FUCHS GRUPPE

2025

Our sustainability activities

Focus Germany

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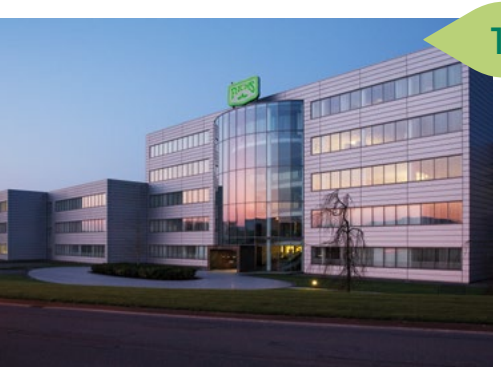

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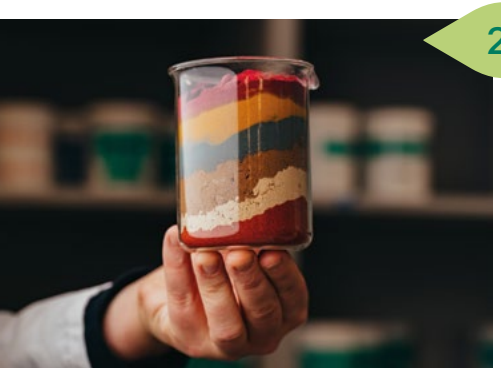
The Fuchs Gruppe



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The sustainability activities disclosed in this brochure relate to the Fuchs Gruppe's international operations. Content relating exclusively to the sites in Dissen am Teutoburger Wald, Melle and Schönbrunn is marked with the following symbol:

Germany

1

The Fuchs Gruppe

The Fuchs Gruppe

We lead the race.

We create taste that consumers crave.

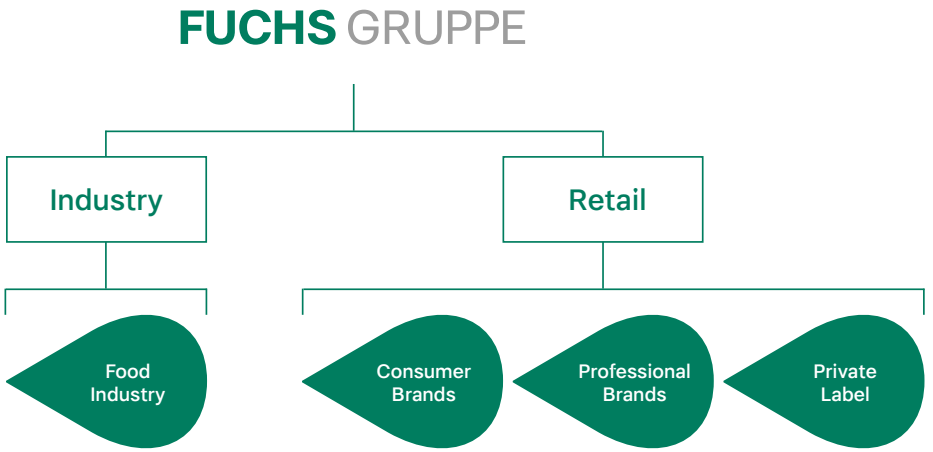
We bring the joy of food to life.

We act responsibly.

As seasoning experts, the Fuchs Gruppe is synonymous with the enjoyment of good taste. Our commitment to responsible conduct is integral to how we see ourselves as a company and is underpinned by our corporate values and the clearly defined principles of our Compliance Guidelines.

Building on a broad product portfolio, our Retail and Industry Business Units (BUs) serve a wide range of customer needs in Germany and around the globe.

Business Units



The Fuchs Gruppe maintains a global presence through its products and subsidiaries. Under the umbrella of DF World of Spices SE, our 13 subsidiaries operated from 19 sites in ten countries across four continents in 2025.

The subsidiaries also include Fuchs GmbH & Co. KG, which oversees business activities in Germany and operates sites in Dissen a. T. W., Melle and Schönbrunn, Thuringia.

Social responsibility

Established by company founder Dieter Fuchs, the Dieter Fuchs Stiftung — a foundation — is the principal shareholder of the Fuchs Gruppe. Its activities are devoted exclusively to charitable purposes. The foundation's stable structure and the allocation of company dividend distributions provide the Fuchs Gruppe with long-term security and reflect its commitment to social responsibility.

The foundation's purpose is to promote science, education and learning, together with art and culture. Under this structure, company profits serve both to reinforce the Group's financial stability and to support a positive contribution to society.

Further details:

"Our ambition as a foundation is to inspire initiatives whose impact extends far beyond the immediate moment. By supporting education, science, art and culture, we help create sustainable prospects and reinforce social cohesion, especially within our region."

Josef Diekmann, Chair of the Foundation

Projects supported by the Dieter Fuchs Stiftung

DIETER FUCHS STIFTUNG
Wissenschaft . Bildung . Erziehung . Kunst & Kultur

Dieter-Fuchs-Spielfeld

The Dieter Fuchs Stiftung provided EUR 100,000 in funding to enable the construction of a new sports field — Dieter-Fuchs-Spielfeld — on the Dissen school campus. The result is a modern activity space offering pupils a wide range of opportunities for sport during breaks and after school. With support from the foundation and an additional contribution of EUR 10,000 from the Hermann-Freye-Gesamtschule support association, a high-quality all-weather sports court was created, complete with football goals and a street basketball hoop.

In this way, the Dieter Fuchs Stiftung provides targeted support for school life in Dissen.

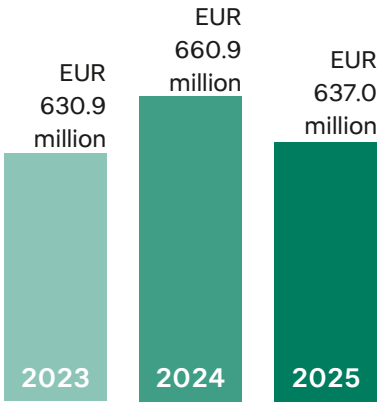
Chorfest Nürnberg

From 30 May to 1 June 2025, Nuremberg Old Town became the centre of German choral music: under the banner "Voices of Diversity", around 14,000 singers gathered for the German Choir Festival organised by the German Choral Association, sending a powerful musical message in support of community, diversity and cultural exchange. As one of several sponsors, the Dieter Fuchs Stiftung contributed EUR 25,000 towards the choir festival and provided particular support for the event featuring Dr. Eckart von Hirschhausen. His programme "Singing Makes You Happy — and Saves the World!" offered an entertaining account of scientific research into singing from both medical and social-science perspectives.

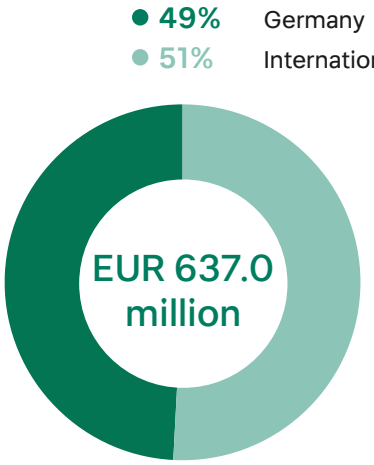
Business performance

Our performance as a whole remained solid in the 2025 financial year. Against a backdrop of persistently challenging market conditions, consolidated revenue generated by the Fuchs Gruppe stood at EUR 637 million, down slightly by around 3.6% compared with the previous year. International business accounted for 51% of revenue. By directing targeted investment into our branded business and the expansion and optimisation of our production sites and processes, we have laid the foundations for long-term growth.

