



HEALTH & BEAUTY

HEALTH CARE NATURE

2025 | SUSTAINABILITY REPORT

LR HEALTH & BEAUTY GROUP

FOR A
HEALTHIER
AND MORE
SUSTAINABLE
FUTURE



SUSTAINABILITY REPORT 2025

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KPI's

A photograph of two young girls with long hair, seen from behind, standing in a lush green field. The girl on the left has long red hair and is wearing a white shirt. The girl on the right has long blonde hair and is wearing a pink shirt. She has her arm around the girl with red hair. The girl with red hair is holding a bouquet of red flowers. In the background, there are rolling hills and mountains under a bright sky, suggesting a sunset or sunrise.

For us it is a matter of course that we actively embrace our social responsibility in the here and now in order to shape a sustainable future.

It is time to act, to become sustainable – environmentally, socially and economically.



TAKING RESPONSIBILITY TOGETHER

Dear reader,
“More quality for your life” is our promise to our distribution partners and customers. For more than 40 years, the philosophy of LR Health & Beauty has been built on enabling people to enjoy a higher quality of life. With our high-quality product solutions, we set new standards in well-being and health. At the same time, our business model enables our independent distribution partners to earn an attractive income and build their own businesses.

The combination of premium product solutions and a business model precisely tailored to our distribution partners forms the foundation of our success. While we have remained committed to this approach for many years, we do not rest on our achievements. We continuously question ourselves. We optimize wherever there is potential – and we refine our profile in line with market needs. In short, we are constantly evolving.

We apply the same level of energy to the topic of sustainability. Why? Because we regard sustainable action as an essential foundation for economic success. Our commitment to this issue has been an integral part of LR’s corporate strategy for many years.

For us, this means operating in harmony with nature while at the same time launching initiatives that promote fair and respectful cooperation among people. Especially at a time when the importance of this issue is losing importance in some countries around the world, we believe it is all the more important to act in the spirit of sustainable, resource-conserving corporate management and to continuously improve.

First-class quality is the benchmark for everything we do. It begins with the careful processing of high-quality natural raw materials. Equally essential is the careful selection of our suppliers and production partners. Our collaboration with them is designed for the long term.

High-quality ingredients that meet our quality standards can only be obtained if natural ecosystems are protected and preserved. For this reason, we focus on strengthening our ecological environment. To this end, we rely on the use of renewable energy and the gradual transition to sustainable materials, such as product packaging made from climate-friendly PET or FSC-certified paper. In addition, we are reducing our paper consumption by digitizing of product flyers and catalogs.



From the very beginning, the production of dietary supplements and cosmetic products in Germany has been a central element of our commitment to quality. The majority of our products are manufactured at our company headquarters in Ahlen, Westphalia in Germany. This commitment to our location reflects not only our quality standards; it also actively contributes to strengthening our ecological and sustainable footprint. By manufacturing locally, we conserve valuable resources, reduce transport requirements, and make our production processes more sustainable.

We are particularly proud of our Aloe Vera production facility at our company headquarters. In Ahlen, more than 4,200 tons of pure Aloe Vera leaf gel are processed each year into dietary supplements and skincare products. The production of Aloe Vera products has been our core competence for over 20 years.

Business success in direct sales is built on interpersonal relationships. For this reason, distribution partners, employees, and suppliers play a central role in LR's corporate culture. We create a respectful environment in which people can develop individually and realize their full potential. Our commitment begins with the youngest members of our society. Through the LR Global Kids Fund e.V., LR has supported disadvantaged children since 2009 – giving them the opportunity for a better future.

In the 2025 financial year, the association was able to support 12 children's aid projects in 12 countries with donations totaling over EUR 450,000.

