific requirements of our business model. These include, in particular, responsibility within global supply chains, the use of agricultural raw materials, and climate- and resource-related impacts. At the same time, there are significant dependencies on the availability of these raw materials and the stability of supply chains.



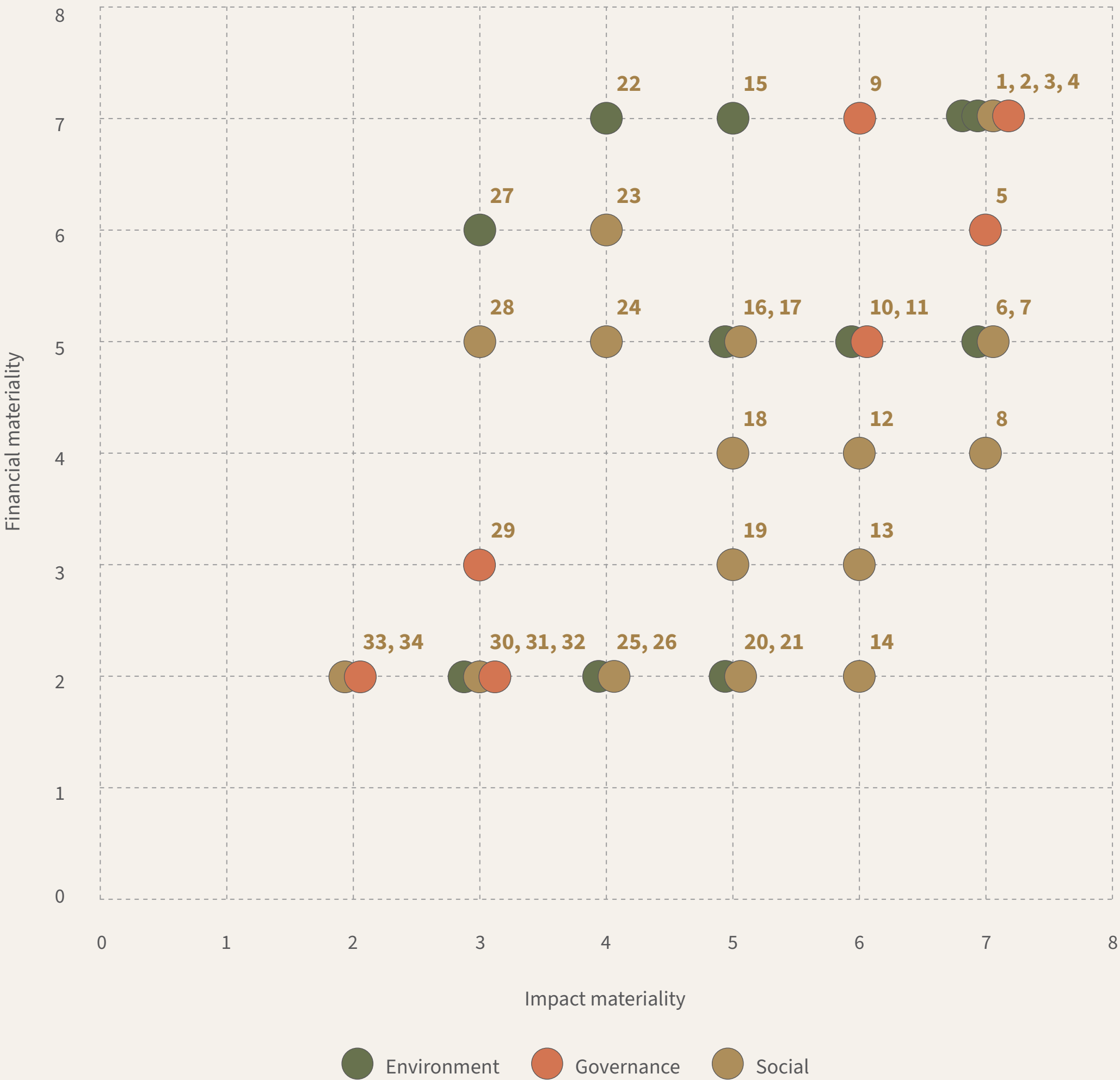
Risk identification:
Structured processes are already in place for coffee, with tea and cocoa to follow



↑ Informed decisions are made through dialogue – joint analyses form the basis for the materiality assessment.



The materiality matrix



Topics addressed in our materiality matrix

- 1** Climate change (biodiversity), energy, climate action, climate change adaptation, pollution (biodiversity)
- 2** Resource inflows, including resource use
- 3** Adequate wages (WVC¹), health and safety (WVC), health and safety (own workforce), training and skills development (own workforce), data protection (own workforce), adequate wages (own workforce)
- 4** Corporate culture
- 5** Protection of whistleblowers
- 6** Direct exploitation
- 7** Working time (own workforce), employment and inclusion of people with disabilities (own workforce)
- 8** Secure employment (own workforce), work-life balance (own workforce), water and sanitation (WVC), child labour (WVC), diversity (own workforce), secure employment (own workforce)
- 9** Management of supplier relationships
- 10** Air pollution
- 11** Prevention and detection of risks (e.g. human rights violations), including training
- 12** Gender equality and equal pay for equal work (own workforce), adequate housing (WVC)
- 13** Adequate housing (affected communities)
- 14** Collective bargaining (own workforce), freedom of association (own workforce)
- 15** Land-use changes Freshwater, water consumption
- 16** Waste, water withdrawal, water discharge
- 17** Access to high-quality information
- 18** Free, prior and informed consent; measures to prevent violence and harassment in the workplace (own workforce)
- 19** Secure employment (WVC), work-life balance (WVC)
- 20** Substances of concern
- 21** Social dialogue (WVC), gender equality and equal pay for equal work (WVC), working time (WVC), water and sanitation (affected communities), data protection (workers in the value chain)
- 22** Land degradation
- 23** Collective bargaining (WVC)
- 24** Training and skills development (WVC), freedom of association, including the existence of works councils (WVC)
- 25** Soil pollution, water pollution
- 26** Social dialogue (own workforce), diversity (WVC), measures to prevent violence and harassment in the workplace (WVC)
- 27** Resource outflows related to products and services
- 28** Health and safety (consumers and end users)
- 29** Incidents of corruption and bribery
- 30** Impacts and dependencies on ecosystem services
- 31** Cultural rights, self-determination, employment and inclusion of people with disabilities, adequate food (affected communities)
- 32** Animal welfare
- 33** Land-related impacts
- 34** Political engagement



Material topics

These areas form the basis of our sustainability strategy and define our key areas of action.



Environment and climate

• Climate change and environmental protection

As a producer of roasted coffee, we are highly dependent on climatic conditions in the growing regions, which can affect both crop yields and the quality of our coffee. Fluctuations in temperature, droughts and extreme weather events can jeopardise harvests and cause supply shortages.

• Energy

Processing and transporting our products requires significant amounts of energy, resulting in greenhouse gas emissions. It is therefore essential for us to reduce our energy consumption and switch to renewable energy.

• Raw materials

We source a wide range of raw materials from around the world, particularly coffee, tea and cocoa. Sourcing these raw materials sustainably and ethically is essential to minimise negative environmental and social impacts in the countries of origin.

← Coffee cherries – the basis of our value creation



Employees

• Working conditions and remuneration

Working conditions in the growing countries and throughout the wider supply chain are of central importance in terms of social justice. Poor working conditions or human rights violations can lead to regulatory consequences, supply chain disruption and reputational damage.

• Employee health and safety

Protecting our employees is a key aspect of our social responsibility as an employer – both for employees in production and for people in the growing regions. Occupational health and safety is essential with a view to preventing accidents at work, health risks and the associated consequences.



Training and professional development are key building blocks of our success.



↑ Ongoing sensory checks ensure quality

• Training and skills development

The training and professional development of our employees is a key priority for us. This not only helps individuals develop their skills and facilitates knowledge transfer, but also creates fertile ground for innovation and new ideas. In the growing regions, this helps preserve vital knowledge about caring for coffee plants, on which many people depend for their livelihoods. At the same time, it helps us become an employer of choice for employees in production and administration.

Governance

• Corporate culture

A values-driven approach to business and a strong sense of responsibility among our managers, reflected across all areas of the company, provide the foundation for long-term commercial success and public recognition. A lack of integrity or unethical behaviour by managers or employees can undermine stakeholder trust, damage the company’s reputation and have a negative impact on the working environment.

• Supplier relationship management and combatting corruption

Transparent management is essential for safeguarding and enforcing social and environmental standards throughout our supply chain. A lack of transparency in supply chains can expose our company to both commercial and legal risks and cause reputational damage.

• Integration into the corporate strategy

The results of our materiality assessment feed directly into our sustainability strategy. In future, we intend to define clear targets for each material topic, together with related policies and measures, and to review and disclose these regularly.

To this end, we will further develop our existing targets and establish an appropriate strategy and action plan for each of the material topics identified.

Value chain

• Packaging

Packaging is crucial to maintaining the quality and freshness of our products. At the same time, it contributes to environmental impacts, particularly in terms of waste and CO₂ emissions.

• Circular economy

To reduce the environmental impact of waste and the associated CO₂ emissions and costs, we invest in recycling programmes, seek to identify and realise opportunities to reduce the use of non-recyclable materials, and work to reduce the amount of production waste we generate.



↑ Packaging as part of our value creation

Material topics as a basis for success

As a company in the hot beverage industry, we consider environmental, social and corporate governance topics essential to responsible, long-term business success.

Our key environmental topics are climate change and environmental protection, energy, raw materials, packaging and the circular economy. Our main social priorities are working conditions and remuneration, employee

health and safety, and training and skills development. In the area of governance, the main topics are corporate culture, supplier relationship management, combatting corruption and integration into the corporate group.

The following sections describe our approaches and policies, future initiatives and the measures already taken to support the transition to a more sustainable economy.



02

Environment and climate

Protecting the climate, ecosystems and natural resources is one of the key challenges facing us today. For this reason, we continually strive to use energy more efficiently, reduce emissions and manage water and biodiversity responsibly.





Environment and climate

We have set clear targets for reducing greenhouse gas emissions, with binding, science-based commitments under the SBTi Near-Term Targets.

B2 26, 27, 28 C2 48 C3 54

Our targets

Systematically measuring and reducing our greenhouse gas emissions is a core part of our approach to sustainability. By preparing our **2022 greenhouse gas inventory**, **7** we laid the foundations for identifying our main sources of emissions and developing measures to reduce them.

In 2023, we prepared our first complete Scope 1–3 greenhouse gas inventory for the entire Group, giving us a comprehensive picture of our direct and indirect emissions. For context: Scope 1 emissions are direct emissions from sources owned or controlled by the company, for example production facilities, heating systems or our own vehicle fleet.

Scope 2 emissions are indirect emissions from purchased energy, particularly electricity, heat or steam. Scope 3 emissions comprise other indirect emissions throughout the upstream and downstream value chain and are not shown in the graphic.

To support our commitment to a science-based climate strategy, we joined the SBTi in 2024. Our climate targets were validated in 2025 against a 2023 base year.

Coffee cultivation in the countries of origin →

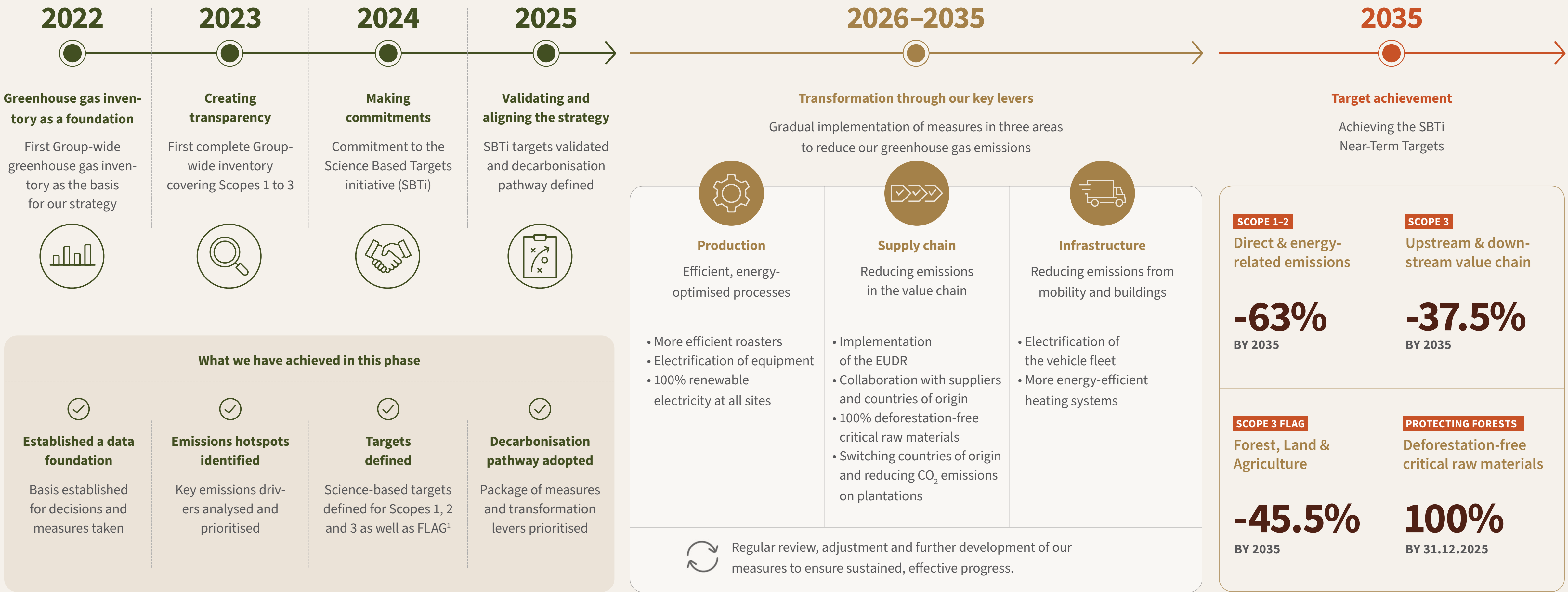


AI-modified image.

Our path to the 2035 SBTi targets

C3 54

Based on our Group-wide greenhouse gas inventory and the targets validated by the Science Based Targets initiative (SBTi), we are pursuing a science-based decarbonisation pathway. Our roadmap shows the key milestones and the ongoing transformation across our value chain.





B2 26, 27, 28 C2 48 C3 54

Measures

Coffee roasting is an energy-intensive process. We are therefore modernising our roasting facilities in Germany in four stages and aim to reduce energy consumption by more than 30% by 2035. The baseline year is 2023. Our sites in Germany and most of our sites elsewhere in Europe have already switched to certified renewable electricity. Our entire vehicle fleet in Germany is to be converted to electric power by 2029.

We are continuously working to effectively reduce our Scope 1 and Scope 2 emissions. This commitment forms part of our sustainability strategy and focuses primarily on roasting ovens, our vehicle fleet, heating systems, and compressed-air and conveying-air blowers. Investing in energy-efficient technologies is an important part of this work. In this way, we reduce greenhouse gas emissions and firmly embed climate action in our day-to-day operations.

Based on our greenhouse gas inventory and our SBTi-validated climate targets, we have developed a decarbonisation pathway to our target year of 2035. This provides a framework for gradually reducing greenhouse gas emissions across the main sources we have identified in Scope 1, Scope 2 and Scope 3 (FLAG and non-FLAG).

To achieve our targets, we are also continuously working to reduce emissions in our key Scope 3 categories. In transport and logistics, we assess and implement measures to reduce transport-related emissions on an ongoing basis. At the same time, we are developing targeted projects and measures for the Scope 3 FLAG and non-FLAG categories in order to achieve the required emissions reductions and meet our climate targets in line with SBTi requirements. We regularly review our progress and adjust our measures where necessary to keep our decarbonisation pathway to 2035 on track.

Energy consumption in green and roasted coffee conveying

Alongside coffee roasting, conveying green and roasted coffee during processing is also a significant contributor to energy consumption. One of our key targets is therefore to reduce electricity consumption in this area by 20%. The coffee beans are conveyed using compressed air generated by compressors. At the Hamburg site, this process accounts for around 25% of total electricity consumption. Since the new tangential roaster was commissioned, electricity consumption for conveying green coffee at the site has increased by 14 kWh per tonne. This is because the beans are conveyed particularly gently to silos at a height of around 30 metres, which requires more energy than

transporting them to the previous roasting facilities. At the same time, increasing automation is leading to greater demand for compressed air. To meet this demand more efficiently, two higher-capacity, more energy-efficient compressors were installed in 2024.