Consolidated revenue trend



Revenue 2025

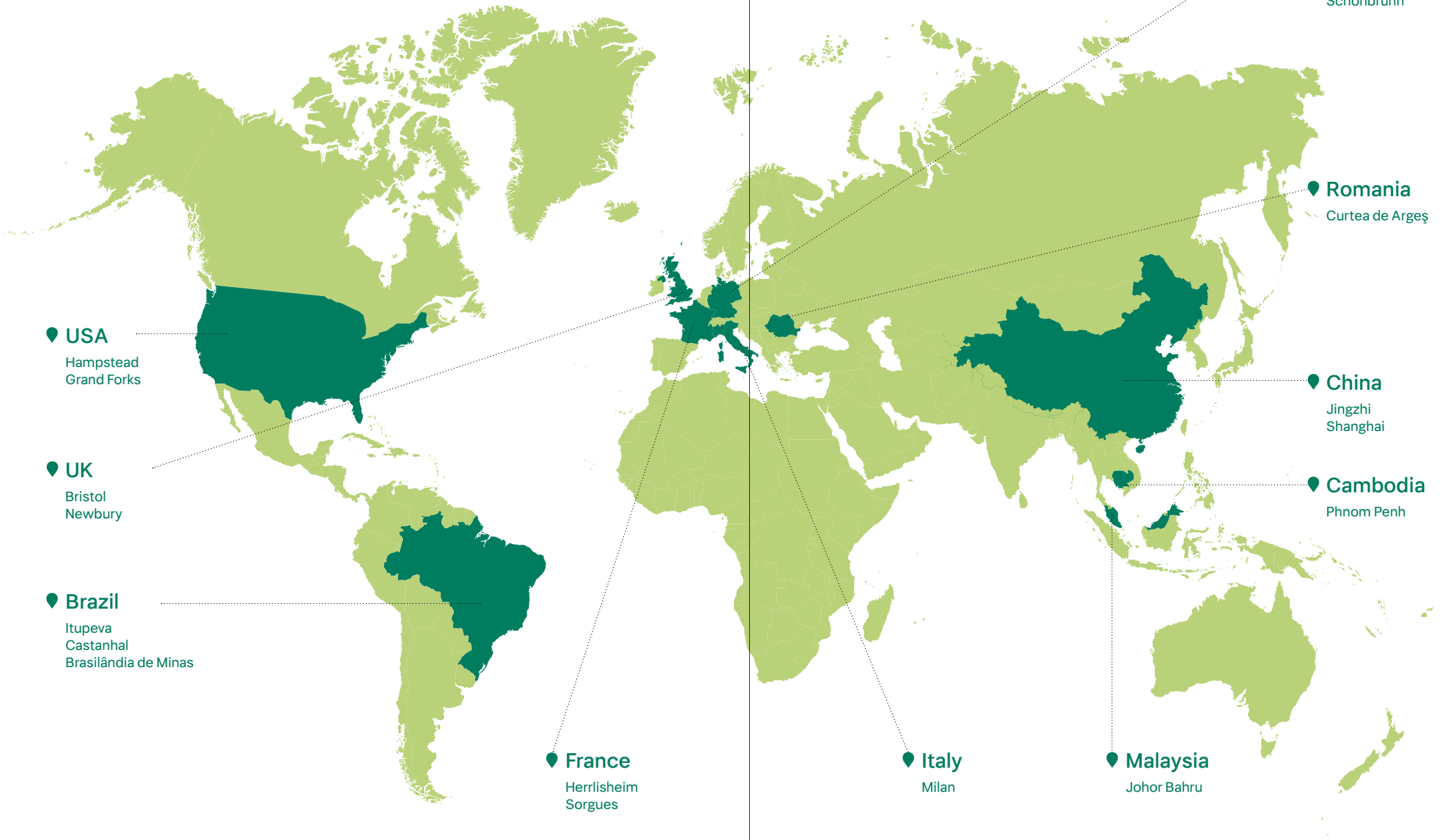


Our employees

As at 31 December 2025, the Fuchs Gruppe employed 3,045 people worldwide, around half of them in Germany. Approx. 42% of employees in Germany are women.

	2025	2024
Number of employees		
Worldwide	3,045	3,107
Germany	1,528	1,574
Proportion of women		
Worldwide	(44%) 1,338	(45%) 1,399
Germany	(42%) 645	(42%) 659

4 continents, 10 countries, 19 sites



USA
Hampstead
Grand Forks

UK
Bristol
Newbury

Brazil
Itupeva
Castanhal
Brasilândia de Minas

France
Herrlisheim
Sorgues

Italy
Milan

Malaysia
Johor Bahru

China
Jingzhi
Shanghai

Cambodia
Phnom Penh

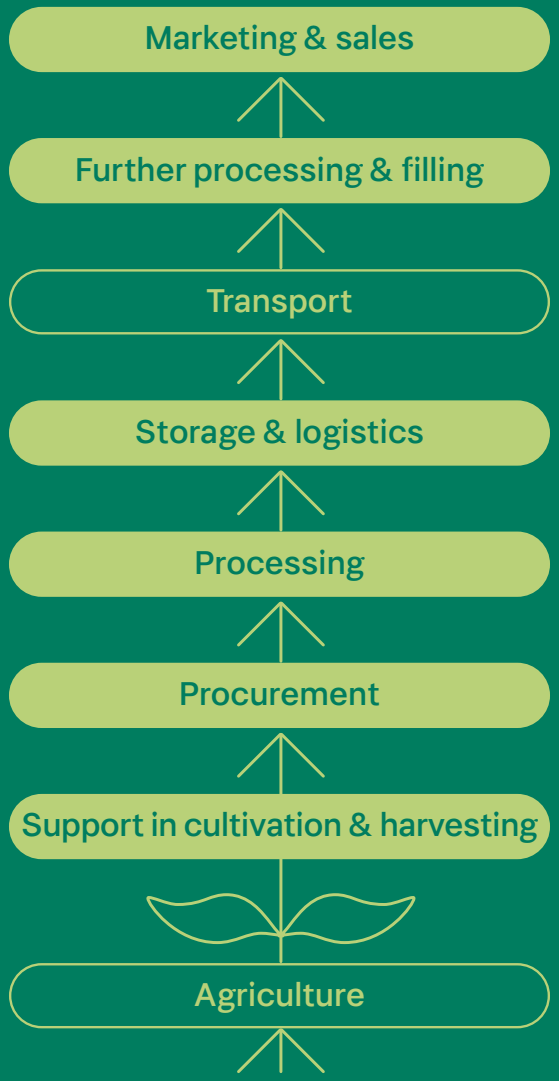
Romania
Curtea de Argeş

Germany
Dissen North
Dissen South
Melle
Schönbrunn

Our value chain

The first stage of our value chain is support for cultivation and harvesting, with our subsidiaries in Brazil and Cambodia, for instance, playing a particular role in pepper production. This support includes promoting environmentally sound cultivation methods, for example through training in Good Agricultural Practices and agroforestry systems. This is followed by procurement, with goods purchased from various categories of supplier (see glossary). Supply chain transparency is a key priority in this context and is underpinned, among other things, by long-term collaborative partnerships and the traceability of batches back to their region of origin.