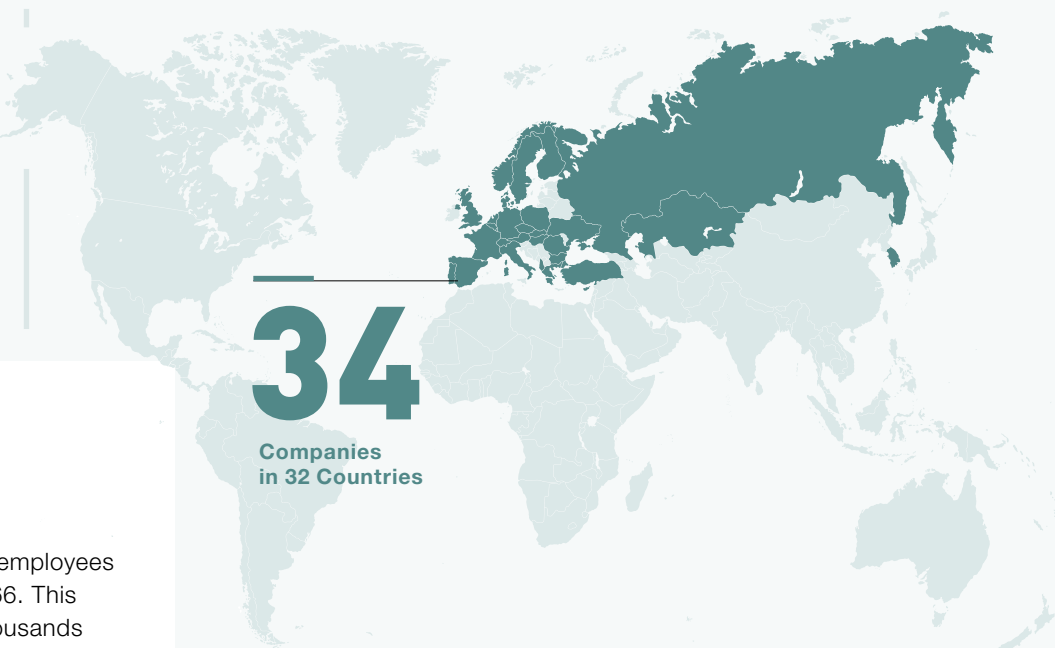
At LR, sustainability is a continuous process of improvement that we actively pursue in order to do good for both our environment and the people around us.

I hope you enjoy reading the LR Sustainability Report 2025.

Yours sincerely,

Jörg Körfer
CEO of LR Health & Beauty SE

Hundreds of thousands registered community members



34

Companies in 32 Countries

7 THINGS YOU SHOULD KNOW ABOUT US...

1

Under the motto “More quality for your life”, the LR Health & Beauty Group, along with its parent company, LR Health & Beauty SE, (hereinafter referred to as the LR Group or LR) produces and distributes high-quality health and care products. The LR Group comprises 34 companies in 32 countries around the world and is headquartered in Ahlen, Germany. Sales generated (revenue from goods) in 2025 amounted to EUR 277.1 million.

2

On August 1, 2025, Jörg Körfer took over the position of Chief Executive Officer (CEO) of LR Health & Beauty SE. In this role, he is responsible for managing the entire LR Group. Together with his management team, consisting of the heads of the specialist departments at headquarters and the managers of the Western Europe and Central Eastern Europe sales regions, he will continue to successfully drive forward the development of the LR Group.

3

The company’s average number of employees during financial year 2025 was 1,166. This is in addition to the hundreds of thousands of distributors worldwide who are largely responsible for the success of our company in their respective countries.

4

For 40 years, LR has offered people the opportunity of shaping their lives to achieve greater independence and success by becoming distributors. As a modern social commerce company, we rely not only on personal contact but also on the latest technical solutions and social media. For example, our digital know-how is evident in the “LR Connect” app we developed ourselves and which allows us to constantly network with our distributors. In addition, a unique platform with all digital content available for our distributors was created under the title “LR NEO” in 2023: a personalized website that bundles all important functions.