Energy consumption and compressor control

Another project carried out in 2025 focused on energy management in our operations. By adjusting compressor control under low-load conditions, we minimised unnecessary energy consumption. A brief explanation: The compressors supply the conveying air used to transport green coffee to the roasters and are switched off when no coffee is being conveyed.



- 1 Team spirit brings us together
- 2 An employee operates our production facility



The aim was to control energy use more closely in line with demand and avoid unnecessary consumption. This resulted in total energy savings of more than 8,000 kWh.

We also made significant improvements in district heating consumption: between 2023 and 2025, our consumption fell by 136,741 kWh. This represents a reduction of 21.5%. As 2025 was colder than 2023, with 124 additional heating degree days, the weather-adjusted saving is even greater. Taking this effect into account, consumption fell by 167,165 kWh, or 26.3%. Contributing factors included the renewal of the ventilation control system and the replacement of heating thermostats at the Sauerlach site in 2024.



More than

8,000 kWh

of energy was saved through optimised compressor control.

Significant Energy Use

To enable us to reliably assess and compare changes in electricity consumption over several years, we introduced the SEU. This specific metric – Significant Energy Use – indicates how many kilowatt-hours of electricity the conveying equipment at the Hamburg site consumes per kilogram of roasted coffee. Although electricity consumption for conveying air increased when the R4000 roaster was installed at the end of 2022, the specific energy consumption of this SEU has since fallen: for green coffee conveying, from 29.1 kWh/t in 2023 to 18.3 kWh/t in 2025, and for roasted coffee conveying, from 21.3 kWh/t in 2023 to 11.6 kWh/t in 2025. In 2025, specific energy consumption at the Hamburg site was 0.605 kWh/kg, compared with 0.643 kWh/kg in 2023.

The ISYS energy tracking system

To obtain a more detailed picture of electricity and natural gas consumption at our Hamburg site, we use the ISYS energy tracking system to continuously record consumption digitally. Consumption is recorded at numerous measuring points at 15-minute intervals. This makes it easier to identify the main areas of consumption and track trends more transparently. To further improve the data available, additional electricity meters were integrated into the system in 2023. Almost 80% of electricity consumption is now metered. This covers the main large-scale consumers



at the site. The Sauerlach site has also been connected to ISYS since 2023. Electricity consumption there is now recorded almost in full.

Alongside technical monitoring of consumption, raising employee awareness also plays an important role. Regular digital training via Secova’s SAM system provides practical knowledge on environmental and energy-related topics. In 2024 and 2025, employees received training on various relevant topics in this area. The completion rate was over 97% in each year. Topics included correct waste separation, energy saving within the company and the fundamentals of environmental protection in the workplace.

B2 26, 27, 28 C2 48

Policies and governance

Our climate targets are aligned with the requirements of the Science Based Targets initiative, as explained in more detail in the [Sustainability strategy](#) chapter. In this way, we align our actions with science-based emissions reduction pathways and support the Paris Agreement goal of limiting global warming to 1.5°C as far as possible.

The United Nations 2030 Agenda is also an important point of reference for our sustainability activities. The Sustainable Development Goals provide a framework for systematically incorporating environmental, social and economic considerations into the development of our company.

Recognised ISO standards provide a further foundation for our environmental and energy management. J.J. Darboven has been certified to DIN EN ISO 50001 for energy management since 2016. Certification to DIN EN ISO 14001 for environmental management followed in 2019. Both management systems were successfully recertified in 2025 and help us regularly review, develop and effectively implement our environmental targets.



A CHANGE OF PERSPECTIVE

Sustainable energy supply as a buffer against market fluctuations

Recent years have shown that energy markets are subject to major fluctuations, partly for political reasons, and may remain so in the near future. Today, J.J. Darboven’s sales operations in Poland and Czechia benefit from having opted many years ago for an energy mix that also includes sustainable energy sources, making them somewhat more resilient in turbulent times.

At the site in Rumia, Poland, close to Gdańsk, the decision was taken twelve years ago to also harness the power of the sun. As one of the leading companies in the market, J.J. Darboven wanted to establish a modern site in Poland, even though sustainability was not yet a major topic in the country at the time.

Dorota Krzyk-Kidybińska, Marketing and CSR Manager, explains why the site opted for solar energy even back then: “Our investment was based on a combination of economic and environmental considerations. We wanted to reduce energy costs over the long term while increasing the proportion of renewable energy used at the site.”

The initial installation proved successful, and the system has since been expanded in three stages. In 2025, the system generated a total of 30,621.54 kWh of electricity.

A great deal has changed over the years, as Dorota Krzyk-Kidybińska explains: “Over the past ten years, photovoltaic technology has become more efficient, while energy prices and security of supply have become increasingly important issues.” The Marketing and CSR Manager adds that what was still considered an innovative investment in 2014 is now widely recognised as part of sustainable industrial operations. Another lesson from Rumia is that long-term investment in sustainability can create lasting value and that it pays to look beyond short-term return expectations.

The same applies to Chrášťany (Prague-West), around nine hours by car from Hamburg, where J.J. Darboven has also been using renewable energy since 2014. “The idea came from the previous management team, and since then some of the energy used to operate the site has been supplied by heat pumps,” explains

Dusan Savic, Managing Director Czech and Slovak Republics. In addition, solar panels supply some of the electricity used by the company building. In 2025, the photovoltaic system generated 9,917 kWh of electricity. Electricity purchased from external energy suppliers amounted to 78.45 MWh in the same year. “Our own solar power generation therefore covered 11.75% of total electricity consumption at our site,” says Dusan Savic.



Dorota Krzyk-Kidybińska, Marketing and CSR Manager →
Photovoltaics as part of the energy supply ↓





Other measures at a glance



Parcel shipping with GoGreen

For shipments sent via DHL, we use the DHL GoGreen programme. According to the corresponding certificate, a total of 305.20 tonnes of CO₂e was offset against certified climate action projects in 2024 – contributing to emissions reductions in transport without claiming to fully offset the emissions from our shipments.

Ventilation system and heating thermostats

At the Sauerlach site, we upgraded the ventilation control system and replaced the heating thermostats in 2024. These measures enabled us to reduce the ventilation system's energy consumption by around 45%. This represents annual electricity savings of approximately 78,000 kWh.

Energy consumption at
the Sauerlach site was reduced by

45%

by upgrading the ventilation system.

Electric trucks for shuttle services and rail transport

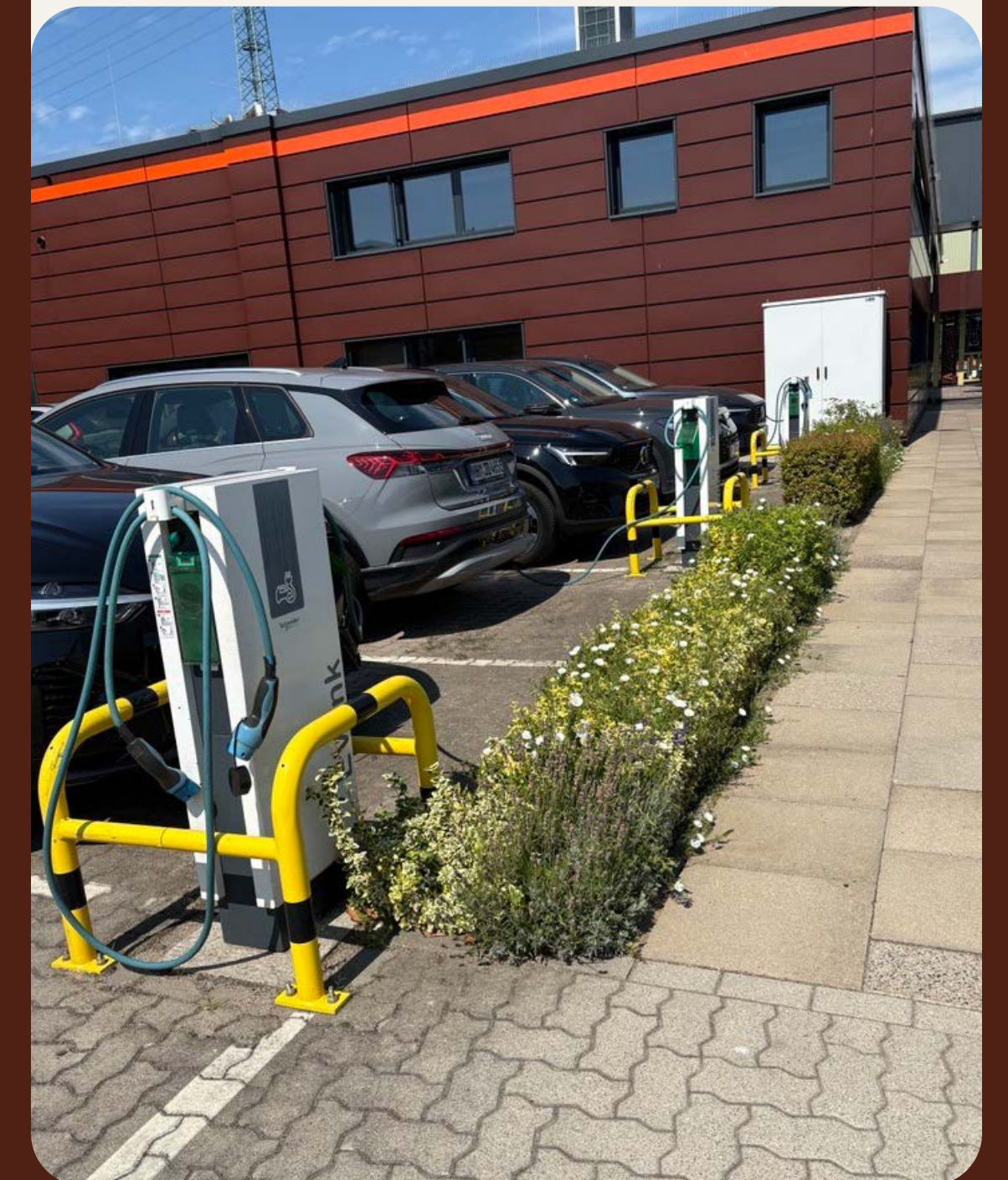
For upstream transport, we use electric trucks for shuttle services between the coffee warehouse at the Port of Hamburg and our site on Pinkertweg. The project was launched in October 2025. By December 2025, we had completed 72 journeys using electric trucks. A total of 1,728 tonnes of coffee was transported in this way, representing 4.2% of all journeys on this route.

The electric shuttle service enables us to reduce emissions from upstream transport. We also aim to shift transport from road to rail wherever possible. In 2025, we made a total of 339 journeys as part of our internal transport operations to Sauerlach. Of these, 325 truckloads were transported to Sauerlach by rail.

Only 14 journeys, or around 4%, had to be made by road due to critical time constraints. A key advantage of rail transport is that a large proportion of long-distance freight services operated by DB Cargo use renewable electricity.

EV charging points for employees

We are also creating opportunities for our employees to use electric mobility in their everyday lives. EV charging points are available at the Hamburg site, where electric cars can be charged using renewable electricity. A total of 54,222 kWh of electricity was supplied through these charging points in 2025.





Ecosystems, biodiversity and water

B2 26, 27, 28 C2 48

Ecosystems and biodiversity

The materiality assessment we conducted in 2024 laid the foundations for our areas of action. These include the area of “Environment and climate”. However, we have not prioritised the subtopics of ecosystems and biodiversity. We have therefore elected not to set any explicit targets or measures in this area. Nor have any corresponding policies been established. Over the coming years, we will gradually expand our targets and address these areas as a next step. In doing so, we aim to respond to growing expectations, meet our responsibilities and live up to our own ambitions.

What’s more: Although these two topics are not among our highest priorities, we are nevertheless active in this area, for example through our shade tree project.

B2 26, 27, 28 C2 48

Water

The materiality assessment conducted in 2024 provides the basis for the strategic direction of our sustainability activities. On this basis, key areas of action were defined, including Environment & Energy. However, the subtopic of “water” was not classified as a priority area in the assessment. As a result, we have not yet established separate targets, specific programmes of measures or binding policies for this topic.

At the same time, we recognise that responsible water management is important to sustainable business practices. This applies both at our own sites and throughout the value chain. Over the coming years, we will therefore continue to develop our sustainability targets step by step and assess how water can be integrated more fully into our strategic management. In doing so, we aim to meet growing expectations while continuing to uphold our commitment to responsible business practices.

← Planting shade trees in coffee-growing regions



A CHANGE OF PERSPECTIVE

The future of coffee grows in the shade

Climate change is happening, and it is affecting coffee cultivation: Rising temperatures, changing rainfall patterns and more frequent extreme weather events, among other factors, are making it harder for plants to grow and affecting harvest cycles. That is why our shade tree project supports coffee farmers in adapting to these changes.

Mareike Leibrandt, Marketing Manager Café Intención, is well aware of the impacts of climate change on coffee cultivation: “As a coffee roaster, we work closely with our partners in the countries of origin. Through this collaboration, we know that climate change has become one of the main concerns for coffee farmers. Against this backdrop, we are encouraging a shift in consumption towards sustainably produced coffee.”

At the heart of this project is the development of more resilient cultivation systems using shade trees. The aim is to use around two million trees over the long term to help stabilise coffee plots, protect soils, improve the microclimate and make yields more reliable.

Study provides the basis

This approach is also supported by a study² by the Potsdam Institute for Climate Impact Research. In addition to coffee, the study examined cashews and avocados, as these crops are very important to many small-holder farmers in tropical regions. Because these plants grow and remain productive for many years, cultivation and variety selection have to be planned with the long term in mind. The study concludes that coffee is the most vulnerable of the three crops examined because climate change, particularly rising temperatures, is making conditions less favourable in many important coffee-growing regions. For many of today’s coffee-growing regions, this means a need to adapt, for example by using different varieties, adopting new cultivation methods or shifting production to different elevations.



↑ Young coffee plants are prepared for cultivation – an important step towards more resilient growing systems

² Grüter R, Trachsel T, Laube P, Jaisli I (2022), “Expected global suitability of coffee, cashew and avocado due to climate change”, Editor: Abel Chemura, Potsdam Institute for Climate Impact Research, Received: 22 April 2021; Accepted: 14 December 2021; Published: 26 January 2022



At the same time, the study warns that new cultivation areas must not lead to forests being cleared, biodiversity being destroyed or ecosystems being damaged. Local people must also be involved in decision-making. Only then can adaptation measures succeed while remaining socially and environmentally responsible.

Peru, Honduras and India

The shade tree project is being implemented in Peru, Honduras and India. In 2024, the focus was primarily on laying the groundwork, while 2025 saw the project expand to India and extensive planting and training activities implemented. Mareike Leibrandt adds: “The aim is to use the shade trees to help protect sensitive coffee plants from rising temperatures by improving the microclimate on the plots and reducing direct sunlight. Depending on the species, they may also provide coffee farmers with additional

sources of income, for example through fruit, timber or other usable products.”

Overall, the shade tree project is aimed at more than 7,000 coffee farms. By the end of 2025, 452,536 shade trees had been planted across the three project regions. The planting was accompanied by extensive training, advisory and awareness-raising activities. These help producers understand the benefits of sustainable shade tree systems and develop the knowledge needed to establish, maintain and use them over the long term.

Further steps planned

“The progress made so far shows that the shade tree project is moving forward steadily. The trees already planted have survival rates of around 90%, and the increasing level of technical support available locally provides a solid foundation for the next steps,” says **Mareike Leibrandt**.

Our aim for 2026 is to accelerate implementation further in all project countries. In India, more than 120,000 seedlings are to be planted over two monsoon seasons. We are also planning digital monitoring tools to enable us to record, evaluate and manage progress more precisely in future.



More information is available at cafe-intencion.com



- 1 Project employee with shade tree seedlings
- 2 Seedlings for the shade tree project
- 3 Planting a shade tree



03

Our value chain

Procurement is a key component of our sustainability strategy. Our goal: We are transforming our supply chain by increasing the proportion of certified raw materials, applying established procurement standards and building long-term partnerships. Standards, certifications and legal requirements provide an important framework for our business activities.