The procurement process includes a range of quality checks conducted at different stages of production, both prior to and following shipment. During processing, the raw materials undergo initial treatment, including drying, cleaning and sterilisation. Following transport, the raw materials are further processed, ground, blended and refined before being filled into containers for sale to customers and consumers.



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Our sustainability strategy

Our four areas of action

The Fuchs Gruppe is steadily advancing its sustainability agenda through four clearly defined areas of action. In Germany, we draw on recognised standards and platforms aligned with each of these areas.

EcoVadis provides a comprehensive overview; in our latest assessment, we achieved a rating of 63 out of 100.

Responsible sourcing

- Code of Conduct (internal/external)
- Whistleblower hotline
- **In progress:** Refinement of our due diligence processes

Responsible products

- IFS, BRCGS and other quality certifications
- **In progress:** Increasing the proportion of recyclable packaging and recycled materials

Responsible community & workplace

- SMETA audit and Sedex FAQ
- Occupational safety officer
- Mandatory health and safety training
- Sustainability Weeks
- **In progress:** ISO 45001

Responsible use of resources

- ISO 50001
- SBT commitment: Validation of our targets
- Calculation of our carbon footprint since 2023
- Process optimisation
- **In progress:** ISO 14001

Our sustainability management

Established in 2023, the **Sustainability Committee** provides the basis for close cooperation between representatives of the international Business Units and the sustainability team. The committee convenes three or four times annually to make strategic decisions and drive the sustainability strategy worldwide.

The **Fuchs Gruppe Sustainability Working Group** was established in 2024 to promote operational dialogue with regard to sustainability. It serves as a central knowledge base and supports the active involvement of all participants. Staff from across the Group's companies meet regularly to exchange ideas on projects and best practices.

We also help drive progress beyond our own organisation: We are an active member of the **Sustainable Spices Initiative (SSI)** and the **European Spice Association (ESA)**.

"As an international group, we recognise that our responsibilities extend beyond national boundaries. Through clearly established structures and ongoing exchange, we translate global principles into local action."

Nils Meyer-Pries, CEO Fuchs Gruppe

Think global, act together

In 2024, we introduced the **Fuchs Gruppe Standard** to further strengthen our international sustainability management in a targeted manner. Mandatory requirements apply to our subsidiaries according to the size of their workforce; these have already been introduced and will be extended further in the years ahead. The standard is structured as follows:

Overall Evaluation | EcoVadis
> 150 employees | 2025

Sustainability reporting | CSRD*
annually in the management report of the Fuchs Gruppe

Social standards

SMETA audit/SA 8000/ amfori BSCI
(> 10 employees)

Sedex FAQ
(Fuchs Gruppe)

ISO 45001
(> 100 employees I 2027)

Preparation of training courses on health and safety

Appointment of an occupational safety officer

Environmental standards

ISO 14001
(> 100 employees I 2026)

ISO 50001
(< 100 employees I 2026)

SBT commitment

Supply chain due diligence

Risk analysis for suppliers of the Fuchs Gruppe

Action plans

Code of Conduct
— Fuchs Gruppe
— Business partners

Whistleblower hotline

Sustainability Weeks (annually)

* Mandatory from 2027, following an initial pilot phase.

Agenda 2026

Sustainability forms an essential part of our corporate strategy.

In 2025, we implemented numerous projects designed to meet both external requirements and the objectives of our internal sustainability strategy. We intend to build on this progress in the years ahead.

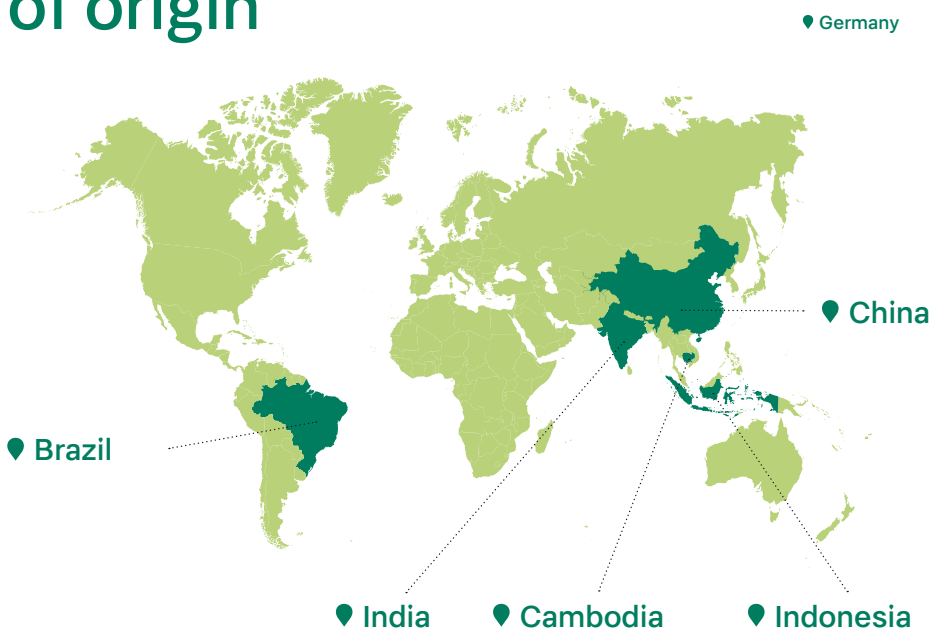
Project	Description	Status
Sustainability reporting	From the 2027 financial year onwards, sustainability reporting in accordance with the CSRD will form part of the management report included in the company's financial statements. In preparation for this first report, comprehensive data collection is already under way, providing the basis for reporting on the 2027 financial year. In addition, the international companies report on their sustainability activities for 2025 in a separate brochure (see glossary for the QR code).	
Due diligence	While the CSDDD no longer applies to us at present, we remain committed to supply chain due diligence and will continue to drive the corresponding measures forward. To this end, we are implementing a Group-wide risk tool that facilitates risk analyses and enables us to draw up corresponding action plans and activities. The roll-out will begin in Germany and be extended gradually to additional Group companies and our supply chain.	
Climate strategy and carbon footprinting across the Group	In 2025, we defined an SBT-aligned emissions reduction pathway, and our Science Based Targets were successfully validated. In the 2026 reporting year, the focus is on calculating the carbon footprint for the 2025 financial year and on defining and initiating the first measures to implement a comprehensive decarbonisation strategy.	
International sustainability projects	All Fuchs Gruppe companies continue to pursue individual sustainability projects within the Group-wide sustainability strategy. For further details, please refer to page 28/29.	
Sustainability Weeks	Our International Sustainability Weeks will take place for the third time in 2026. From 5 to 16 October, a range of activities and projects focusing on "The Life Cycle of a Product" are planned at our sites in Germany and across our international subsidiaries. A further focus in 2026 will be to align the activities with our corporate values.	