1,137

Employees

as of December 31, 2025



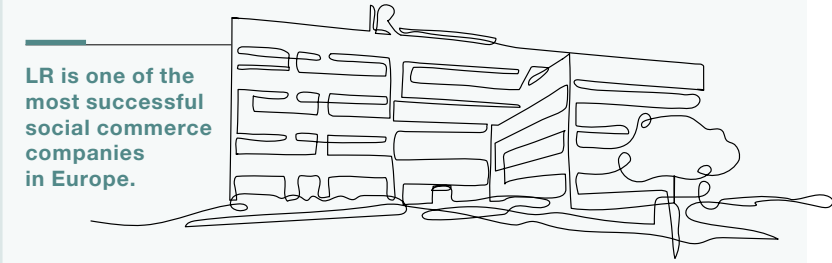
Foreword

LR Group

12

Children's Charity Projects

in 12 countries in 2025

**5**

Of the approximately 200 products in our range, healthcare products accounted for 76 % of our total sales in 2025, while beauty products accounted for 23 % (others made up 1 %). We have always focused on the “Made in Germany” label – and therefore manufacture over 90 % of our products in Germany. They are subject to strict controls and are regularly checked by independent institutes. The Aloe Vera products represent our most important assortment: For both external and internal use, we use the high-quality aloe vera leaf gel, which – in combination with other natural ingredients and the latest scientific findings – forms the basis for many of our products.

6

Being one of the largest manufacturing companies in Ahlen, we take our social responsibility very seriously and founded the LR Global Kids Fund e.V. in 2009. The association is committed to helping socially disadvantaged children and supports the nutritional and educational offer directly on site. But the LR Global Kids Fund

also supports many other international projects. In 2025, the LR Global Kids Fund supported a total of 12 projects in 12 countries.

The fact that we want to take responsibility for our society and environment is reflected in countless ideas and projects and is visible in our values and actions. We would like to present more details about this in the following chapters...





Water

Paper

Energy

Waste

Travelling

Carbon footprint

Goals & Commitment

01

ACTING IN AN ECOLOGICALLY SUSTAINABLE WAY

For us, acting in an ecologically sustainable way means to work in “harmony” with nature. This means: we offer nature time to regenerate and preserve it for future generations.

Water:
valuable &
worth protecting
resource

1,235 t

of wastewater collected for
treatment for a biogas plant

WATER AN ESSENTIAL RESOURCE

As a producer of care products, fragrances and nutritional supplements, LR focuses very closely on its water footprint. We regard water as a valuable resource worthy of protection, one that is elementary to nature, mankind as well as the animal and plant world. At the same time, water is needed along the entire value chain. In 2025, LR's total water withdrawal was around 29,303 cubic meters, 5,223 cubic meters more than in the previous year. Of this, around 15 % cubic meters were used in the production process and around 84 % cubic meters were discharged.

The careful use of resources is reflected in LR's water management plan, which, among others, meets all of the requirements of the German Water Resources Act (WRA). High priority is afforded to the refurbishing LR's existing buildings (in accordance with the 2019 WRA). This ensures that no chemical substances are released into the environment in the event of an accident.

LR also meets specific additional requirements with regard to the disposal of production wastewater. For example, LR employs intensive water treatment methods to ensure that no

nitrites, phosphates, pesticides or priority substances as defined in the European Parliament Directive 2000/60/EC (Article 2, Number 30) enter directly into the wastewater. Furthermore, wastewater discharge from beauty production is diverted to a 25,000-liter tank. The wastewater collected there is fed to a biogas plant in a next step and thus used for energy generation. In 2025, we collected a total of 1,235 tons of wastewater.

SUSTAINABLE FISHING QUALITY SEAL „FRIEND OF THE SEA“



Much of the world's fish population is in danger due to overfishing. It is therefore all the more important to LR that any maritime raw materials in our products are obtained in a sustainable way. We ensure this by only using certified ingredients. For the fish oil used in the LR LIFETAKE Super Omega capsules, LR has chosen to use products with the "Friend of the Sea" quality seal, which is issued by the World Sustainability Organization. The organization "Friend of the Sea" is a world leader in maritime affairs related to sustainability.



Water

Paper

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Goals & Commitment



87%

of printed materials made of FSC®-certified and recycled paper



100%

recycled copy paper at our Ahlen HQ

16%

Reduction through digitization of catalogs and magazines

SUSTAINABLE USE OF PAPER: CONSCIOUSLY ENVIRONMENTALLY AWARE

In 2025, we achieved a saving of 85 tons of paper through targeted measures!