More sustainable procurement

We purchase coffee, our most important raw material, from a range of exporters. Climate change is altering growing conditions and putting coffee producers under pressure. Because we see our coffee producers as partners, we also promote a collaborative relationship with coffee farmers. Taking a critical look at our supply chains is part of our day-to-day work, particularly when it comes to issues such as human rights.

B2 26, 27, 28 C2 48

Our targets

Since 1993, Café Intención has stood for Fairtrade-certified coffee and therefore for producers who receive fair wages and safe working conditions in accordance with Fairtrade International standards. As a Fairtrade pioneer, we believe in treating people not simply as suppliers, but as partners. For us, fairness means enabling coffee farmers to earn a reliable income from their work, provide security for their families and create prospects for the next generation. However: In the growing regions, the challenge is no longer just about improving trading conditions,

but increasingly about adapting to changes in the climate. Rising temperatures, changing rainfall patterns and increasing pest pressure are threatening yields in many places – and with them the livelihoods of entire families. According to a publication by Fairtrade Germany, up to 50% of today's coffee-growing areas could be lost by 2050. We want to actively help shape the shift towards more conscious and sustainable coffee consumption. We do not see sustainability as a short-term trend, but as an attitude that shapes how we act – in the countries of origin, in trade and together with our customers. More information on this topic can be found in the [Human rights](#) section.

Our foundation – strategically embedded

Standards, certifications and regulations provide the guardrails for our day-to-day business activities. We comply with these requirements and hold the following certifications:

- ISO 9001 – Quality management systems
- ISO 14001 – Environmental management
- ISO 50001 – Energy management
- Organic certification in accordance with the requirements of EU Organic Regulation 2018/848, Article 35(1) – organic production and labelling of organic products
- BRCGS, Issue 9 – international standard for food safety, quality and legal requirements in food production
- IFS Food, Version 8 – international standard for assessing food safety, product quality and production processes
- Fairtrade Standards – certification as a Fairtrade trader for the trading and manufacture of relevant products, and authorisation to market certain Fairtrade-certified products under our own name or brand bearing the Fairtrade product label
- Rainforest Alliance certification – verification of requirements relating to nature conservation, fairer working conditions and more sustainable agricultural practices

Memberships and engagement

Together, we can achieve more. Our involvement includes a range of organisations and initiatives, such as:

- Deutsche Kaffeeverband (German Coffee Association)
- Deutsche Tee & Kräuterteeverband (German Tea & Herbal Infusions Association)
- BAUM e.V.

↓ Coffee farmer in a coffee-growing region





↑ Fresh green coffee delivery



By

2030

we aim to purchase 100%
more sustainably sourced coffee.

B2 26, 27, 28 C2 48

Measures

For years, we have been increasing the volumes of coffee, cocoa and tea certified to Fairtrade, organic or Rainforest Alliance standards. We intend to continue along this path in the years ahead.

B2 26, 27, 28 C2 48

Policies and governance

Sustainability considerations are an integral part of our procurement decisions. By 2030, we aim to source all of our green coffee responsibly. To achieve this, 100% of the volumes we purchase are to be covered by recognised standards or responsible sourcing programmes. The transition to responsibly sourced green

Green coffee purchasing

	2023	2024	2025
Purchases through responsible sourcing programmes, Global Coffee assessment in kilograms¹	382,979	–	–
Fairtrade	3,308,120	723,620	600,300
Fairtrade and organic	4,266,352	4,412,584	4,622,302
Rainforest Alliance	1,214,384.00	1,419,424.00	2,340,370.00
EU organic	105,935.00	158,770.00	187,670.00
Conventional	29,547,464.00	43,045,622.00	42,521,506.00
Total	38,825,234	49,760,020	50,272,148

¹ The H.E.L.P. project (“Honduras Education Life Project”) ended in 2023.

coffee is based on recognised Global Coffee assessment standards. Certifications are another important element of our responsible sourcing approach. By 2030, at least 30% of our coffee is to be certified to a recognised standard such as Fairtrade, Rainforest Alliance or EU organic. To achieve this target, we are gradually increasing the volumes of certified coffee we purchase.

When selecting our suppliers, we consider social and environmental criteria alongside quality and commercial considerations. We place particular emphasis on recognised sustainability standards and certifications such as Fairtrade, organic and Rainforest Alliance.

Through our long-standing collaboration with our trading partners and certification organisations, we ensure that compliance with the respective standards is regularly reviewed. Responsibility for sustainable procurement lies with the relevant procurement and sustainability teams, who integrate sustainability requirements into procurement processes and support their implementation. Our procurement strategy is guided by the principle of long-term, collaborative supplier relationships. In this way, we promote transparency throughout the supply chain and support producers in addressing social, environmental and economic challenges.



More sustainable products and solutions

We are taking the coffee experience further – by supporting coffee farmers and developing alternative packaging solutions.



Mövenpick Autentico

Mövenpick Autentico uses only coffee from Rainforest Alliance-certified farms.



Café Intención

offers professional solutions for the out-of-home market and food retail. At the same time, Café Intención is a pioneering Fairtrade brand and market leader in the organic/Fairtrade coffee segment. We have also committed to planting one shade tree for every pack of Bio Gustoso purchased in the out-of-home sector and every pack of single-origin coffee purchased in food retail.

COCAYA

In future, the COCAYA Premium Green Range will use a recyclable mono-material film that is 98% recyclable. The 1 kg film bags for COCAYA Premium Bio and COCAYA Classic Organic were the first to be converted. COCAYA Premium Vegan is expected to follow from July 2026, with COCAYA Super Fine following from autumn 2026.

98%

The packaging for COCAYA Premium Bio and COCAYA Classic Organic is almost fully recyclable.



EILLES TEE

For selected products in the Tea Diamond® range, the film sachets previously used were replaced with recyclable paper sachets by the end of 2025. The new sachets are made from renewable raw materials.

2025

By the end of 2025, the Tea Diamond® film sachets had been replaced.

A CHANGE OF PERSPECTIVE

“Quality also means taking a critical look at supply chains”

Benjamin Gamm has been Head of Green Coffee Purchasing at J.J. Darboven for 25 years. A great deal has changed over the course of his long career, partly as a result of climate change and the German Supply Chain Due Diligence Act.



Mr Gamm, what does a typical day look like for a coffee buyer?

It’s a really varied role, covering everything from market monitoring and internal coordination to quality assurance, tastings and supply chain management – as well as maintaining relationships with exporters. At the heart of my work is making sure we have the right types and qualities of coffee in sufficient quantities, at the right time and at competitive prices for our coffee brands.

Presumably your day-to-day work also involves a lot of travel?

To some extent, because personal contact in the producing countries is still very important. But a lot also happens here in Hamburg. That includes tasting, where we systematically assess aroma, acidity, body, balance, sweetness, after-taste and any potential defects.

The flavour quality of the coffee is obviously crucial. What other factors play a role in purchasing?

Quality also means taking a critical look at supply chains. Human rights, environmental protection and traceability are three examples of issues that have become increasingly important in our purchasing activities, partly as a result of extensive regulatory intervention.

Coffee cultivation worldwide is suffering as a result of climate change because the coffee plant is particularly vulnerable to its effects...

That is unfortunately true, and it also affects our work as buyers. Today, we also have to consider climate risks, and there is no doubt that we will have to look at new growing regions as climate change makes coffee cultivation possible in areas where it has previously been impossible or extremely difficult.



↑ After harvesting, the coffee cherries are processed and dried – important steps on the journey from source to green coffee

“... even today, personal contact is still what matters in many cases ...”

Benjamin Gamm
Head of Green Coffee Purchasing

← Ripe coffee cherries are the starting point for high-quality green coffee. Careful selection at harvest is crucial to the quality later on

Circular economy

For us, the value of raw materials does not end with production. By-products from coffee roasting are put to further use, reusable systems replace single-use products, and systematic management of material flows helps us consistently reduce waste.

B2 26, 27, 28 C2 48 B7 37

Our targets

Waste is an important part of environmental management in our day-to-day business. We aim to conserve resources and avoid waste. We are guided by the following principles:

- 1

Waste prevention
- 2

Preparing waste for reuse
- 3

Waste recycling
- 4

Other recovery of waste, such as energy recovery or backfilling of excavated or extraction sites
- 5

Waste disposal

B2 26, 27, 28 C2 48 B7 37

Measures

In recent years, we have continued to develop our waste management and implemented additional measures to make effective use of residual materials and reduce avoidable waste. One focus is on by-products from coffee production. Rather than being disposed of, coffee silverskin produced during roasting instead put to further use. Among other things, it is used to produce biogas and in future will also be used for composting. Pellets made from coffee silverskin from green and roasted coffee, ground coffee and rejected products from the roasting process are also passed on to external service providers. There, they are processed into products such as animal feed and fertiliser, or used to produce biogas.

B7 38

Waste overview – Hamburg

	2024		2025	
	Mass in t	Share in %	Mass in t	Share in %
Coffee silverskin	508.25	60	552.34	60
Paper	161.21	19	154.81	17
Film	12	1	50.3	5
Composite film	43.78	5	48.31	5
Residual waste	97.5	11	93.39	10
Metal	12.95	2	5.43	1
Wood	11.83	1	12.34	1
Bulky waste	0	0	0	0
Batteries	0.09	0	0.06	0
Used oil	0.81	0	0	0
Electrical waste	3.1	0	4.39	0
Fluorescent tubes	0	0	0.11	0
Total	851.52	100	921.48	100

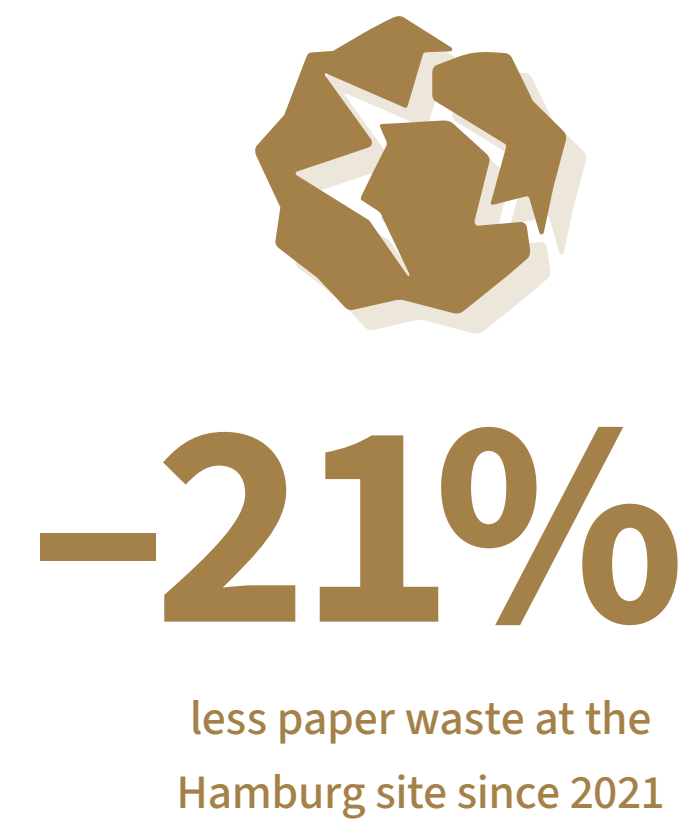
B7 38

Waste overview – Sauerlach

	2024		2025	
	Mass in t	Share in %	Mass in t	Share in %
Coffee silverskin	127.64	80	114.25	81
Paper	16.10	10	13.28	9
Residual waste	14.39	9	12.43	9
Bulky waste	1.65	1	1.65	1
Total	159.78	100	141.61	100

In addition, we use reusable rather than single-use products at several sites. Reusable takeaway cups are used in Hamburg and Sauerlach, as well as at our subsidiaries in Poland, Czechia and Slovakia. This helps us reduce residual waste in our day-to-day operations.

Overall, our aim is to avoid waste wherever possible, make effective use of residual materials and manage material flows more transparently. The use of by-products from roasting, reusable solutions and the ongoing analysis of site-specific waste data provide an important basis for this.



B2 26, 27, 28 C2 48 B7 37

Policies and governance

Responsible management of resources and waste forms part of our environmental management system, which is designed to avoid waste wherever possible and ensure that any residual materials generated are recovered in the most effective way possible.

Responsibility for implementing waste- and resource-related requirements – i.e. the legally required recording, separation and treatment of waste streams – lies with the relevant specialist departments and site managers. They ensure that waste is properly recorded, separated and treated in accordance with the applicable legal requirements. Working with specialised waste disposal and recovery partners helps ensure that by-products and residual materials are reused as efficiently as possible.

To manage and further develop our activities, we regularly record and analyse site-specific waste volumes and recovery routes. The insights gained are used to identify opportunities for improvement, for example by reducing waste volumes, improving recycling rates or making greater use of reusable and circular solutions.

Coffee silverskin from roasting. ↓





TRANSPARENCY

A CHANGE OF PERSPECTIVE

Satellite data and AI instead of questionnaires and business travel

Transparency in the supply chain is a key part of our sustainability work. Our aim is to identify risks at an early stage, manage measures precisely and strengthen the resilience of our supply chain over the long term. Why? Because our suppliers are not only essential to our products, but can also be a source of risk.

Reviewing partners in the supply chain used to involve business trips, spot checks, questionnaires and lists. Today, we use a modern solution to systematically identify, assess and manage risks within our supplier network. For example, this enables us to carry out automated AI-based risk analyses based on the country of origin. We can also compare batch and delivery data with satellite data to identify potential deforestation.

Another important advantage is continuous monitoring. Sanctions lists, public registers and AI-curated news can be checked on an ongoing basis. This includes compliance risks, sanctions violations and new developments that could affect suppliers' ability to deliver or their integrity. The solution also enables us to examine the supply chain in depth across multiple supplier tiers. This is important because sustainability and compliance risks do not arise solely at the level of our direct contractual partners.

⬅ Coffee-growing region as the basis for satellite-based analyses



A CHANGE OF PERSPECTIVE

One tin, many lives

In Poland, we package roasted coffee in reusable 3 kg steel tins for our foodservice partners to reduce waste from plastic bags. The idea arose through discussions with a customer, as Dorota Krzyk-Kidybińska, Marketing and CSR Manager at J.J. Darboven, explains.



Ms Krzyk-Kidybińska, how did the idea of replacing plastic packaging with steel come about?

The idea of offering coffee in reusable metal tins came from one of our customers, who challenged us to eliminate plastic packaging entirely from the coffee supply chain. As a company strongly committed to sustainability and ESG principles, we set to work and developed a solution that reduces packaging waste to virtually zero while preserving the freshness, quality and

← Dorota Krzyk-Kidybińska with a reusable steel container

flavour of our coffee. Our freshly roasted coffee is filled into robust 3 kg steel canisters equipped with a degassing valve and certified for food contact.

How many of these tins are currently in circulation in Poland, and how long do they last?

There are currently 900 tins in a closed-loop system. As this reusable system is still developing, we do not yet have enough experience to determine the average service life. However, based on the durability of the packaging, and provided the tins are properly handled, cleaned and inspected before reuse, we expect them to remain in circulation for several years. Over the past three years, for example, we have replaced around 100 each year.

And: How much coffee is sold through this system?

Around 17,400 kilograms of coffee are sold through the reusable system each year.



↑ Steel instead of plastic for transporting our coffee

How much plastic does this save?

Using the reusable tins avoids around 17,400 plastic bags each year. That is equivalent to around 348 kilograms of plastic. The system also reduces the need for cardboard transport packaging. Equally importantly, our customers benefit from a significant reduction in packaging waste without having to make major changes to their day-to-day operations.

Could the system serve as a model for other countries?

The key is ensuring that the packaging is reliably returned and reused. Only then can the environmental benefits be sustained over the long term. If that is the case, our reusable system could also serve as a model for other markets. Or, to put it another way: For us, a specific customer request developed into a solution that delivers measurable benefits. Why shouldn't it work elsewhere too?

Packaging

Packaging must reliably protect food while using resources as efficiently as possible. That is why J.J. Darboven continues to improve its packaging solutions, using less material, improving recyclability and introducing innovative mono-materials.