Responsible sourcing

3

Activities in our areas of action

Our principal countries of origin



Paprika from Brazil

Paprika is one of the highest-volume spices we source. In Brazil, our subsidiary Fuchs Agro Brasil works directly with local farmers under a contract-farming model, providing cultivation advice and training and entering into binding purchase agreements.

Fuchs Agro Brasil and the participating farmers are currently undergoing the Farm Sustainability Assessment (FSA), an internationally recognised standard for sustainable farming. Nearly 60% of the paprika currently under cultivation has already achieved FSA verification. Fuchs Agro Brasil has achieved Gold level, the highest FSA verification rating, for its production system across four farms. The verification is valid from September 2023 to September 2026. The objective for 2026 is to achieve FSA Gold verification for two additional farms.

250 spices and herbs from 50 countries

Germany

Sourcing high-quality raw materials is fundamental to the quality of our products. Our portfolio includes over 250 spices and herbs sourced from almost 50 countries around the world. Based on annual procurement volumes, we identified the five most significant spices and herbs.

Our principal spices

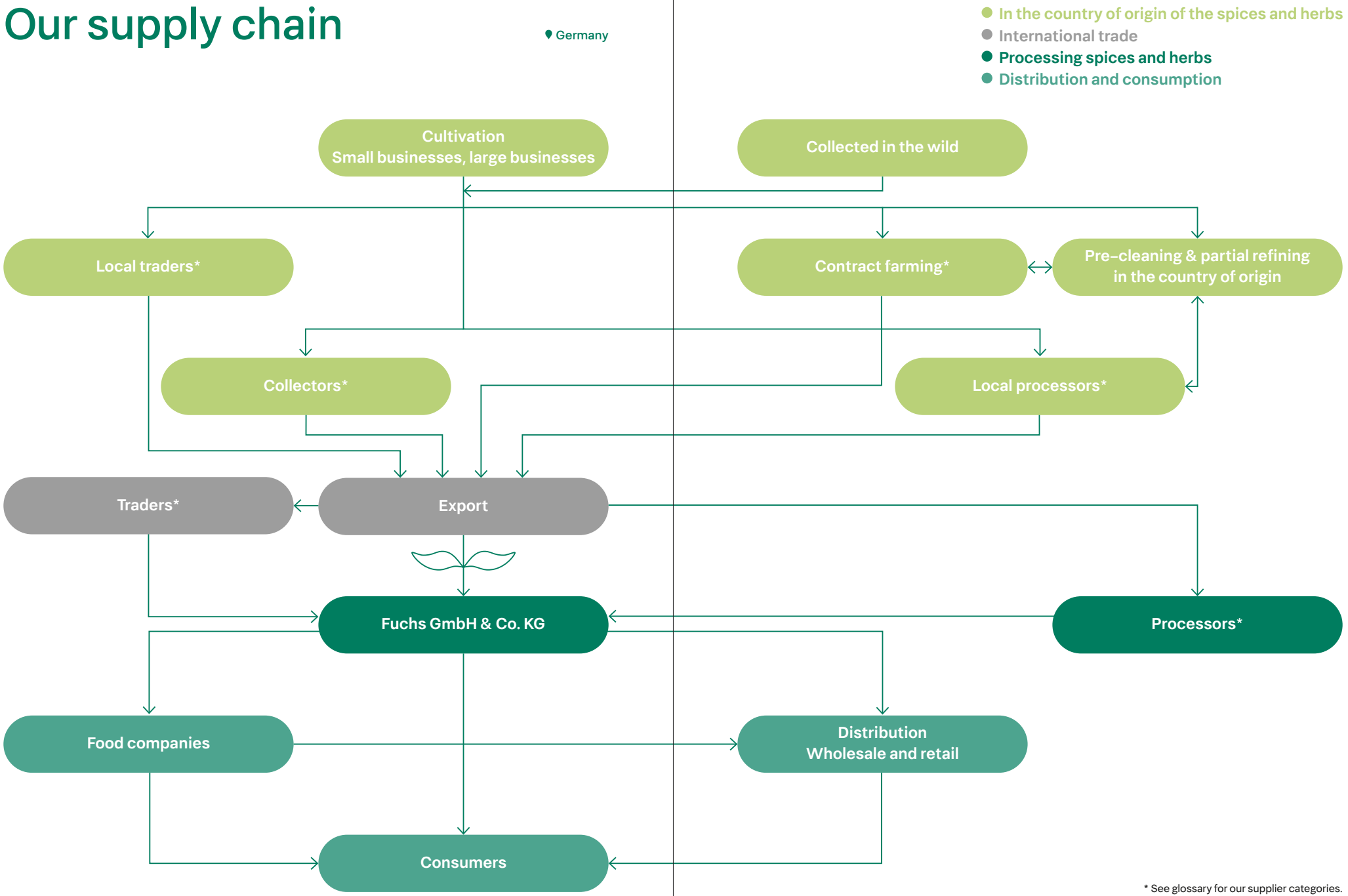
1. Pepper
2. Paprika
3. Onion
4. Garlic
5. Chili

Our principal herbs

1. Parsley
2. Coriander
3. Oregano
4. Rosemary
5. Basil

Our global supply chain is as diverse as the raw materials themselves, varying according to the commodity, quality and availability. To create transparency across these complex routes, we have defined supplier categories (see glossary) and illustrated our supply routes on the following pages.

Our supply chain



* See glossary for our supplier categories.

Fulfilment of our due diligence obligations

Germany

Respect for human rights in our supply chain is a prerequisite for every business relationship. Our measures are aligned with the UN Global Compact and the OECD Guidelines. We also take the requirements of the CSDDD into account, even though they are only of indirect relevance to the Fuchs Gruppe. A comprehensive Code of Conduct (CoC) has been in place since 2024.

In addition, we are working continuously to enhance our whistleblower system for the anonymous submission of complaints.

Our whistleblowing system:

Our Code of Conduct:

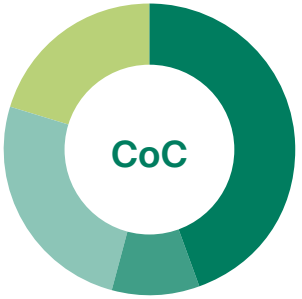
Transparency and traceability

We source the majority of our raw materials from outside the EU, as these regions offer optimal climatic conditions for growing them. The diversity of our products makes the supply chain complex, as a result of which transparency and traceability are essential. We gain insights into cultivation and working conditions through our subsidiaries, established partnerships and direct procurement. Challenges remain at deeper tiers of the supply chain, and we are working continuously to address them.

We are currently developing a more comprehensive risk analysis, which will initially be implemented for the Fuchs Gruppe in Germany and subsequently extended to our international subsidiaries. By reviewing the suppliers of the Fuchs Gruppe's German operations, we can already include a large proportion of our sourcing countries in the risk analysis.

Suppliers*

Germany



- 44.69% CoC Fuchs Gruppe signed
- 9.54% CoC Fuchs Gruppe with acceptable changes
- 25.61% submitted own CoC
- 20.16% Response pending/ no longer a supplier

* Responses from the suppliers contacted in the Food, Packaging and Indirect categories (as at February 2026).