B2 26, 27, 28 C2 48 B7 37

Our targets

We take responsibility for the use of packaging materials and work to make their use more resource-efficient. Our aim is to develop packaging that provides the best possible combination of product protection, quality and environmental sustainability. Our packaging targets for 2030 are:

- 100% recyclable packaging with a recyclability rate of at least 70% according to cyclos-HTP
- Reduce the use of aluminium by 70%
- 100% recyclability for transport and secondary packaging in accordance with the FSC standard

By way of explanation: cyclos-HTP is a research and consultancy institute that assesses and certifies the recyclability of packaging and products. The FSC standard, by contrast, is an international certification system operated by the Forest Stewardship Council that ensures that wood and paper products come from responsibly managed forests.

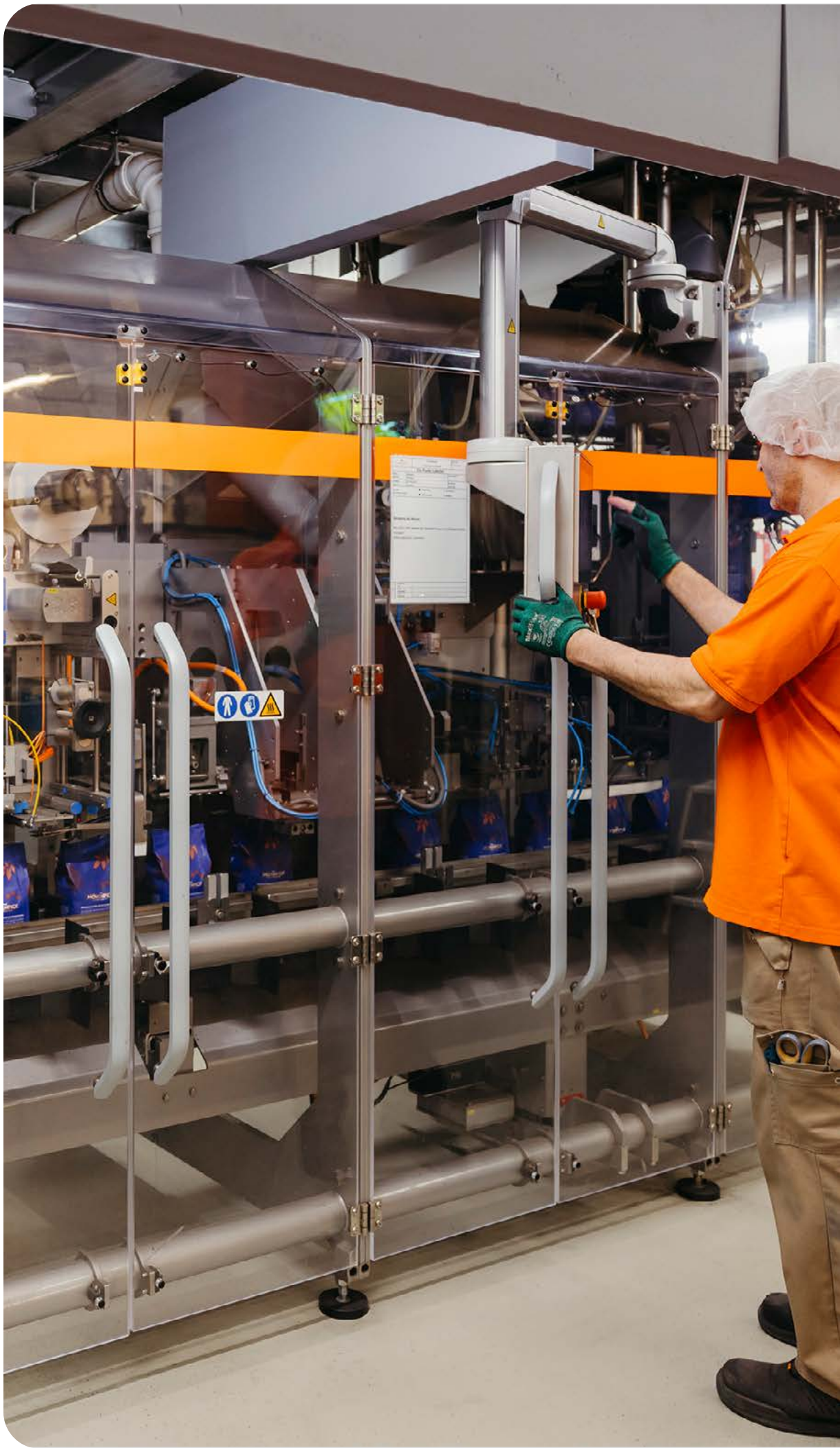
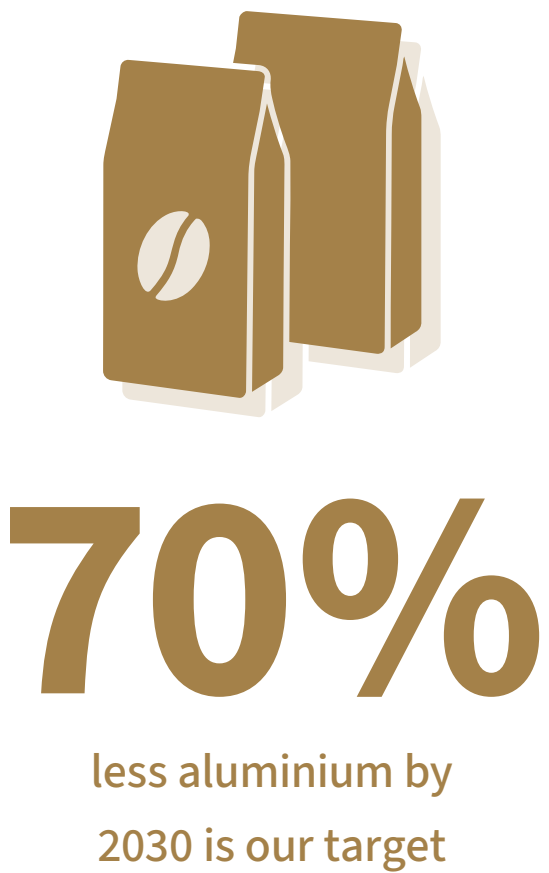
B2 26, 27, 28 C2 48 B7 37

Measures

Packaging is essential for food products. It protects the food, keeps it fresh and ensures the desired high and consistent quality of flavour. We adopt a holistic approach to packaging management, from selecting suitable materials and meeting technical production requirements through to recycla-

bility. Existing packaging components are regularly reviewed and, where possible, replaced with better alternatives. A cross-functional team comprising project management, production, production planning, quality assurance, sustainability, marketing, procurement and engineering works on this task. This interdisciplinary collaboration ensures that environmental improvements are assessed from a practical perspective and gradually integrated into our processes.

In addition to reducing material use, we are always looking for ways to improve the recyclability of our packaging. One focus is on aluminium-free packaging materials and mono-material laminate films. These mono-material laminate films consist of just one material group. This makes them particularly easy to recycle. Initial practical trials were carried out at the Sauerlach site in 2023.



↑ Coffee packaging in the production process



In addition to our internal measures, we participate in the German Coffee Association’s “more sustainable packaging” project. The focus is on how recyclable packaging solutions can be developed further without compromising product protection, shelf life, aroma or flavour. Key areas of work include:

- **Recyclable films:** In a joint project with the German Coffee Association, various laminate films for packaging were tested in response to regulatory requirements such as those of the PPWR. A total of six film compositions were tested under production conditions. This included packaging trials involving 3,456 packs, followed by a series of tastings and analyses, as well as recyclability tests conducted by two renowned institutes. The results show that suitable materials for coffee packaging are available in view of the stricter PPWR requirements. However, further development work is needed to improve their properties.
- **Quality and storage tests:** The materials are tested for storage performance, product protection and any potential effects on flavour and quality.
- **Technical conversion:** Internally, we are working to gradually prepare our packaging lines for the use of recyclable packaging materials. To this end, we test different types of film and materials from various manufacturers.

- **Conversion of initial packaging formats:** Since April 2023, we have been assessing the conversion of flat-bottom bag packaging to recyclable mono-material laminate films. We introduced the first market-ready products in 2025. Since 2024, we have also been working on recyclable film solutions for our whole-bean products.
- **Avoiding barriers to recycling:** Materials and designs that make recycling more difficult – such as carbon-black pigments, certain coatings or unsuitable packaging designs – are to be avoided in future.
- **Disposal instructions:** In 2025, disposal instructions were added to all J.J. Darboven consumer packaging.



3,456

packs were examined in packaging trials

B2 26, 27, 28 C2 48 B7 37

Policies and governance

Developing more sustainable packaging solutions is firmly embedded in J.J. Darboven’s organisational structure and is supported by defined governance structures. The aim is to systematically incorporate regulatory requirements, technical feasibility, product quality and sustainability considerations into decision-making at an early stage.

An interdisciplinary project team has been established to assess and implement new packaging materials and optimise existing packaging solutions. This team analyses the different technical requirements and characteristics of the production facilities at the various sites and assesses the impact of new materials on production processes, product quality and operational safety. This ensures that sustainability measures are not considered in isolation, but implemented in line with operational requirements.

In addition, the cross-functional “Pack-Stoff-Themen-Treff” working group meets regularly. This working group brings together representatives from production, marketing, and project and process management. Its focus is on assessing new packaging materials, analysing practical experience from



100%

recyclable packaging by
2030 is our target

their ongoing use and identifying opportunities for improvement in terms of material use, recyclability, product protection and customer requirements.

The findings of the project team and the Pack-Stoff-Themen-Treff feed into decisions on packaging developments and changes in materials. This ensures that sustainability-related requirements are considered at an early stage, risks are assessed, and technical and commercial impacts are weighed up transparently.

Through this structured, cross-functional approach, we strengthen governance in packaging and material management and support the continuous development of more sustainable packaging solutions.

B7 37

Other measures at a glance



Change of film for COCAYA

In 2025, preparations and final product tests were carried out for COCAYA ahead of a switch to mono-material laminate film. The selected material is metallised mono-polyethylene. Implementation is due to begin in 2026, initially for all 1 kg packs in the COCAYA Green Range. The change is also planned to be extended to the rest of the range, provided the internal assessment and the manufacturer's technical feasibility testing are completed successfully. More details on the implementation will be provided in the next sustainability report.

Recyclable packaging: Flow packs of 250 g and above in Sauerlach

At the Sauerlach site, a recyclable packaging material for flow packs of 250 g and above has been developed and approved. It is being gradually integrated into day-to-day production, as the material must be processed reliably on the existing packaging lines. Whether the recyclable packaging material is used depends on the individual product and the corresponding bills of materials.

Conventional packaging material continues to be used in parallel where this is necessary for individual products or production processes. The savings that can be achieved therefore depend on the actual amount of material used in day-to-day operations.

Tea: Switch to recyclable paper sachets

In 2025, we began gradually replacing the oriented polypropylene (OPP) sachets previously used in our tea range with recyclable paper sachets made from Guard Silk. The initial switch covers all Tea Diamond® products currently packaged in film sachets. Tea Diamonds® are pyramid-shaped tea bags which, particularly when individually enveloped, are used in self-service areas, buffets and similar settings. The new sachets are made from renewable raw materials and are suitable for paper recycling. Depending on local sorting systems, they can be disposed of with waste paper. A corresponding change for conventional tea bags is planned from 2026.



Development project for recyclable coffee packaging

The project to develop production solutions using recyclable packaging materials is continuing. The current focus is on approving at least one packaging material for whole-bean coffee by the end of 2026. At the same time, a project plan is being developed for another packaging format.

Logistics: Pallet service

By using CHEP Europe's pooling service, we were able to conserve resources between July 2024 and June 2025. The use of reusable pallets saved around 156 cubic metres of wood. This is equivalent to approximately the amount of wood provided by 151 trees. According to CHEP, CO₂ emissions were also reduced by 277,677 kg and waste by 20,431 kg.

Human rights

Sustainable supply chains can only be achieved by working together. That is why we work closely with suppliers and partners, strengthen the protection of human rights and promote fair working conditions throughout the value chain.



B2 26, 27, 28 C2 48

Our targets

Our responsibility begins where our products originate. That is why we consider sustainability throughout the entire supply chain, from sourcing raw materials to delivery to our customers. Our focus is on ethical, social and environmental requirements, which we embed in our procurement processes and continue to develop step by step. For coffee, our most important raw material, we place particular emphasis on certified and responsibly managed sources. We also support programmes that promote new cultivation methods and improve living conditions in the countries of origin.

← Coffee farmers are important partners along our value chain

B2 26, 27, 28 C2 48

Measures

We regard our suppliers and partners as important contributors to the development of more sustainable supply chains. That is why we promote dialogue, provide support in applying our principles and work together to reduce risks. We are equally committed to respecting human rights and promoting fair working conditions throughout our value chain. In practical terms, this includes purchasing significant volumes of our coffee under the Fairtrade certification scheme – 600,300 kg of “Fairtrade” coffee and 4,622,302 kg of “Fairtrade and organic” coffee in 2025. For more information, see the [Green coffee purchasing](#) section.

Protecting human rights and environmental standards in the coffee supply chain requires reliable reporting channels. We therefore participate in the Ear4U grievance mechanism developed under the umbrella of the German Coffee Association. The system allows affected individuals and other stakeholders to submit anonymous reports of human rights or environmental risks.

Reports can include suspected cases of child labour, forced labour, inadequate occupational health and safety, environmental pollution, and violations of land rights or civil liberties. The handling of reports is supported by the

independent company Global Risk Assessment Services. Incoming reports are reviewed within ten working days. The findings and any remedial action required are then communicated transparently and in a traceable manner. Through Ear4U, we strengthen transparency, responsibility and collaboration in the coffee supply chain.

B2 26, 27, 28 C2 48

Policies and governance

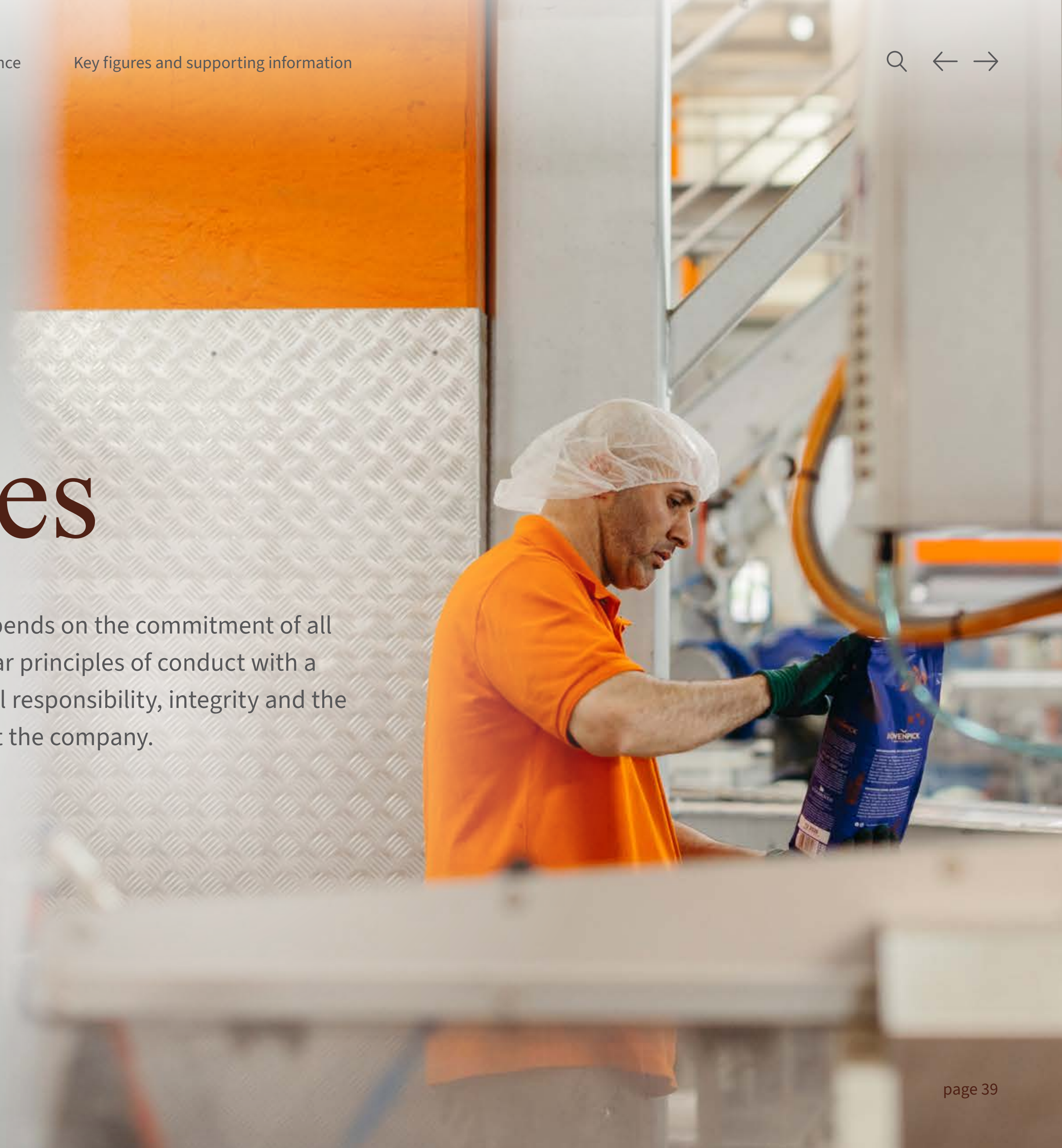
Our commitment to responsible business practices is also reflected in how we work with our business partners. This is underpinned by the Code of Conduct for Business Partners introduced in 2024. It sets out binding requirements for working with J.J. Darboven and is based on applicable law and internationally recognised standards, including the United Nations Guiding Principles on Business and Human Rights.

This Code of Conduct covers key topics such as occupational health and safety, environmental protection, prevention of corruption and social responsibility. We expect our partners to comply with these principles and embed them in their own structures. Transparency, integrity and a clear commitment to more sustainable business practices form the basis of our collaboration.



Our employees

Sustainable corporate development depends on the commitment of all employees. That is why we combine clear principles of conduct with a commitment to strengthening individual responsibility, integrity and the responsible use of resources throughout the company.



Sustainability culture

A corporate culture consciously committed to becoming ever more sustainable needs the right foundations. For us, the Code of Conduct is the most important of these. It is complemented by training tailored closely to everyday working practices at J.J. Darboven.

Our aim is to establish a shared understanding of sustainability in which employees do not simply perform their tasks, but actively contribute to sustainable development. This applies, for example, to avoiding waste, saving energy and compliance. We also want to encourage employees to take responsibility beyond the scope of their own tasks.

The J.J. Darboven Group has developed a multi-level **Code of Conduct**  in the form of binding guidelines. This document sets out our values and principles relating to sustainability and also provides the framework for conduct that complies with contractual and regulatory requirements in dealings with all external and internal partners. It is binding for all employees and governing bodies of the J.J. Darboven Group.

To integrate sustainability into our day-to-day activities, we provide training such as “Environmental protection in the workplace” and “Saving energy within the company”. There are also working groups on various topics such as the EU Deforestation Regulation (EUDR), the EU Packaging and Packaging Waste Regulation (PPWR) and the Pack-Stoff-Themen-Treff. Additional updates are provided, for example, at town hall meetings for all employees and through sustainability updates at sales meetings and in the back office. Topics discussed there include the decarbonisation roadmap and SBTi, among others.

Employee health is also supported through training. For example, online training is provided on topics such as “Working with display screen equipment” and “Occupational health and safety”.



↑ The Sustainability team (from left to right): Svea Hoffhenke (Sustainability), Nina Schmidt (Senior Sustainability Project Manager), Juliane Schröder (Head of Sustainability), Julia Sophie Bargmann (Sustainability Working Student)



Occupational health and safety

Healthy and safe working conditions are a key part of a positive corporate culture. Regular training, comprehensive workplace health management and initiatives supporting physical and mental health help us promote employee well-being and their ability to remain in work over the long term.

B2 26, 27, 28 C2 48 B9 41

Our targets

The health and safety of our employees is fundamental to us. Our aim is to consistently prevent workplace accidents and ensure safe working conditions at all sites. To achieve this, we regularly review our processes, assess potential risks and take appropriate preventive measures. We also remain committed to identifying mental health risks, taking steps to address them and creating a healthy and supportive working environment.

In 2025, the total number of recorded accidents remained almost unchanged from the previous year, at 35 compared with 36 in 2024. In Hamburg, 34 of these were workplace accidents and one was an accident while commuting. Over the same period, the number of reportable workplace accidents fell from nine to eight.

No workplace accidents were recorded at the Sauerlach site in either 2024 or 2025. The Lost Time Injury Frequency Rate (LTIFR) fell from 11.27 in 2024 to 9.30 in 2025, based in each case on one million hours worked.

No occupational diseases were confirmed; there were only two unconfirmed suspected cases.

B2 26, 27, 28 C2 48

Measures

All employees regularly receive occupational health and safety training via SE COVA’s sam® platform (see page 43 ↵).

Occupational safety in day-to-day warehouse operations ↓





Specialist training is also provided, for example on operating forklift trucks and handling chemicals. Regular driver safety training is also offered to field staff. Our first aiders and fire safety officers receive regular refresher training, and every workplace accident is systematically investigated so that appropriate improvements can be identified and incorporated into operational procedures.

We support our employees’ health through our occupational physician and a workplace health management programme combining prevention, health screening and practical initiatives for everyday working life. The aim is to identify health risks at an early stage, maintain employees’ ability to work and promote a safe and healthy working environment. Our health initiatives include:

- Workplace vaccination programmes
- Return-to-work management supporting employees as they return to work after longer periods of illness
- Sports and exercise programmes, including an in-house gym and a partnership with Urban Sports that gives employees access to a wide range of fitness activities
- Ergonomic consultations

Mental health is also an important part of our approach to employee health. A working environment that provides guidance, encourages dialogue and fosters appreciation makes an important contribution to employees’ well-being and performance. We have therefore introduced additional measures:

- Management training with an external specialist partner, covering topics such as giving and receiving feedback and recognising and addressing mental strain.
- Annual development reviews providing an opportunity for personal dialogue, feedback and professional development.
- Information sessions on corporate strategy, helping us promote transparency, strengthen internal communication and reduce uncertainty. Employees also have designated trusted contacts they can approach.



100%

of managers completed occupational health and safety training provided by the employers’ liability insurance association in 2025.

B2 26, 27, 28 C2 48

Policies and governance

Alongside the legal requirements, clear occupational health and safety rules and regular training form the basis of our preventive approach. They are intended to help our employees identify risks at an early stage, assess workplace hazards correctly and make safety-conscious behaviour an integral part of their everyday work.

New machinery is subject to binding safety standards set out in a technical guideline and in requirements governing project implementation. These internal company standards define the requirements to be taken into account when planning, procuring, installing and commissioning new equipment. They support the consistent and safe implementation of technical projects. The guideline is available to all employees on the intranet.

The Occupational Health and Safety Committee (ASA) meets quarterly to discuss relevant developments in occupational health and safety. In addition, a cross-functional occupational safety core team has been established to oversee safety-related issues on an ongoing basis, identify risks at an early stage and initiate appropriate measures. Reports of accidents and near misses are initially assessed and handled by

the core team. The Occupational Health and Safety Committee is informed of significant developments, findings and measures taken at its quarterly meetings.

This includes regular workplace inspections by the occupational physician and occupational safety officer to identify potential hazards at an early stage and determine appropriate protective measures. Occupational health examinations are also carried out according to the requirements of the relevant activities. These include assessments for employees working with display screen equipment, as well as activity-specific health checks, for example for driving, control and monitoring activities or when handling certain substances. The number of safety officers we employ exceeds the statutory requirement.

To further strengthen our safety culture, all managers took part in occupational health and safety training provided by the employers’ liability insurance association during the 2024 and 2025 reporting period. The aim was to raise awareness of their particular responsibility for occupational health and safety and to promote preventive, safety-conscious behaviour in their day-to-day management activities.

Learning and development

Whether it is professional development, management development or health promotion: We provide a wide range of opportunities for employees to develop both professionally and personally. These are complemented by modern onboarding and communication formats.



B2 26, 27, 28 C2 48

Our targets

Developing our employees' skills is an important part of our long-term corporate development. Through targeted training and development opportunities, we strengthen professional skills, promote knowledge sharing and create scope for new ideas and improvements. This commitment extends across our entire value chain. In the growing regions, training helps pass on important knowledge about caring for coffee plants, new cultivation methods and safeguarding agricultural yields. At our production and administrative sites, training and development opportunities help us support employees individually, enhance their development prospects and further strengthen our position as an attractive employer.

← Sharing knowledge strengthens our team

B2 26, 27, 28 C2 48 B10 42

Measures

Our employees regularly receive occupational health and safety training via SE COVA's sam® platform, including all mandatory training. Topics include safety guidelines, the use of machinery and equipment, and what to do in an emergency. The training must be completed when employees join the company and repeated annually. For young employees, it is provided every six months. Specialist training is also provided, for example on operating forklift trucks and handling chemicals. Depending on their role, some employees complete up to 40 training courses.

In 2025, we implemented a wide range of measures to further support the development of our employees:

- Digital language learning: By introducing a language-learning app, we are helping employees develop their language skills.
- Practical training: Targeted training was provided for individual teams, including telephone skills training for Central Customer Service and our commercial apprentices. This helps us improve the quality of service we provide to customers.
- Team workshops with an external consultant: Individual departments took part in intensive workshops.

- Management development: In 2024, 45 participants had already completed two modules covering topics such as collaboration, fundamental attitudes, stages of problem-solving and management functions. In 2025, 47 participants – or 42 in the second module – focused on topics including self-leadership and containment, effectiveness, and dealing with resistance, conflict and feedback processes.
- Individual training to develop personal and/or professional skills.
- More individually tailored mandatory training: Occupational health and safety training was adapted more closely to employees' needs and tailored more specifically to individual areas of work.

Further measures were also implemented to support our employees and increase our visibility as an employer:

- Workplace health management is being continuously expanded.
- New onboarding format: New employees are welcomed with a short information session and given an immediate opportunity to get to know the company better.
- Feedback on the staff restaurant: A survey on the staff restaurant was carried out and produced positive results.

Apprentices and dual-study students at J.J. Darboven

	2024	2025
Number of apprentices/dual-study students		
Dual-study programme	2	1
Wholesale and foreign trade	3	1
Industry	–	2
Office management	–	1
Mechatronics	2	3
Machine and plant operation	1	3
Warehouse logistics	2	1
Food technology	1	1
Breakdown of apprentices and dual-study students by gender		
Male	8	8
Female	3	5
Total	11	13

- New communication formats: New formats have enabled us to reach a wider audience. These include a stronger presence on LinkedIn and advertising on public transport.

Our training programme has also been expanded and now includes a dual-study programme in Business Administration as well as vocational training for industrial management assistants. This creates additional entry routes for young talent, strengthens our development of the next generation and helps us secure skilled employees for the company over the long term.

At the end of 2024, we also began involving our Young Talents in our social media presence. This gives them the opportunity to contribute their own perspectives, take on responsibility and present J.J. Darboven authentically as an employer. Selected Young Talents also visited subsidiaries abroad. These visits help them understand international structures and strengthen collaboration across departments and countries.

B2 26, 27, 28 C2 48

Policies and governance

Our Code of Conduct states that, as an employer, we are committed to equal opportunities. We oppose any form of behaviour that undermines a person’s dignity or worth. Employees are therefore assessed solely on the basis of their qualifications, competencies, skills and performance. Characteristics such as ethnic origin, skin colour, religion, gender, age, nationality, sexual orientation, gender identity, marital status or disability play no part in this assessment.



13

apprentices and dual-study students in 2025



- 1 Employees from Elbe-Werkstätten enrich our team
- 2 Working together creates genuine inclusion
- 3 Everyone brings their own strengths to the team

Equal treatment

People with different experiences, perspectives and backgrounds enrich our company. This diversity encourages dialogue, fosters new ideas and provides an important basis for collaboration in an international environment.

B2 26, 27, 28 C2 48

Our targets

Diversity is an important part of our corporate culture. At J.J. Darboven, people with a wide range of experiences, backgrounds and perspectives work together. We see this diversity as a strength and aim to create a working environment in which all employees are treated with respect and can contribute their skills.

We place particular emphasis on participation and equal opportunities. This also includes the inclusion of people who require additional support.

B2 26, 27, 28 C2 48

Measures

The inclusion of employees who require additional support is an integral part of our commitment to diversity. Since 2022, we have welcomed a total of four employees requiring additional support to our team through the “Hamburger Budget für Arbeit” programme. We also work closely with Elbe-Werkstätten and have two of their work groups based at our premises, comprising between 25 and 28 people in recent years.

Elbe-Werkstätten GmbH, based in Hamburg, is one of Germany’s largest organisations providing people with disabilities with opportunities to participate in working life. At around 50 locations, it provides individually adapted workplaces as well as training and employment opportunities for more than 3,000 people. The aim is to strengthen participation in working life and, where possible, open up pathways into the mainstream labour market.



Cultural diversity also shapes our workforce. In Germany, J.J. Darboven employed people from 27 different nationalities in 2024 and 31 in 2025. Different cultural backgrounds, experiences and perspectives contribute to an open corporate culture and support our international outlook.



31

nationalities were represented in our workforce in 2025

B2 26, 27, 28 C2 48

Policies and governance

Ongoing training and development for our employees is a key element of our HR strategy and contributes to J.J. Darboven's ability to compete in the long term. Our aim is to systematically develop professional, personal and methodological skills and prepare employees for current and future requirements.

Responsibility for planning, managing and developing training measures lies with the HR department, managers and the relevant specialist departments, which work closely together. Training needs are regularly assessed on the basis of the requirements of individual roles, organisational changes, and legal and safety-related requirements.

Mandatory training in occupational health and safety, compliance and other relevant specialist topics is a key element of our approach to employee development. The digital training platform provides the required content in a way that is tailored to the relevant target groups and their tasks. This ensures that employees acquire the knowledge they need for their roles and update it regularly.

We also promote professional and personal development through individual training opportunities, management programmes and targeted development for young talent. Management development in particular is regarded as an important factor in responsible corporate management and a positive corporate culture.

Developing young talent is also firmly embedded in our HR processes. Through vocational training programmes, dual-study programmes and practical development opportunities, we create long-term prospects for starting a career and retaining skilled employees within our company. We place particular emphasis on equal opportunities, individual development opportunities and taking on responsibility at an early stage.

To keep improving our programmes, we use employee feedback, regular needs analyses and dialogue between employees, managers and the HR department. This ensures that our learning and development measures meet both the company's objectives and the needs of our employees.

Through this structured approach, we aim to create the organisational conditions for lifelong learning, boost our employees' employability and foster a corporate culture characterised by knowledge sharing, individual responsibility and continuous improvement.

Our apprentices are helping to shape →
the future of J.J. Darboven





Society

Social engagement is part of who we are. We encourage our employees to volunteer and support initiatives that strengthen social cohesion and make a positive contribution to society.

B2 26, 27, 28 C2 48

Our targets

We want to support our employees in contributing to society. To this end, we create opportunities for volunteering, provide resources for social projects and expressly recognise personal commitment. Employees can take one or two days off each year to carry out voluntary work. Our Social Days are one example of how we support employees in helping other people.



One example is volunteering at the Hospital zum Heiligen Geist in Hamburg, where employees made Advent wreaths for residents of a care home. Another example is volunteering with the Hamburger Tafel at the Dreieinigkeitskirche St. Georg.

In 2025, the entire Retail team also supported the organisation Hanseatic Help. Employees helped unpack and sort clothing that was no longer needed by a fashion retailer.

In 2025, our Marketing and Digital Business teams helped prepare a newly completed floor with nine apartments at the Ronald McDonald House in Hamburg-Altona for families of seriously ill children to move into. From cleaning the rooms and stocking the kitchen to cooking and baking for the families, our team spent the whole day helping out. J.J. Darboven

← We supported our employees taking part in the HafenCity Run

has supported the house with donations in kind and financial donations for the past ten years.

We intend to continue our commitment to participation and social cohesion in future. For example, we also supported employees taking part in the HafenCity Run in 2024 and 2025.