Our measures

Code of Conduct
Binding standards of conduct for internal units and suppliers

Whistleblower system
Confidential reporting mechanism throughout the entire value chain

Risk analysis by country and industry
Initial rollout to the German entities, followed by expansion across the entire Fuchs Gruppe

Supplier survey
Survey of high-risk suppliers

Sourcing guidelines
Integration of binding sustainability criteria within the procurement process

Action planning
for remaining high-risk suppliers

- Established
- Update in progress
- Planned

The power of pepper

Info

Founded in 1973, our subsidiary Tropoc Produtos Tropicais de Castanhal Ltda. specialises in procuring, processing and marketing pepper from its base in Castanhal, Pará. Tropoc trains farmers in Good Agricultural Practices (GAP), thereby helping to expand sustainable cultivation methods in the Pará region.

Among the approaches supported are agroforestry systems that help prevent soil erosion, capture emissions and conserve biodiversity. In addition, the pepper is predominantly sun-dried to scale back the use of fossil fuels. The initiative currently involves more than 1,800 farmers.

Read the Tropoc sustainability report:

"Our pepper cultivation model deliberately relies on native species such as Gliricidia as living tutor plants. This approach eliminates the need for wooden stakes and reduces carbon intensity by 14% compared to conventional cultivation.*"

Alexandre Melo, CEO Tropoc Produtos Tropicais de Castanhal Ltda.

*Product Carbon Footprint calculated in accordance with the GHG Protocol (Cradle-to-Farm Gate, 2025).

Tropoc at the international COP30 climate conference

Our subsidiaries Tropoc and Fuchs Gruppe Brasil were represented at the 30th UN Climate Change Conference (COP30) in Belém, Brazil.

Our on-site presence enabled participants to see Tropoc as a practical, proven example of how responsible value chains — through measures such as sun-drying, agroforestry systems and the avoidance of fossil fuels — can contribute to climate resilience.

The event also offered a platform for strengthening business relationships. Additionally, this extensive dialogue enabled Tropoc to attract further local farmers to its sustainability programme. Our discussions with key representatives from government, academia and agriculture consistently highlighted a common goal: demonstrating climate resilience across the value chain in practice.

Responsibility begins with quality

Germany

We conduct quality inspections at every stage of processing, with high-risk goods analysed before they are accepted. As a result, goods that fail to meet our standards are not transported unnecessarily. This requires close collaboration between our Procurement and Quality teams. Over recent years, we have stepped up our efforts to prevent food fraud. Risk Management draws up inspection plans for raw materials and internally manufactured products, reviews the analysis results and revises the plans as required.

Our quality management systems are internationally recognised and certified:

IFS Food · BRCGS Food Safety

Further certifications held by Fuchs GmbH & Co. KG:

FAIRTRADE · VLOG verified · BIO nach EG-Öko-Verordnung · HQC Halal · RSPO Certified · SHK Schleswig-Holstein Kosher

International

112
team members in Quality Control

29
accredited external laboratories

186,000
microbiological analyses per year

128,000
wet-chemical analyses per year

EUR 6.3 million
annual expenditure on quality assurance

Ø 3
authenticity tests for each spice

The Pragati project

Info

India

Together with Woord en Daad, Nedspice and Job Booster India, we have been supporting turmeric farmers in Andhra Pradesh since 2023. The focus is on Good Agricultural Practices (GAP), strengthening Farmer Producer Organisations (FPOs) and actively involving women in agricultural decision-making.

We travelled to the project site in 2025 and worked with the project team to obtain a detailed picture of its implementation. We further enhanced our internal due diligence processes in the period under review. At the same time, our project partners delivered training in Good Agricultural Practices (GAP), Integrated Pest Management (IPM) and quality standards. In addition, they are committed to empowering women's groups and providing farmers with ongoing support through regular visits to the fields. The second quarter of 2026 will mark the completion of three years of close cooperation.

Timeline
2023—April 2026

Our focus
Turmeric

Regions
Kadapa · Kurnool · Guntur

Responsible Sourcing Hub

Info

Cambodia

The Fuchs Gruppe has maintained a subsidiary in Cambodia since 2017, sourcing pepper directly from local farmers. The launch of the Responsible Sourcing Hub in April 2026 marks a further strengthening of this commitment in partnership with Märsch Import and the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ). Our focus is on pepper, while Märsch Import places an additional emphasis on cashews. The joint project reaches 3,050 farmers in the regions of Tbong Khmum and Kampong Thom.

Outlook 2026

As a first step, we are introducing a traceability app to register farmers and enable end-to-end supply chain traceability. At the same time, initial training courses on climate-resilient cultivation methods and quality standards are being launched in both project regions.
In addition, we are establishing test plots in the fields to trial new cultivation methods under real-world conditions.

Timeline
2026—2029

Our focus
Pepper

Regions
Tbong Khmum · Kampong Thom

"Projects such as the Responsible Sourcing Hub in Cambodia give us a more detailed understanding of the challenges faced by farmers in the countries of origin of our raw materials and enable us to support them through targeted measures on the ground."

Isabelle Bunte, Head of Sustainability Management

Product development

Germany

BU Retail
The focus here is on developing new spice blends. In this context, particular importance is attached to the use of natural ingredients. This is driven not only by our own aspirations but also by consumer expectations, with natural products being a key consideration. For example, our spice brands contain no artificial flavourings, fillers or flavour enhancers.

BU Industry
Product development within the BU Industry focuses entirely on customer-specific requirements relating to taste and technology. The aim is to meet or surpass these requirements. Beyond this, there is also a strategic dimension to product development. These efforts are centred on exploring new product ideas, processes and technologies to achieve the best possible results and to evolve our portfolio as we move forward.

"As a partner to the food industry, we continually assess food trends and evolving market requirements. On this basis, we develop tailored seasoning and flavour solutions that are technologically sophisticated and practical to apply."

Benjamin Kawa, Head of BU Industry

From Alex to Ostmann

Our diverse portfolio of brands and products spanning spices, herbs and international specialities inspires people and creates distinctive taste experiences.

ALEX · Bamboo Garden · BART · BioWagner · COLUMBIA
COSMIN · FUCHS · Fuego · KATTUS · Mi Mexicana
Ostmann · UBENA dal 1923 · V6 BBQ · Wagner · 福克斯调味

Excellent protection for premium quality

Germany

Our priorities are centred on ensuring food safety and hygiene, protecting our products and preserving their shelf life. Packaging is of decisive importance in maintaining the product properties that are essential to quality. With this in mind, we set stringent requirements for packaging materials; they also provide the basis for developing alternative packaging concepts. Natural materials are air-permeable and may therefore fail to preserve aromas, for instance. Our specialist department works in close collaboration with suppliers to further refine packaging solutions on an ongoing basis — one result achieved in 2025 was a higher proportion of recycled material in plastic packaging.

We also rely on reusable packaging. For internal transport between our sites, we use big bags without plastic liner bags, which can be washed and reused up to five times.

Outlook

Under the PPWR, all packaging must be recyclable by 2030. We are working systematically to transition our entire packaging portfolio to recyclable solutions by 2030.