B2 26, 27, 28 C2 48

Measures

Donations in kind and financial donations to organisations such as the Hamburger Tafel, Münchner Tafel, Global Aid Network, Evangelisch-reformierte Kirche and Förderverein Winternotprogramm are a regular part of our social engagement.

Donations

Type of donation	2024	2025
Financial donations	€29,636.78	€42,754.53
Donations in kind	€67,426.75	€148,488.96
Total	€97,063.53	€191,243.49

B2 26, 27, 28 C2 48

Policies and governance

As a company, we want to take responsibility for society. Our Code of Conduct sets out our long-term commitment to supporting projects in the Free and Hanseatic City of Hamburg and at the other locations within our Group. Our engagement encompasses social initiatives as well as cultural and sporting events. What’s more: Our Code of Conduct for compliance also applies to our social engagement activities.



↑ Support for the food bank at Dreieinigkeitskirche St. Georg

Award-winning ideas, strong female founders

New ideas emerge when people have the courage to take new paths. For many years, we have been committed to supporting entrepreneurial initiatives and helping women successfully put their ideas into practice.

The IDEE-Förderpreis is a key pillar of our social engagement. Established by Albert Darboven, the award has recognised female entrepreneurs with innovative business ideas since 1997. It is regarded as Germany's only nationwide award supporting businesses founded by women and aims to raise the profile of female founders, encourage entrepreneurial courage and promote female innovation in Germany. Its name reflects the history of IDEE KAFFEE, which began more than 100 years ago with an innovative refining process and continues to represent a commitment to breaking new ground.

In 2025, the IDEE-Förderpreis was presented for the 17th time. The award ceremony took place on 14 November 2025 at the International Maritime Museum in Hamburg. From 218 applications, an expert jury selected four finalists, while a fifth participant reached the final through a public vote. The award was presented under the patronage of Senator Dr Melanie Leonhard, President of the Hamburg Ministry of Economy, Labour and Innovation.



First place, with prize money of €50,000, went to Dr-Ing. Wei Wu of Heatrix GmbH. The company uses hot air to support climate action. Using a modular electric air heater, Heatrix supplies carbon-neutral process heat for energy-intensive industries such as steel, cement and chemicals. The patented system uses renewable electricity to continuously generate hot air at temperatures of up to 1,500°C, providing a solution for particularly emissions-intensive industries.

Second place, with prize money of €10,000, went to Prof. Dr Angela Moreira Borralho Relógio of TimeTeller GmbH. Her company takes the human body clock into account when treating diseases. Saliva samples are used to create a profile of the biological clock so that medication can be timed more precisely, for example for cancer patients. The approach combines diagnostics and treatment planning and is intended to improve efficacy, tolerability and quality of life.

Third place, with prize money of €5,000, went to Sogol Kordi of myProtectify gUG. At the heart of her project is Maya, a free AI support chat service for victims of domestic violence. Maya provides anonymous, multi-lingual, round-the-clock support without leaving digital traces that perpetrators could discover. In this way, myProtectify provides a safe and accessible route to support. The other finalists were Sarah Neumann and

← The third-place winners of the 2025 IDEE-Förderpreis, Sogol Kordi and Ann Rheinheimer of Myprotectify UG



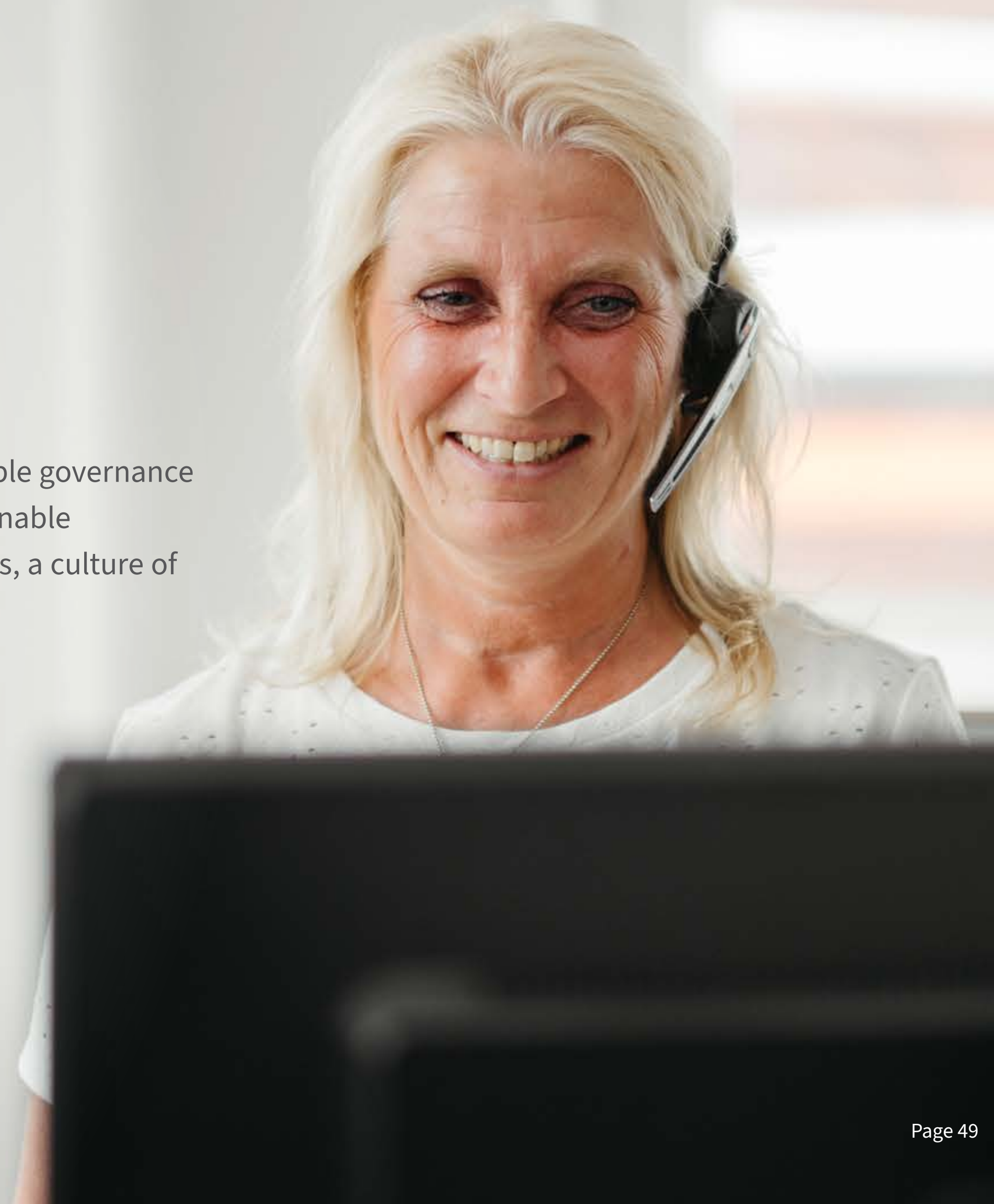
↑ Albert Darboven, award winner Dr-Ing. Wei Wu of Heatrix GmbH and patron Dr Melanie Leonhard, Senator for Economic Affairs and Innovation in Hamburg

Alexandra Plewnia of Texterial GmbH and Annkathrin Grüneberg of mujō. Texterial is developing a patented, nature-inspired yarn for functional textiles that is water-repellent, breathable and recyclable, without environmentally harmful fluorinated compounds. mujō is developing compostable packaging films made from brown algae, a regenerative resource that requires neither agricultural land nor fresh water and combines functionality with circularity.



Governance

Responsible business practices require clear rules and reliable governance mechanisms. Our aim is to create the foundations for sustainable corporate development through clear governance structures, a culture of effective communication and systematic risk management.





↑ Transparency is built through everyday dialogue

Governance

Transparency, integrity and responsibility form the basis of our corporate governance and our long-term business activities. Our aim is to strengthen systematic risk management through a range of measures and make our company more resilient.

B2 26, 27, 28 C2 48

Our targets

Our governance structures support the implementation and management of our sustainability targets. Transparency is a key part of our approach. Within the company, we communicate sustainability topics regularly so that all employees are informed about targets, measures and progress and can actively contribute to implementation. We also aim to provide clear and transparent reporting to external stakeholders.

Effective implementation requires clear internal communication channels. Information is made available via the intranet and digital noticeboards. This keeps employees regularly informed about sustainability measures and progress. This is supplemented by national and international management meetings, town hall meetings, roadshows and regular meetings within various teams.

B2 26, 27, 28 C2 48

Measures

Risk management

Sustainability-related risks form part of our company-wide risk management. These include climate-related crop failures, potential supply bottlenecks and social and environmental risks in the supply chain. The aim is to systematically identify and assess potential risks and take appropriate countermeasures at an early stage.

Using osapiens, we employ a digital solution to systematically identify, assess and manage risks within our supplier network. The platform is designed to provide transparency across different tiers of the supply chain. The solution also includes ongoing monitoring of sanctions lists, public registers and curated news sources.



Another element of our risk management is our Code of Conduct. Business partners are assessed for compliance with the ethical, social and environmental requirements set out in it.

C6 61

Code of Conduct

The 2024 Code of Conduct defines key principles for responsible business practices at J.J. Darboven. These include respect for human rights based on the UN Guiding Principles. Exploitative child labour, forced labour, modern slavery and human trafficking are expressly prohibited in the document. Our collaboration with partners is based on tolerance, democratic and liberal values, and mutual respect.

We are also committed to equal opportunities and a discrimination-free working environment. No one may be disadvantaged on the grounds of origin, gender, age, religion or belief, disability, sexual orientation or social background. Discrimination, harassment and bullying are not tolerated. In occupational health and safety, our focus is on prevention. Workplace accidents and occupational illnesses are to be prevented through appropriate protective measures. Our Code of Conduct also emphasises the company’s social responsibility. This includes long-term support for social, cultural and sporting projects at our company locations.

Sustainability and environmental protection are also embedded in our Code of Conduct. The aim is to keep environmental impacts throughout the supply chain as low as possible, comply with applicable rules

and pursue our own sustainability targets. In addition to the Code of Conduct described above, we have a further code: the J.J. Darboven Code of Conduct for Contractual Partners. It extends the principles of our

internal Code of Conduct to our contractual partners, providing them with guidance on ethical conduct and clarifying the standards we expect them to uphold.



Corporate culture and business ethics

To retain employees over the long term, we provide targeted development opportunities, clear prospects and an open feedback culture. Since 2024, we have conducted regular development reviews using a consistent structure. A specially developed discussion guide supports dialogue between employees and managers. The aim is to identify individual potential more effectively, provide targeted support for development opportunities and embed feedback more firmly in day-to-day working life.

Trusted contacts

To promote an open and healthy working environment, we have introduced the role of trusted contact. Trusted contacts provide employees with a confidential point of contact for personal concerns, conflicts or communication problems. They provide neutral support in resolving misunderstandings, mediate between those involved where necessary and help foster a solution-oriented culture of dialogue.

Trusted contacts

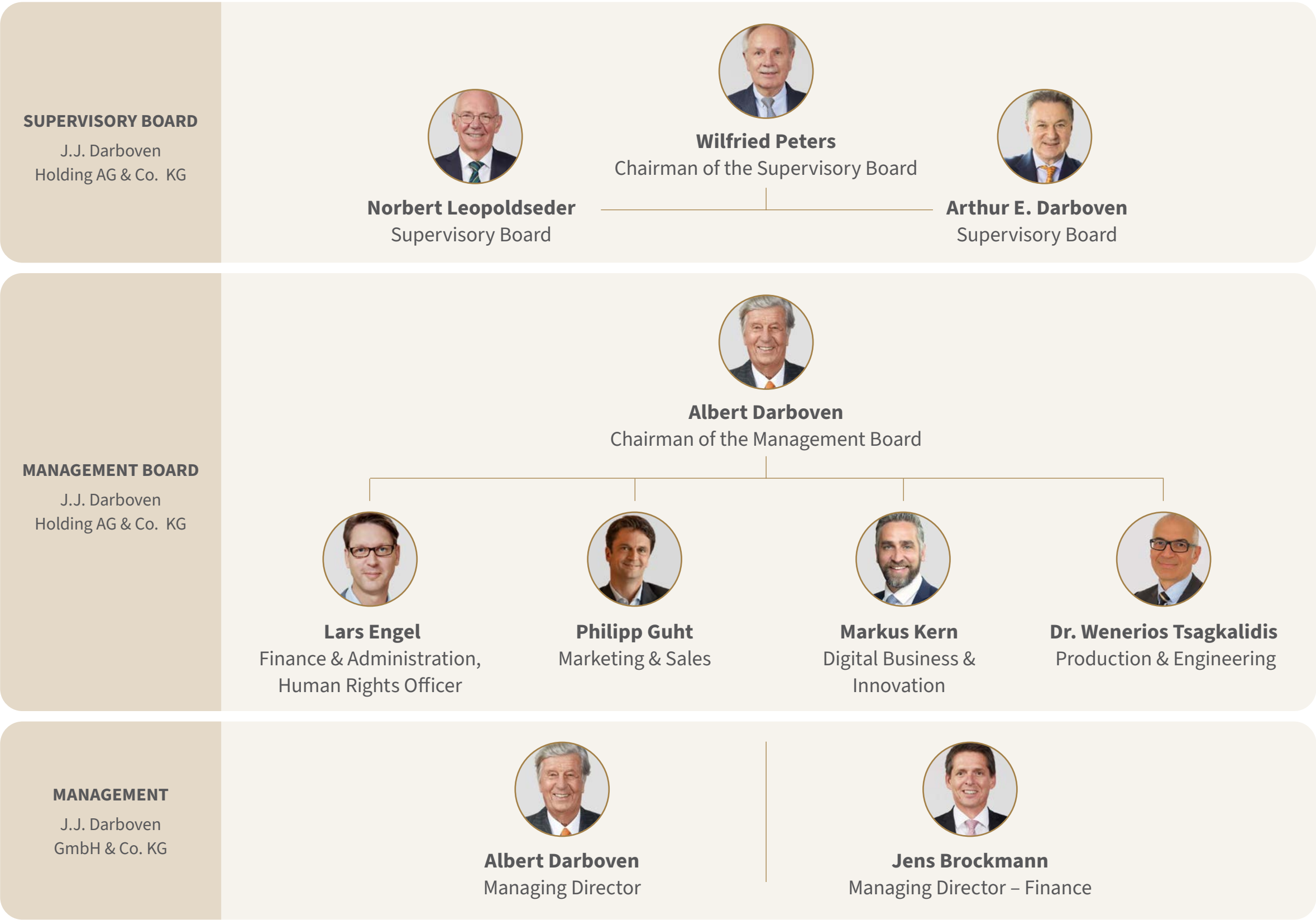
Financial years 2024 and 2025 (number)	
Trusted contacts	2
Gender equality officer	1
Total number of cases	11

Trusted contacts are always employees of the company, are selected by a committee and receive external training. They are also supported by an independent ombudsman. Through their work, they promote confidential dialogue, respectful interaction and a positive working environment.

C9 65

Gender distribution and women in management positions

The Supervisory Board, Management Board and management of J.J. Darboven GmbH & Co. KG in Hamburg currently consist of nine men.



B2 26, 27, 28 C2 48

Policies and governance

The Sustainability Department supports the ongoing development of the sustainability strategy, monitors key progress and reports regularly to the Management Board and Supervisory Board. This includes developments in energy savings and other material sustainability topics.

Internal working groups and sub-groups also work to define and implement specific measures and review their effectiveness. Regular meetings are used to assess progress, identify areas where action is needed and adjust measures where necessary. This ensures that sustainability is not only embedded at a strategic level, but also actively advanced in day-to-day operations.





Key figures and supporting information

The following overview presents our company's key environmental figures. It covers water, resource use, the circular economy and waste management in particular.

Environmental key figures

C3 54

GHG reduction targets and climate transition

We have set clear climate targets: By 2035, we aim to significantly reduce our absolute greenhouse gas emissions compared with 2023: by 63% for Scopes 1 and 2, 37.5% for Scope 3 non-FLAG emissions and 45.5% for Scope 3 FLAG emissions from forestry, land use and agriculture.