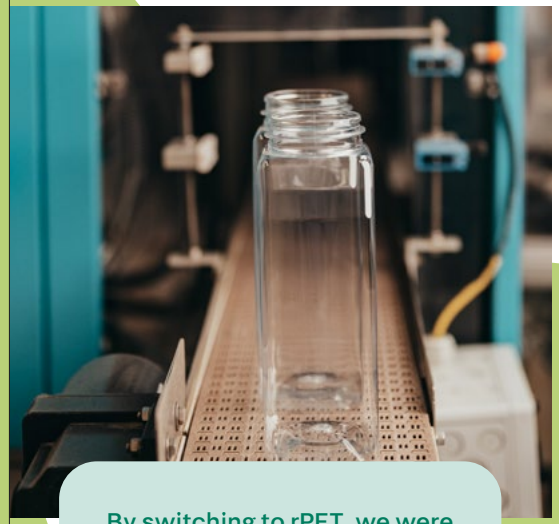
"At present, our main focus is on making the packaging for all our brands fully recyclable — as stipulated by the PPWR and in keeping with our own sustainability ambitions in relation to packaging."

Karsten Fröhlich, Head of Packaging Development

Benefits of rPET

Switching to recycled PET delivers emissions savings and puts us in a position to comply with upcoming regulatory requirements (PPWR) ahead of time.

Recycled PET container bodies



By switching to rPET, we were able to save more than 110 tonnes of virgin plastic in 2025.

The Fuchs Gruppe as an employer

Germany

People are the driving force behind our value creation and success. Together, we bring a rich and varied world of flavours to our customers each and every day. We are equally committed to fostering diversity among our colleagues, thereby promoting innovation and continuous development.

Our corporate values are at the heart of our approach to people development. They provide the foundation for collaboration built on trust, accountable leadership and a shared commitment to sustainable success. These values form the basis of our jointly defined leadership commitments.

Guided by our values and leadership commitments, we foster an environment in which people not only enjoy their work but can also contribute, develop and realise their potential.

As an attractive employer, we place particular emphasis on developing our people in line with our values, seeking to enhance their motivation, bring their individual strengths to the fore and actively promote their career progression.

At the same time, we are committed to safeguarding and supporting their health, recognising that only in this way can we achieve lasting success together.

Our values and leadership commitments guide us each day in how we collaborate, lead and grow together.

FAMILIEN FREUNDLICHE ARBEITGEBER OSNABRÜCK

Sites Dissen, Melle, Schönbrunn	2025	2024
Training sessions in total	1,155	1,542
Employee-led training sessions	822	1,258
Training attendances in total*	11,288	9,861

* The figures relate to all training courses, including mandatory training, conducted at our Dissen, Melle and Schönbrunn sites rather than to individual employees; employees participating in several courses are included more than once in the attendance data.

Qualification and trainee programme

Germany

We maintain an ongoing commitment to developing our early-career talent. In 2025, we provided in-house training in twelve occupations and one dual study programme. We offer our apprentices strong prospects of permanent employment. In addition, we employed trainees across three trainee programmes in 2025. We attach great importance to the continuous development of our vocational training. In this context, we participated in the "BEST PLACE TO LEARN" certification process for the first time in 2024. We received official certification in early 2025.

Sites Dissen, Melle, Schönbrunn	2025	2024
Total number of apprentices	52	50
Percentage of apprentices	3.4%	3.3%
Percentage accepted on permanent contracts	64% based on 14 graduates	68% based on 25 graduates
Number of trainees	6	5

"What I particularly value about my apprenticeship is the opportunity to work independently and take on responsibility from an early stage. In this way, I continue to grow both professionally and personally every day."

Maxim Polosow, Apprentice IT Specialist

Occupational health and safety management

Germany

Health and safety are our highest priority. Our objective is to prevent occupational health hazards, eliminate practices that could compromise health and minimise harmful influences. We also foster a strong culture of safety among our colleagues. As a result, occupational accidents and near misses can be reported at an early stage, allowing (preventive) action to be taken.

Our sites in Dissen and Schönbrunn each have an occupational health and safety committee, which convenes every quarter with the aim of continuously strengthening workplace health and safety.

In 2025, we introduced Last Minute Risk Analysis (LMRA) at our Dissen and Melle sites. It involves conducting a safety check immediately before commencing work in order to identify hazards and take appropriate protective measures in advance.

Both sites have steering committees that regularly develop and implement new measures to advance our health management, in some cases with support from external partners. These measures include a bicycle leasing scheme, an employee counselling service and subsidised Hansefit membership.

Sites Dissen, Melle, Schönbrunn	2025	2024
Total reportable accidents*	37	37
Average days of absence following a reportable accident	16.57	19.62
Reportable accident rate per 1,000 employees**	24.2	23.8

* Reportable occupational and commuting accidents.
** Relative accident frequency per 1,000 employees.

International Sustainability Weeks 2025

Info

In autumn 2025, many of our sites around the world hosted our second Sustainability Weeks, centred this year on "Education and Community". As in the preceding year, colleagues worldwide demonstrated a high level of commitment and participation.

Projects in Germany

In Germany, we spent several hours supporting local care homes for older people and the Dissen food bank, and took part in a workshop addressing diversity, equity and inclusion. Further activities included a countryside walk and a cookery course that gave us the opportunity to learn more about using seasonal, locally sourced ingredients. At our site in Schönbrunn, we worked with the local primary school to restore the school garden at the Spice Museum.

> 20

Projects and initiatives

9 countries

12 sites

Projects across our international subsidiaries

In 2025, many exciting projects were once again carried out at our international locations. Our colleagues engaged in a wide range of activities, including greenhouse gas emissions training, cooking events, recycling projects, planting campaigns and fundraising initiatives.

Outlook 2026

A wide range of projects is also in the pipeline for 2026. Centred on the theme "The Life Cycle of a Product", our third International Sustainability Weeks will also reflect our corporate values.

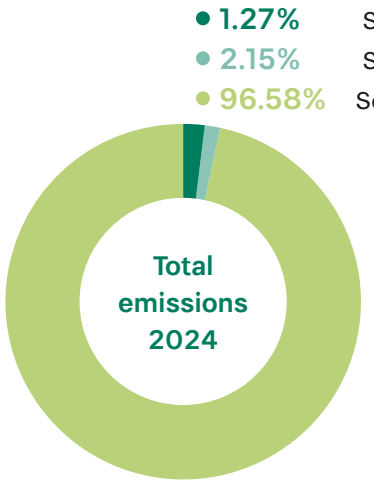
Our corporate carbon footprint

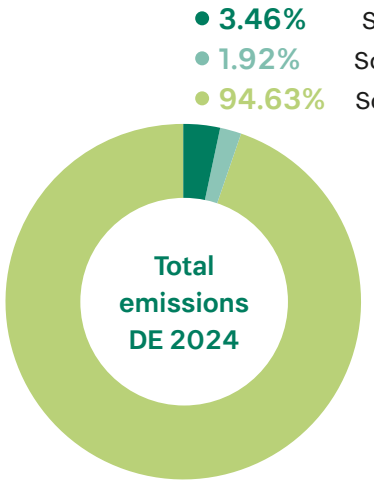
The Fuchs Gruppe's total CO_2 emissions for the 2024 financial year amounted to 707,888 tCO_2eq, of which approximately 96.6% were attributable to Scope 3 and just 3.4% to Scopes 1 and 2. This demonstrates that the majority of emissions occur throughout the value chain, especially in upstream activities such as transportation and spice cultivation in the countries of origin.