To reduce emissions along the supply chain, it may therefore make sense to source coffee specifically from countries of origin where cultivation generates fewer emissions – for example through efficient fertiliser and crop protection management.

Reduction targets and measures

Measure	CO ₂ savings	Change	Description	Target year
Energy – Scopes 1 & 2				
More efficient roasters	–507 t CO ₂	-8.3%	Replacing old roasters with more efficient models	2026/2027
Electric roasters	–953 t CO ₂	-15.7%	Electrification of both roasters	2035
100% renewable electricity	–138 t CO ₂	-2.3%	Switching to renewable electricity contracts at all sites or purchasing EACs (Energy Attribute Certificates)	2026/2027
Heating optimisation	–101 t CO ₂	-1.7%	Implementation of heat recovery and other efficiency measures	Timeline under development
Electrification of the vehicle fleet	–1,532 t CO ₂	-25.0%	Convert the fleet to 100% electric vehicles by 2035	2029
Energy – Scope 3 FLAG coffee				
Automatic land-use change	–20,693 t CO ₂	-10.5%	Implementation of the EUDR, including the development of the necessary systems	from 2027
Switching countries of origin ¹	–8.228 t CO ₂	-4.2%	Implement through procurement in collaboration with suppliers	from 2027
Reductions on plantations	– 27,788 t CO ₂	-14.1%	• Request product carbon footprint data for coffee from suppliers (PCFs) • Communication activities together with other coffee roasters, suppliers and producers • Engage with certification and label providers (Fairtrade, RFA, etc.) to improve CO₂ transparency and reduce CO₂ emissions • Gradual transition to primary data (via suppliers and, where applicable, our own projects)	Timeline under development
Energy – Scope 3 FLAG cocoa				
Automatic LUC	–3.555 t CO ₂	-1.8%	Implementation of the EUDR, including the development of the necessary systems	from 2027
Purchasing more sustainable products	–1.351 t CO ₂	-0.7%	Implement through procurement in collaboration with suppliers	2026

¹ Coffee-growing regions differ in terms of their emissions intensity. Some regions generate comparatively high greenhouse gas emissions, while others generate significantly lower emissions.

Energy

In 2025, the energy consumption of our production sites (Scopes 1 and 2) was 30,198.9 MWh (see page 56↵), around 2.36% higher than in the previous year. This energy demand was met using natural gas and electricity. More than 97% of total energy demand was attributable to the Group’s largest energy consumers. These include roasting ovens, heating systems, and compressed-air and conveying-air blowers.

Greenhouse gas emissions

As part of our annual greenhouse gas inventory (see page 57↵), we record greenhouse gas emissions across the entire value chain in Scope 1, Scope 2 and Scope 3. This classification shows where emissions arise and provides the basis for targeted reduction measures. The emission sources taken into account include:

- **Scope 1:** direct emissions from stationary equipment such as heating systems, roasters and combined heat and power units, from mobile sources such as the vehicle fleet, and from fugitive gases such as refrigerants.
- **Scope 2:** indirect emissions from purchased electricity and district heating.

→ **Scope 3:** other indirect emissions along the value chain. These include purchased goods and services, packaging materials, green coffee, transport, waste, business travel, employee commuting, and upstream and downstream logistics.

Reduction targets and measures

Measure	CO ₂ savings	Change	Description	Target year
Energy – Scope 3 non-FLAG				
Efficiency gains in maritime transport	–312 t CO ₂	-0.3%	To be agreed with coffee importers	Timeline under development
Electrification of upstream transport in Hamburg	–446 t CO ₂	-0.4%	Implement 100% electrification together with the service provider (route between KaLa and Pinkertweg)	Timeline under development
Efficiency gains in rail freight	–26 t CO ₂	-0.02%	Coordination with DB Cargo	Timeline under development
Electric urban transport in Munich	–45 t CO ₂	-0.04%	Implement 100% electrification with the service provider	Timeline under development
Partially carbon-neutral long-distance transport	–2,006 t CO ₂	-1.9%	Coordination with service providers and parcel delivery companies	Timeline under development
Electrification of distribution transport	–2,115 t CO ₂	-2.0%	Work towards 100% electrification together with service providers and parcel delivery companies	Timeline under development
Aut. decarbonisation of the electricity mix (coffee machines)	–4,086 t CO ₂	-3.9%	Over time, our customers’ electricity supply will increasingly shift towards renewable energy	Timeline under development
Supplier management (purchased goods and services)	At least –17,464 t CO ₂	-16.7%	Coordination with suppliers on CO ₂ reduction options	Timeline under development

B3 29, 30

Our results for 2025

Scope 1: Direct emissions

Scope 1 emissions rose slightly, by 1.1%, year on year, in the 2025 reporting year – partly due to higher production volumes (see Green coffee purchasing, [page 28](#) ☞) – to 5,759.49 t CO₂e (2024: 5,694.85 t CO₂e). Efficiency improvements and the use of more energy-efficient technologies made an important contribution, including investments in more modern roasters at our production sites. Emissions measurements at the roasters in Hamburg and Sauerlach are carried out by ANECO and TÜV SÜD and meet statutory requirements.

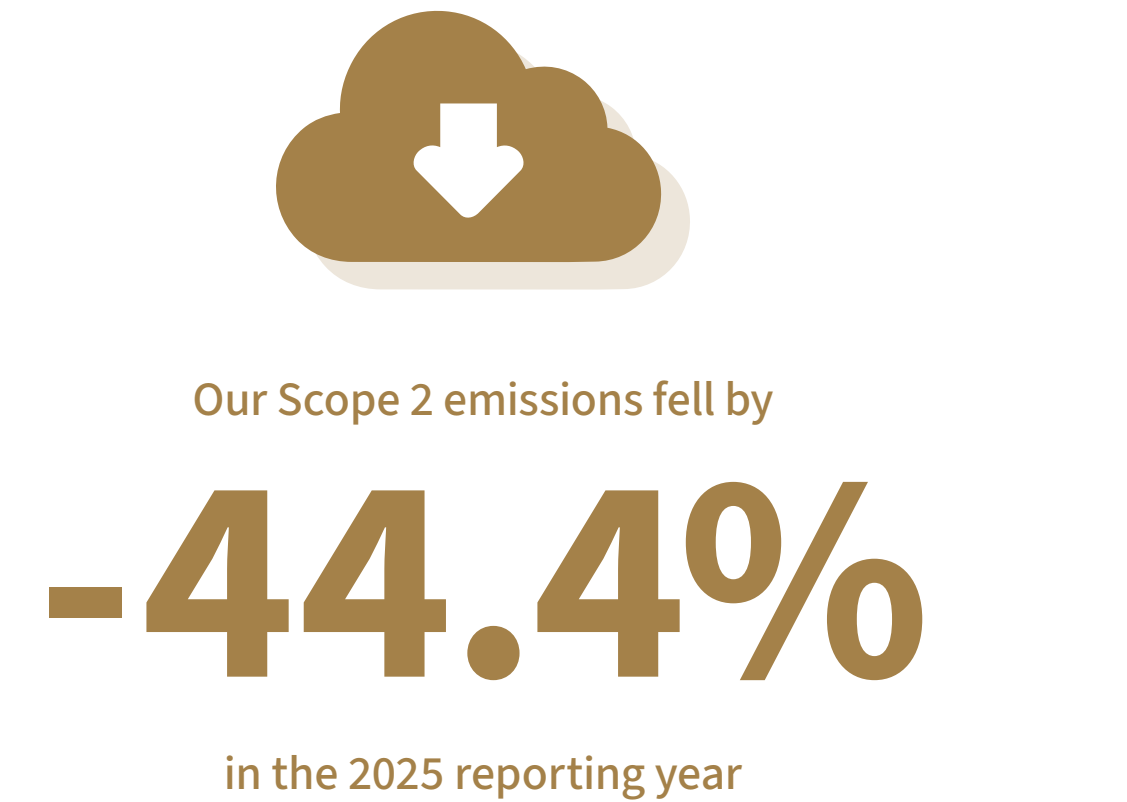
Scope 2: Indirect emissions from purchased energy

Scope 2 emissions fell significantly in the 2025 reporting year, from 388.39 t CO₂e to 216.14 t CO₂e (–44.4%). This was mainly due to lower electricity consumption at a subsidiary that does not source exclusively renewable electricity. After its electricity consumption exceeded the usual level in 2024, it returned largely to the 2023 consumption level in 2025. Scope 2 emissions therefore fell accordingly in the reporting year. The figures are based on the market-based method.

Our aim remains to further optimise our energy supply and increase the share of renewable energy in our electricity mix.

Scope 3: Indirect emissions along the supply chain

Scope 3 emissions rose from 376,665.49 t CO₂e to 480,234.20 t CO₂e in the 2025 reporting year (+27.5%). This was primarily due to higher emissions in Scope 3.1 (purchased goods and services), Scope 3.4 (upstream transportation and distribution) and Scope 3.9 (downstream transportation and distribution). These categories were the main contributors to the increase in total Scope 3 emissions during the reporting year.



Total energy consumption at the Hamburg and Sauerlach sites

2024				2025		
Energy source	Renewable	Non-renewable	Total	Renewable	Non-renewable	Total
Electricity ¹	9,001.69 MWh	0 MWh	9,001.69 MWh	8,568.00 MWh	0 MWh	8,568.00 MWh
Fuels	745.08 MWh	19,170.01 MWh	19,915.08 MWh	758.00 MWh	19,026.46 MWh	19,784.46 MWh
Fuels (petrol & diesel)	0 l	237,531.92 l	237,531.92 l	0 l	204,108.03 l	204,108.03 l

Total energy consumption of the subsidiaries

2024				2025		
Energy source	Renewable	Non-renewable	Total	Renewable	Non-renewable	Total
Electricity ¹	176.08 MWh	480.84 MWh	656.92 MWh	167.33 MWh	261.49 MWh	428.83 MWh
Fuels	0 MWh	1,380.37 MWh	1,380.37 MWh	0 MWh	631.22 MWh	631.22 MWh
Fuels (petrol & diesel) ²	0 l	424,058 l	424,058 l	0 l	406,312 l	406,312 l

¹ As stated on the utility bills.

² Excluding France.

B3 30, 31 (Considerations when reporting greenhouse gas emissions in accordance with B3 (Basic Module) 50, 51, 52, 53)

GHG inventory 2024 and 2025

GHG inventory in t CO ₂ e	SBTi 2024	SBTi 2025
Scope 1 (direct emissions)	5,694.85	5,759.49
Combustion	3,194.93	3,414.60
Heat	879.14	807.18
Refrigerant leakage	12.41	6.88
Vehicle fleet	1,608.38	1,530.83
Scope 2 (indirect emissions)	388.39	216.14
Purchased electricity for own use (market-based) ¹	292.70	103.43
Purchased heat	95.69	112.71
Scope 3 (indirect emissions from the upstream and downstream value chain)	376,665.49	480,234.20
3.1 Purchased goods and services	339,181.41	432,847.22
3.1 Production and consumable materials, services	69,596.46	154,108.76
3.1 FLAG coffee, tea, cocoa	257,833.69	278,738.46
3.2 Capital goods	2,739.13	1,783.04

¹ Electricity emissions were calculated using the market-based method. This means that the purchased electricity and its specific emission factors, as well as country-specific residual mix factors where applicable, were used in the calculation. Using the location-based method, which calculates emissions using national average factors, results in total emissions of 3,474.54 t CO₂. Further information on dual reporting is available at: ghgprotocol.org/scope_2_guidance ↗.

B3 30, 31 (Considerations when reporting greenhouse gas emissions in accordance with B3 (Basic Module) 50, 51, 52, 53)

GHG inventory 2024 and 2025

GHG inventory in t CO ₂ e	SBTi 2024	SBTi 2025
Scope 3 (indirect emissions from the upstream and downstream value chain)		
3.4 Upstream transportation and distribution	17,841.41	26,724.14
3.5 Waste generated in operations	105.24	74.00
3.6 Business travel	261.24	177.67
3.7 Employee commuting	786.20	811.30
3.8 Upstream leased assets	0.00	0.00
3.9 Downstream transportation and distribution	3,797.10	9,689.19
3.10 Distribution of sold products	Excluded as not material	
3.11 Use of sold products	1,737.81	1,177.20
3.12 End-of-life treatment of sold products	1,561.89	1,336.56
3.13 Downstream leased assets	6,945.10	3,712.12
3.14 Franchises ²	0.00	0.00
3.15 Investments	136.52	142.80
Total	382,748.73	486,209.83
3.3 Fuel- and energy-related emissions	1,572.43	1,758.96

² No activity in this category.

B4 32

Air, water and soil pollution

The disclosures under VSME B4 include an area that is not material to our business activities. We do not emit substances such as sulphur oxides, nitrogen oxides, heavy metals or persistent organic pollutants in quantities that require reporting.

B5 33, 34

Biodiversity

The “Biodiversity” category under VSME B5 is not material to our business activities. We do not own, lease or manage any sites located in or near bio-diversity-sensitive areas. Accordingly, based on our current assessment, no disclosures are required.

B6 35

Water

Water in m³	2024		2025	
	Withdrawal	Consumption	Withdrawal	Consumption
All sites	28,174.58	–	33,428.40	–
Sites in areas of water stress	–	–	–	–
Hamburg and Sauerlach	23,005.00	6,556.00	21,028	7,790

B7 38

Resource use, circular economy and waste management (Hamburg and Sauerlach)

Waste volumes in tonnes (t)	2024		2025	
	Recycling / reuse	Disposal	Recycling / reuse	Disposal
Non-hazardous waste				
Organic waste	624.75	–	666.59	–
Paper	178.51	–	167.09	–
Film	12.00	–	50.30	–
Composite film	43.78	–	48.31	–
Residual waste	–	117.00	–	105.82
Metal	12.95	–	5.43	–
Wood	11.83	–	12.34	–
Waste electrical and electronic equipment	3.10	–	4.39	–
Bulky waste	–	–	1.65	–
Hazardous waste				
Batteries / batteries and fluorescent tubes	–	0.09	–	0.17
Waste oil	–	0.81	–	–
Total	1,004.82	117.90	1,062.09	105.99

B7 38

Green Dot reporting¹

2024					2025			
Material (quantities in kg)	Dual system	Self-licensing	Export	Total	Dual system	Self-licensing	Export	Total
Glass	113,552.56	–	166,899.33	280,451.89	53,872.62	–	171,786.05	225,658.67
Paper / board / cardboard	328,607.60	–	78,301.86	406,909.46	335,282.56	–	82,854.69	418,137.25
Tinplate	2,717.59	–	40.76	2,758.35	2,779.22	–	13.52	2,792.74
Aluminium, other metals	2,694.22	–	388.32	3,082.54	2,254.15	–	618.22	2,872.37
Plastics	229,852.45	3,038.76	106,930.48	339,821.69	196,480.51	2,759.32	79,732.33	278,972.16
Other composites	551,641.75	1,168.59	207,823.00	760,633.34	576,936.69	762.02	215,625.77	793,324.48
Total	1,229,066.17	4,207.35	560,383.75	1,793,657.27	1,167,605.75	3,521.34	550,630.58	1,721,757.67

¹ This lists the materials that we place on the market. It includes all sales packaging materials subject to licensing requirements. Outer packaging, cardboard packaging, trays and stretch film are not included.

Social key figures

B8 39

Workforce – general characteristics

In 2025, our workforce in Hamburg and at our other sites in Germany and abroad remained

stable overall, with an increase in the total number of employees. At the Hamburg site, women account for 35.8% of the 475 employees.