At 224,245 tCO_2eq, Fuchs Gruppe Germany is the Group's second-largest source of emissions, behind Fuchs China Foodstuffs.* Scope 1 and 2 emissions likewise represent only a modest share at our German sites, at around 5.4%. Here, too, the majority of emissions occur across the upstream and downstream value chain.

The 2023 financial year marked the first time we calculated our carbon footprint in line with the GHG Protocol. The calculation covered all material Scope 1, 2 and 3 emission sources across all subsidiaries. The calculation is based predominantly on detailed activity data, with spend-based methods used only to a limited extent in order to ensure high data quality.

To determine our emissions, we use consumption data and emission factors from recognised databases such as ecoinvent and record all relevant greenhouse gases as CO_2 equivalents, providing a robust and transparent emissions inventory (see glossary for Scope definitions).





* To avoid double-counting our emissions at Group level, intercompany transactions are included only once in the Group-level calculation. When calculating the carbon footprints of our subsidiaries, emissions from intercompany transactions are included for each subsidiary.

Our Scope 3 emissions in detail

Across the Group, our most significant Scope 3 hotspots arise mainly in the upstream and downstream value chain. These areas offer the greatest potential for emissions reductions, for example through optimised logistics, the procurement of raw materials with lower carbon footprints and more energy-efficient production processes within the supply chain.

22.45%	3.2	Capital goods
26.26%	3.3	Fuel and energy related activities
5.74%	3.5	Waste generated in operations
3.76%	3.6	Business travel
12.93%	3.7	Employee commuting
0.15%	3.8	Upstream leased assets
10.68%	3.10	Processing of sold goods
18.03%	3.12	End of life treatment of sold products

Total Scope 3 emissions:

683,672 tCO_2eq

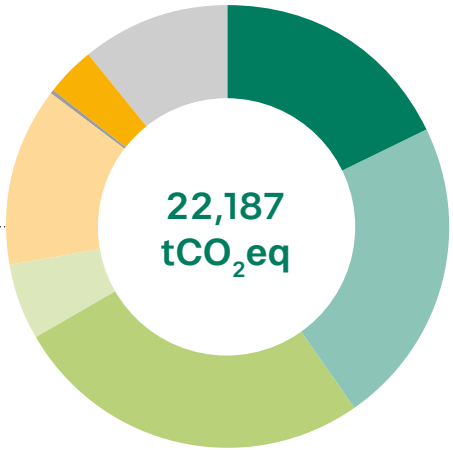
89.59%
Purchased goods and services
(Scope 3.1)
Hotspot 1

3.71%
Upstream transportation and distribution
(Scope 3.4)
Hotspot 2

3.46%
Downstream transportation and distribution
(Scope 3.9)
Hotspot 3

The remaining Scope 3 categories account for only 3.25% of our total Scope 3 emissions.

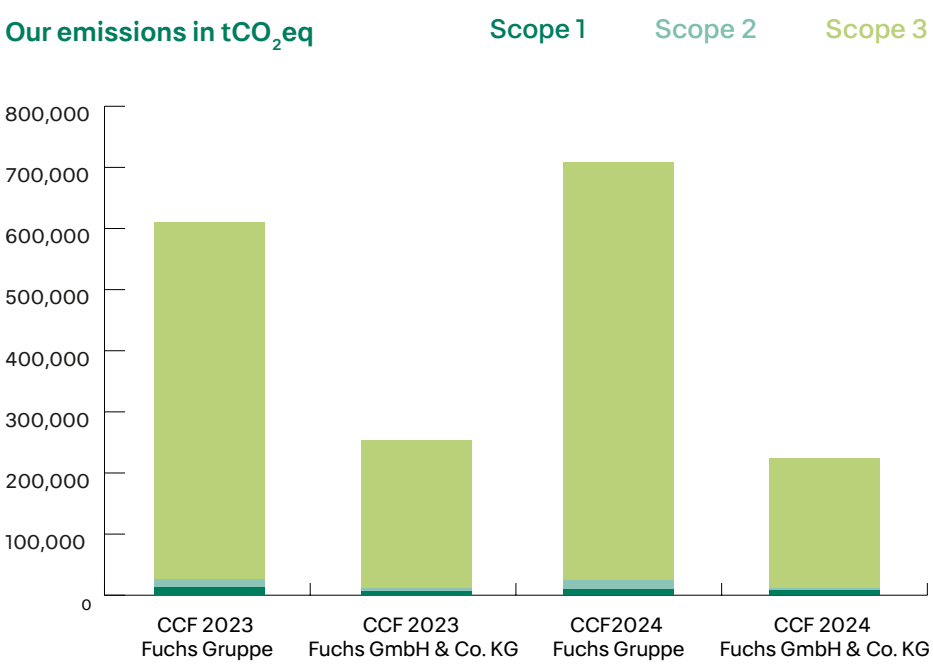
3.25%
Other Scope 3 categories



Corporate Carbon Footprint (YoY)

Compared with 2023, the Fuchs Gruppe's total emissions increased by 16% in 2024. The increase was attributable primarily to a greater volume of raw materials procured in 2024. Accordingly, our emissions in Scope 3.1, Scope 3.4 and Scope 3.9 were higher than in 2023. Although emissions declined in certain other categories, these account for a less significant share.

Our emissions in tCO_2eq



Focus on data quality and emission factors

Our carbon footprint highlights opportunities to improve data quality, particularly in Scope 3.1 (purchased goods and services), Scope 3.4 (upstream transportation and distribution) and Scope 3.9 (downstream transportation and distribution). Inaccurate or generic emission factors currently make it more difficult to identify emissions hotspots and derive appropriate reduction measures. Reliable benchmarks and best-practice data are not yet available to provide sufficient context. We are gradually improving the underlying data and have already made progress, for example through closer collaboration with suppliers in collecting product carbon footprint (PCF) data. In some areas, however, we remain dependent on external factors.

Primary data collection at Tropoc

For the year under review, we calculated the carbon footprint of pepper sourced from our subsidiary Tropoc in Brazil. The cultivation method is notable for its use of Gliricidia plants, which farmers use as living tutor plants in place of wooden stakes. Further projects of this kind are planned for 2026 to support the ongoing improvement of our data quality.

Our climate forest sponsorship

Germany

Working with Scharlaug, an agricultural and forestry enterprise, we began the climate-resilient transformation of a 3,780 m^2 area of sparsely wooded land in 2024. Based on a forestry assessment incorporating a comprehensive site analysis, the area is gradually being transformed into a structurally diverse mixed forest comprising site-appropriate species with a high proportion of deciduous trees. More than 600 young trees have been planted in total. Over the long term, they are expected to sequester around 385 tonnes of CO_2 while also enhancing biodiversity and the forest's ecological resilience.* The active forest conversion programme is planned over a 20-year period and secured for the long term by an entry in the land register, ensuring that the resulting forest is permanently preserved. We have been the climate forest sponsor of a second site since autumn 2025. In collaboration with the agricultural and forestry enterprise Scharlaug, an existing pine monoculture covering 16,758 m^2 is being progressively transformed into a stable mixed forest adapted to future climatic conditions. This project is also designed around a 20-year programme of active forest conversion and is secured for the long term by an entry in the land register. Initial planting is planned for autumn 2026.

* The CO_2 sequestered is not credited against our greenhouse gas inventory or reduction targets.