Hamburg and Sauerlach sites

Number of employees (headcount or full-time equivalents)			2024	2025
Type of contract				
Fixed-term contracts			14	36
Permanent contracts			442	439
Gender				
Male			295	305
Female			161	170
Other			0	0
Not specified			0	0
Total employees			456	475

International subsidiaries

Number of employees (headcount or full-time equivalents)			2024	2025
Country (of employment contract)				
France			24	25.8
Netherlands			28.7	28.3
Poland			107	104
Austria			47	47
Gourvita			25	25
Idee Coffee			104	101
Czechia			28	29
Slovakia			14	17
Ireland			35	32
United Kingdom			13	11
Total employees			425.7	420.1

Subsidiaries

Number of employees and gender distribution		2024		2025		
Country (of employment contract)	Number of employees	Female	Male	Number of employees	Female	Male
France	25.8	11.8	14	24	10	14
Netherlands	28.3	10	21	28.7	8	23
Poland	104	–	–	107	33	74
Austria	47	–	–	47	20	27
Gourvita	25	20	5	25	20	5
Idee Coffee	101	–	–	104	47	57
Czechia	29	–	–	28	7	21
Slovakia	17	–	–	14	2	12
Ireland	32	12	20	35	13	22
United Kingdom	11	–	–	13	–	–
Total employees	420.1			425.7		

C5 59

Workforce – additional characteristics (Hamburg and Sauerlach)

Gender diversity (in management bodies)	2024	2025
Men	31	35
Women	8	8

C5 60

Types of workers (Hamburg and Sauerlach)

Number of self-employed and temporary agency workers	2024	2025
Total number of self-employed workers ¹	0	0
Total number of temporary agency workers ²	29	31

¹ Self-employed individuals who work exclusively for the company and have no employees of their own.

² Temporary agency workers supplied by companies whose main business is the recruitment and provision of labour (in both years, some individuals were also taken on as permanent employees)

B9 41

Workforce – health and safety (Hamburg and Sauerlach)

Reportable workplace accidents involving employees ¹	2024	2025
	2.25	1.86

¹ There were no fatalities due to work-related injuries or occupational illnesses during the reporting period.

B10 42

Workforce – remuneration, collective bargaining and training

All employees receive remuneration above the statutory minimum wage in Germany. No percentage pay gap between female and male employees is reported. The proportion of employees covered by collective bargaining agreements is 0%. During the reporting year, the average annual training time per employee was 2.662 hours.

Training 2025

Type of training	Number assigned	Number completed	Completion rate
Occupational health and safety at JJD – employees’ rights, responsibilities and background information	420	407	96%
Saving energy in the workplace	416	404	97%
Environmental protection in the workplace – basics	420	408	97%
Driving – but with the environment in mind!	104	103	99%
Hazardous substances – safe handling	39	37	94%
Hazardous substances at JJD	25	25	100%
Sauerlach compactor	32	30	93%

C6 61

Workforce – human rights policies and processes

Through our Code of Conduct, we commit to complying with the UN Guiding Principles on human rights: We do not tolerate any form of exploitative child labour, forced labour or modern slavery. Tolerance of those who hold different views and a commitment to democratic and liberal principles form the basis of our collaboration with all partners, at all times and in all places. Designated trusted contacts are available to handle employee complaints relating to these matters.

C7 62

Workforce – serious cases of human rights violations

There were no confirmed cases involving our own employees during the reporting period in connection with child labour, forced labour, human trafficking or discrimination. Nor were any other confirmed cases relating to human rights or labour-related violations identified.

C7 62

Supply chain – serious cases of human rights violations

We are not aware of any confirmed incidents in 2024 or 2025 involving workers in the value chain, affected communities, or consumers and end users.



0

cases of human rights violations in 2025



Governance

B11 43

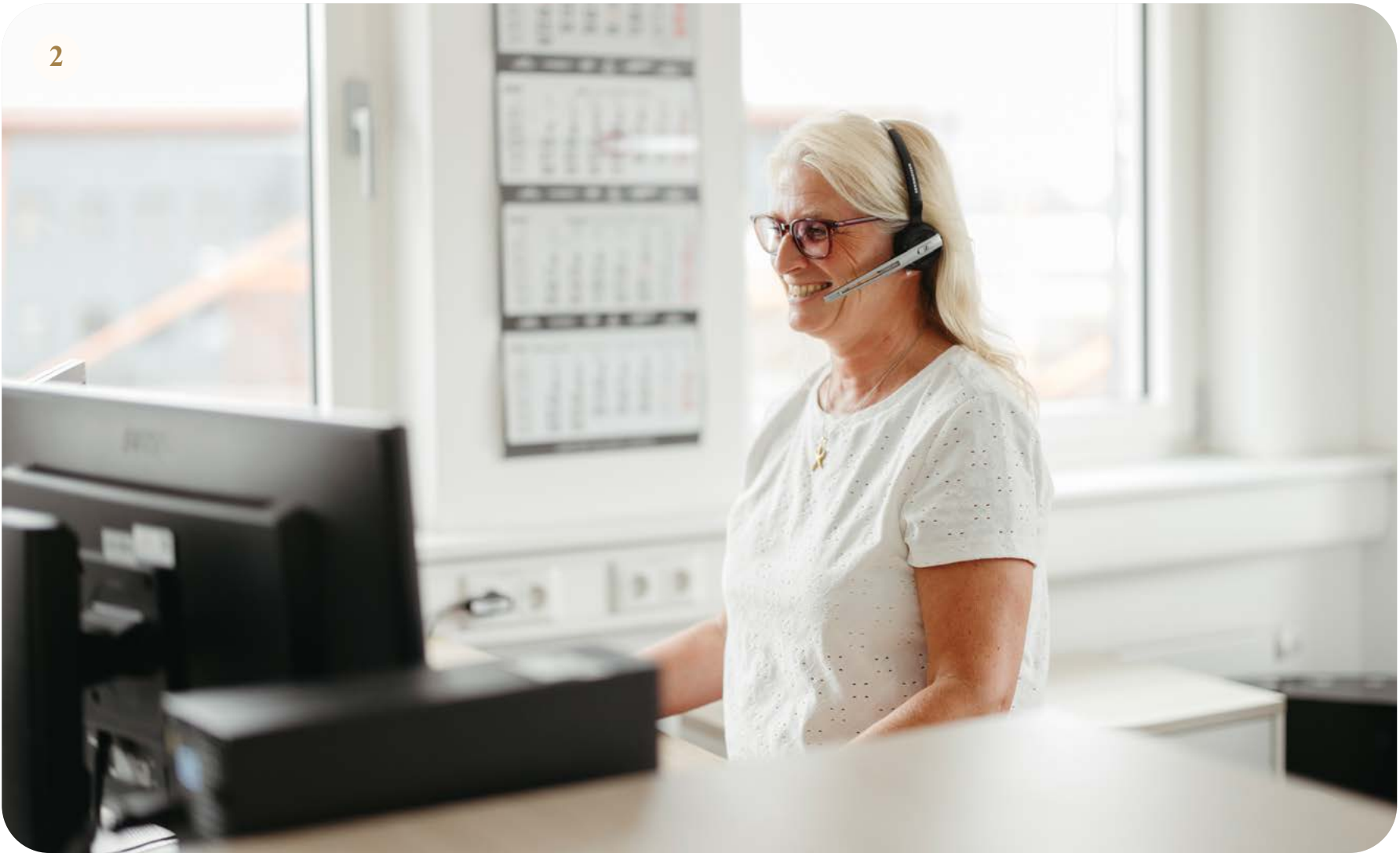
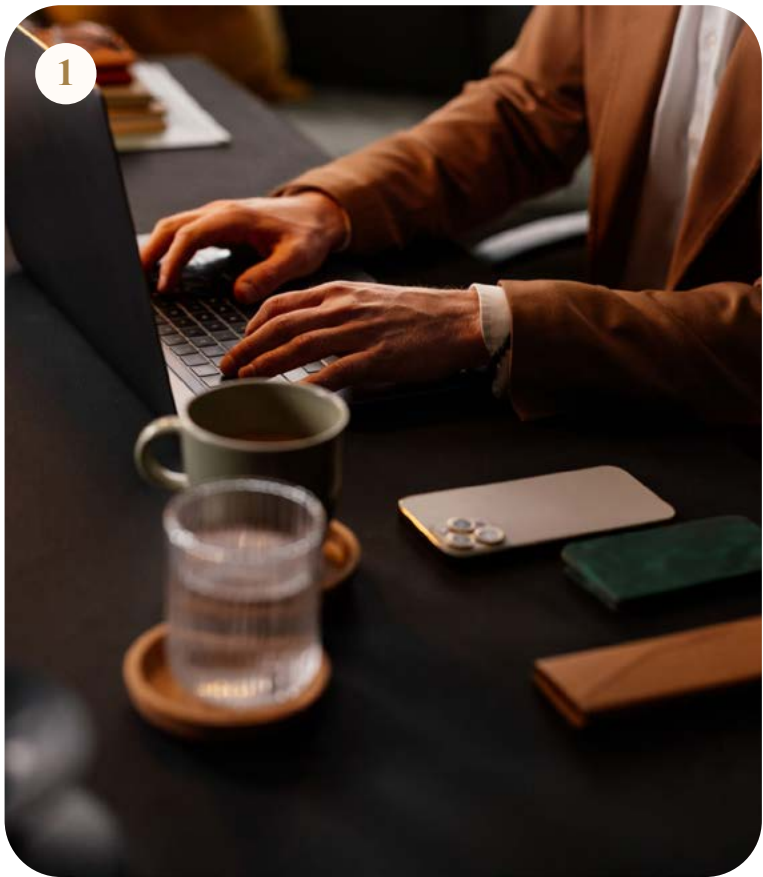
Convictions and fines for corruption and bribery

There were no convictions or fines for corruption or bribery offences during the reporting period.

C8 63, 64

Revenue from certain sectors and exclusion from EU reference benchmarks

As we neither manufacture tobacco products or weapons nor distribute fossil fuels or chemicals, we have no disclosures to make in this area.



- 1 Key figures are based on carefully collected data
- 2 Key contacts for internal processes
- 3 Our production sites provide important sustainability data
- 4 Coordination and documentation create transparency



B1 24

List of subsidiaries, including detailed information

Company	City, country	Address	Geolocation
J.J. Darboven GmbH & Co. KG	Hamburg, DE & Sauerlach, DE	Pinkertweg 13, 22113 Hamburg; Rudolf-Diesel-Ring 21, 82054 Sauerlach	53.5268642324631, 10.09443704074523; 47.96905166491888, 11.662425188600505
IDEE Office Coffee Service GmbH	Hamburg, DE	Pinkertweg 15, 22113 Hamburg	53.52679363869278, 10.094889339960115
Gourvita GmbH Genuss-Versand	Rödermark, DE	Adam-Opel-Str. 19, 63322 Rödermark	49.983122499855995, 8.800613179656457
J.J. Darboven B.V.	Amersfoort, NL	Uraniumweg 52, 3812 RK Amersfoort	52.16802375968901, 5.350275715350881
Café du Monde Ltd.	Kent, GB	Unit 16 Platt Industrial Estate, Sevenoaks, Kent, TN15 8JL	51.294880471765744, 0.32128244004980705
J.J. Darboven Ireland Ltd.	Dublin, IE	Units E2, E3, E4 Calmount Business Park, Ballymount, Co. Dublin, D12 HX29	53.31254345059936, -6.347020360929461
J.J. Darboven France S.A.	Wittenheim, FR	3 Rue de Lorraine, 68270 Wittenheim, France	47.81785557165159, 7.310011879902197
J. Hornig GmbH	Graz, AT	Waager-Biro Str. 39–41, 8020 Graz	47.073972215465076, 15.413186784128866
J.J. Darboven s.r.o.	Chrástany, CZ & Bratislava, SK	Sobínská 233, 25219 Chrástany; Na vrátkach 16, 84101 Bratislava	50.05404848421183, 14.2706317365176; 48.19236735556744, 17.04342890046632
J.J. Darboven Poland Sp. z o.o.	Rumia, PL	Stoczniowców 2a, 84230 Rumia	54.557903427033985, 18.41288862564973



↑ Our Hamburg site



VSME Index

Disclosure	Page reference
B1: Basis for preparation	
24	4, 64
25	4
C1: Strategy: Business model and sustainability-related initiatives	
47	8, 9, 10, 11, 12
B2: Practices, policies and future initiatives for the transition towards a more sustainable economy	
C2: Description of practices, policies and future initiatives for the transition towards a more sustainable economy	
26	17, 18, 19, 20, 23, 27, 28 31, 32, 35, 36, 38, 41, 42, 43, 44, 45, 46, 47, 50, 51, 52
27	17, 18, 19, 20, 23, 27, 28 31, 32, 35, 36, 38, 41, 42, 43, 44, 45, 46, 47, 50, 51, 52
28	17, 18, 19, 20, 23, 27, 28 31, 32, 35, 36, 38, 41, 42, 43, 44, 45, 46, 47, 50, 51, 52
48	17, 18, 19, 20, 23, 27, 28 31, 32, 35, 36, 38, 41, 42, 43, 44, 45, 46, 47, 50, 51, 52
49	–
B3: Energy and greenhouse gas emissions	
29	56
30	57
31	57
Considerations when reporting greenhouse gas emissions in accordance with B3 (Basic Module)	
50	57
51	57
52	57
53	57



Disclosure	Page reference
C3: GHG reduction targets and climate transition	
54	17, 18, 19, 54
55	–
56	–
C4: Climate risks	
57	11, 12
58	–
B4: Air, water and soil pollution	
32	58
B5: Biodiversity	
33	58
34	58
B6: Water	
35	58
36	–
B7: Resource use, circular economy and waste management	
37	31,32, 35, 36, 37
38	31, 32, 58, 59
B8: Workforce – general characteristics	
39	60, 61
40	–



Disclosure	Page reference
B9: Workforce – health and safety	
41	41, 61
B10: Workforce: Remuneration, collective bargaining agreements and training	
42	43, 62
B11: Convictions and fines for corruption and money laundering	
43	63
C5: Additional (general) workforce characteristics	
59	61
60	61
C6: Additional information on the company’s own workforce – policies and procedures for ensuring respect for human rights	
61	51, 62
C7: Serious cases of human rights violations	
62	62
C8: Revenue from certain sectors and exclusion from EU reference benchmarks	
63	63
64	63
C9: Gender diversity ratio in the management and/or supervisory body	
65	52

Legal notice

Publisher:

J.J. Darboven Holding AG & Co. KG
Pinkertweg 13
22113 Hamburg
Responsible for content under German press law: Ute Lund

Contact, project management

Juliane Schröder
Head of Sustainability

Concept, copy, editing, layout

loveto GmbH – Agency for Communication and Design
www.loveto.de

Publication

August 2026

Image credits:

Title: © iStockphoto, Alfribeiro
Page 2: © iStockphoto, Jacob Ammentorp Lund;
© Oezlem Oezsoy; © J.J. Darboven GmbH & Co. KG
Page 3: © Oezlem Oezsoy
Page 4: © Oezlem Oezsoy; © iStockphoto, Mikolette; © J.J. Darboven GmbH & Co. KG
Page 6: © iStockphoto, lucky-sky
Page 9: © Oezlem Oezsoy; © J.J. Darboven GmbH & Co. KG
Page 12: © iStockphoto, Bevan Goldswain
Page 14: © Oezlem Oezsoy; © J.J. Darboven GmbH & Co. KG
Page 15: © Oezlem Oezsoy
Pages 16 and 17: © J.J. Darboven GmbH & Co. KG
Page 18: © AI-generated image
Page 19: © Oezlem Oezsoy
Page 21: © J.J. Darboven GmbH & Co. KG
Page 22: © Oezlem Oezsoy
Pages 23, 24 and 25: © J.J. Darboven GmbH & Co. KG
Page 26: © iStockphoto, freedom_naruk
Page 27: © J.J. Darboven GmbH & Co. KG
Page 28: © Oezlem Oezsoy
Page 29: © Oezlem Oezsoy; © J.J. Darboven GmbH & Co. KG
Page 30: © J.J. Darboven GmbH & Co. KG
Page 32: © AI-generated image
Pages 33 and 34: © J.J. Darboven GmbH & Co. KG

Page 35: © Oezlem Oezsoy
Page 37: © Oezlem Oezsoy; © J.J. Darboven GmbH & Co. KG
Page 38: © J.J. Darboven GmbH & Co. KG
Pages 39, 40, 41, 43, 45 and 46: © Oezlem Oezsoy
Pages 47 and 48: © J.J. Darboven GmbH & Co. KG
Pages 49 and 50: © Oezlem Oezsoy
Page 52: © J.J. Darboven GmbH & Co. KG
Page 53: © iStockphoto, Jacob Ammentorp Lund
Page 63: © Oezlem Oezsoy; © iStockphoto, Dimensions
Page 64: © Oezlem Oezsoy
Page 68: © AI-generated image



AI-generated image.