Further information and updates on our project progress:

© Scharlaug | Kraaker Flur Climate Forest Sponsorship (2025) | Conversion of a Pine Monoculture into a Climate-Resilient Mixed Forest

Our path towards a climate strategy

In late 2023, we committed to Science Based Targets (SBTs). The SBTi validated our targets at the end of 2025.

We distinguish between near-term and long-term targets. The figures use 2023 as the base year.

Outlook 2026

We plan to draw up our decarbonisation strategy in 2026. We will initially develop the strategy for Fuchs Gruppe Germany, our subsidiary The Bart Ingredients in the United Kingdom and Fuchs North America. It will subsequently be extended in stages to our other subsidiaries.

Near Term Targets

1. We are committed to reducing our absolute Scope 1 and 2 emissions by 42.00% by 2030 (base year 2023).
2. We are committed to reducing our absolute Scope 3 emissions by 25.00% within the same timeframe.
3. FLAG: We are committed to reducing our absolute Scope 3 FLAG emissions by 30.3% by 2030 (base year 2023).*

* The target covers emissions and removals from forestry, land use and agriculture.

The Fuchs Gruppe has likewise established targets extending to 2050. Further details can be found on the SBTi website:

Energy, water and waste

Germany

Dissen South, our most energy-intensive site, generates part of its electricity requirements on site: in 2025, the photovoltaic system produced a total of 682,505 kWh of electricity. Just over 85% of this electricity was consumed directly on site. This enabled us to cover around 8.41% of the site's total electricity consumption. Including the 2,852,692 kWh generated by the combined heat and power plant, we covered approximately 50% of the site's electricity demand ourselves in 2025.

In 2025, the energy management systems at our Dissen, Melle and Schönbrunn sites were recertified in accordance with ISO 50001, providing an important basis for the continuous improvement of our energy efficiency. The Dissen South site also provides charging facilities for electric vehicles.

In 2025, our German sites sourced a total of 99,685 m^3 of water.

The waste generated at our sites — including various plastics, paper and cardboard, metals, glass, electronic waste and organic waste — is systematically separated and subsequently recovered or recycled wherever possible.

Key figures

Site	Electricity consumption	Water consumption	Waste
Dissen South	7,014,168 kWh	92,392 m^3	1,333.092 t
Dissen North	1,451,497 kWh	1,707 m^3	385.944 t
Melle	451,031 kWh	2,040 m^3	372.526 t
Schönbrunn	5,543,127 kWh	3,546 m^3	934.529 t
Total	14,459,823 kWh	99,685 m^3	3,026.091 t

Process optimisation

Germany

Transition to Ohmic heating

The introduction of an additional Ohmic heater will replace the existing continuous-flow pasteuriser with a modern heating process, enabling significantly more precise, energy-efficient and product-friendly processing. Eliminating the need for large volumes of water and steam, together with optimised cleaning and heating processes, significantly reduces energy use as well as water consumption and the use of additives. At the same time, shorter process times provide the basis for more flexible production planning and reduced downtime.

This helps to preserve resources while also improving efficiency and product quality.

Proactive control of milling processes

One of the stages in the processing of paprika is drying, which takes place in our mill at the Dissen South site. By using a near-infrared sensor, we can now measure residual moisture continuously and in real time after drying. Using this real-time data, the drying process can be tailored to the target moisture content. This also reduces avoidable product losses and energy consumption.

During the summer months, the dryer can also be operated entirely using waste heat from the combined heat and power plant, eliminating the need for steam.

Savings in 2025

- Gas –338,279 m^3
- Water –1,726 m^3
- Hardness stabiliser –3,564 kg
- Energy use ↓
- Product losses ↓
- Resource efficiency ↑

Glossary

Corporate Sustainability Reporting Directive (CSRD)

Under this EU Directive, companies are required to provide comprehensive, standardised reporting on their sustainability performance. It expands the existing requirements for non-financial reporting and ensures that information on environmental, social and governance (ESG) matters is disclosed transparently, comparably and in an auditable manner. The Directive will apply to the Fuchs Gruppe from the 2027 financial year.

EU Taxonomy

This is a uniform European Union classification system that defines which economic activities qualify as environmentally sustainable. The objective is to provide investors with greater transparency and to direct capital flows towards business models that support environmental sustainability and climate objectives. Companies are required to disclose the extent to which their activities meet the criteria for environmental sustainability. These aspects will also be covered in the Fuchs Gruppe's reporting under the CSRD.

Corporate carbon footprint according to the GHG Protocol

A corporate carbon footprint, i.e. a greenhouse gas inventory, prepared in accordance with the Greenhouse Gas Protocol (GHG Protocol) is an internationally recognised method for measuring and accounting for greenhouse gas emissions. Emissions are classified into three areas, referred to as "Scopes":

Scope 1:
Direct emissions from own business activities
Scope 2:
Indirect emissions from purchased energy
Scope 3:
Indirect emissions from the upstream and downstream value chain

The following Scope 3 categories are relevant to us:

— **Scope 3.1:** Purchased goods and services, including water
— **Scope 3.2:** Capital goods
— **Scope 3.3:** Fuel and energy related activities
— **Scope 3.4:** Upstream transportation and distribution
— **Scope 3.5:** Waste generated in operations
— **Scope 3.6:** Business travel
— **Scope 3.7:** Employee commuting
— **Scope 3.8:** Upstream leased assets
— **Scope 3.9:** Downstream transportation and distribution
— **Scope 3.10:** Processing of sold products
— **Scope 3.12:** End of life treatment of sold products

Corporate Sustainability Due Diligence Directive (CSDDD)

Under this European Directive, companies are obliged to establish systematic human rights and environmental due diligence processes across their value chains. The Directive will progressively supersede Germany's Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz — LkSG) and create a common EU-wide framework for sustainable corporate governance. At present, the CSDDD does not apply directly to the Fuchs Gruppe. Nevertheless, as a supplier within international value chains, we are increasingly affected indirectly by the Directive's requirements and are actively addressing the responsibilities this entails.

EU Deforestation Regulation (EUDR)

The aim of the EU Deforestation Regulation is to minimise the risk that products made from coffee, cocoa, natural rubber, cattle, wood, palm oil or soya enter the EU market in those cases in which they are associated with deforestation or forest degradation. Following a further postponement in December 2025, the Regulation will apply to large and medium-sized companies from 30 December 2026.
At present, the EUDR does not apply to the raw materials central to the Fuchs Gruppe's core business. As the Regulation has implications throughout the entire supply chain, we are monitoring developments closely and preparing accordingly.

Our supplier categories

— **Cultivation:** possess their own agricultural land that is used for growing and harvesting
— **Contract Farming:** support local farmers by providing advice on cultivation and training in proper land use. They buy their produce, pre-process some of it and then resell it
— **Collectors:** also source some of their products directly from the field and have their own local site, but are not involved in cultivation and do not provide technical support
— **Processors:** purchase raw materials on the market (national and international), check the quality and refine the raw materials prior to resale
— **Traders:** purchase raw and processed goods on the market, which they resell, but without conducting any further processing and only limited quality inspections in some cases

International Sustainability Brochure 2024/25:

A concise overview of all measures, targets and progress is available online on our website.

Go to
the brochure:

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We bring the joy of food to life.