This is primarily the result of consistent digitalization. For example, the monthly LR World and the LR career magazine have no longer been published in printed form – resulting in a 16 % reduction in the catalog and magazine paper segment in 2025.

Whether catalogs, magazines or product packaging – when it comes to paper and packaging, LR consistently focuses on resource conservation and sustainability.

When it comes to paper quality, we continue to rely on the global market leader, the FSC®, or Forest Stewardship Council®. This non-profit organization has set itself the goal of promoting ecologically appropriate, socially beneficial and commercially profitable forest management.

It therefore monitors and certifies the cultivation of forests and the processing and production of the finished products.

Product packaging has already been largely converted to FSC®-certified or recycled material. We have been using 100 % recycled paper for printouts and copies at our German headquarters for some time now.

We currently use 87 % FSC-certified and recycled paper for producing our various printed media.

We will endeavor to continue along this path in future and make targeted use of FSC®-certified and recycled material.

Water

Paper

Energy

Waste

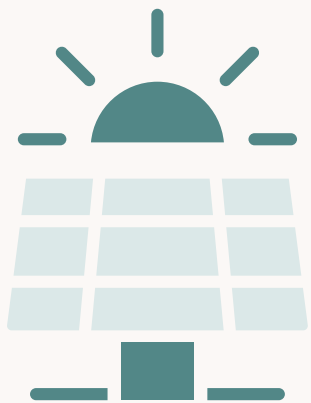
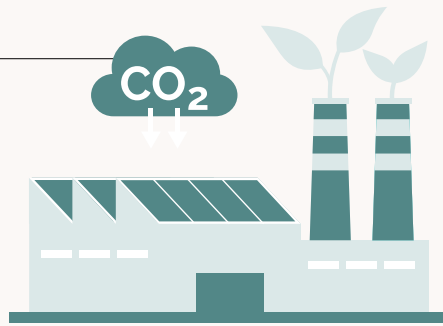
Travelling

Carbon footprint

Goals & Commitment

82%

of the total electricity consumption from renewable energies

**100%**
green electricity at the company's site in Ahlen, Germany**904 MWh**
produced electricity from own photovoltaic system**ENERGY
ELECTRICITY**

As a manufacturing company, energy is particularly important to LR, as many environmental impacts are directly or indirectly linked to its use. LR therefore considers it its responsibility to continuously measure energy consumption, make it more efficient, and increase its use of renewable energy sources. At the same time, effective energy management can be an important competitive advantage.

In order to support sustainable development and reduce dependence on external electricity suppliers, LR is investing in its own renewable energy generation. At the headquarters in Ahlen, a 4,965-square-meter photovoltaic system with around 2,500 high-quality modules and a capacity of around 1,000 kWp is already in operation. In 2025, the system generated over 900 MWh of electricity, which was used both for the company's own needs, thereby reducing the need to purchase external electricity, and to feed surplus energy into the power grid. A further photovoltaic system is also being planned at the headquarters site in Ahlen.

In 2025, LR consumed a total of 3,447 MWh of purchased electricity, an increase of 9% compared to the previous year (2024: 3,158 MWh).

This increase is mainly attributable to electricity consumption at the headquarters in Ahlen, as more electric heating systems were used in 2025, which resulted in a significant reduction in gas consumption. Overall, around 82 % of this energy came from renewable sources, with the company's German sites, already operating on 100 % green electricity. The latter makes us proud, while at the same time serving as an example for our international sites, for which the same goal is being pursued in the long term. Over the past years, we have already switched to green electricity at all subsidiaries that have their own contracts with energy suppliers and have the option in their country to switch to green electricity.

Gas consumption fell significantly in financial year 2025, by 17 % compared with the previous year, to 3,511 MWh. In addition to a slight reduction in gas consumption in the production process, the main driver was the reduced gas consumption for heating systems at the headquarters in Ahlen, Germany. This reduction also had a significant positive effect on the carbon footprint.

WASTE MANAGEMENT COMPOSTING & RECYCLING

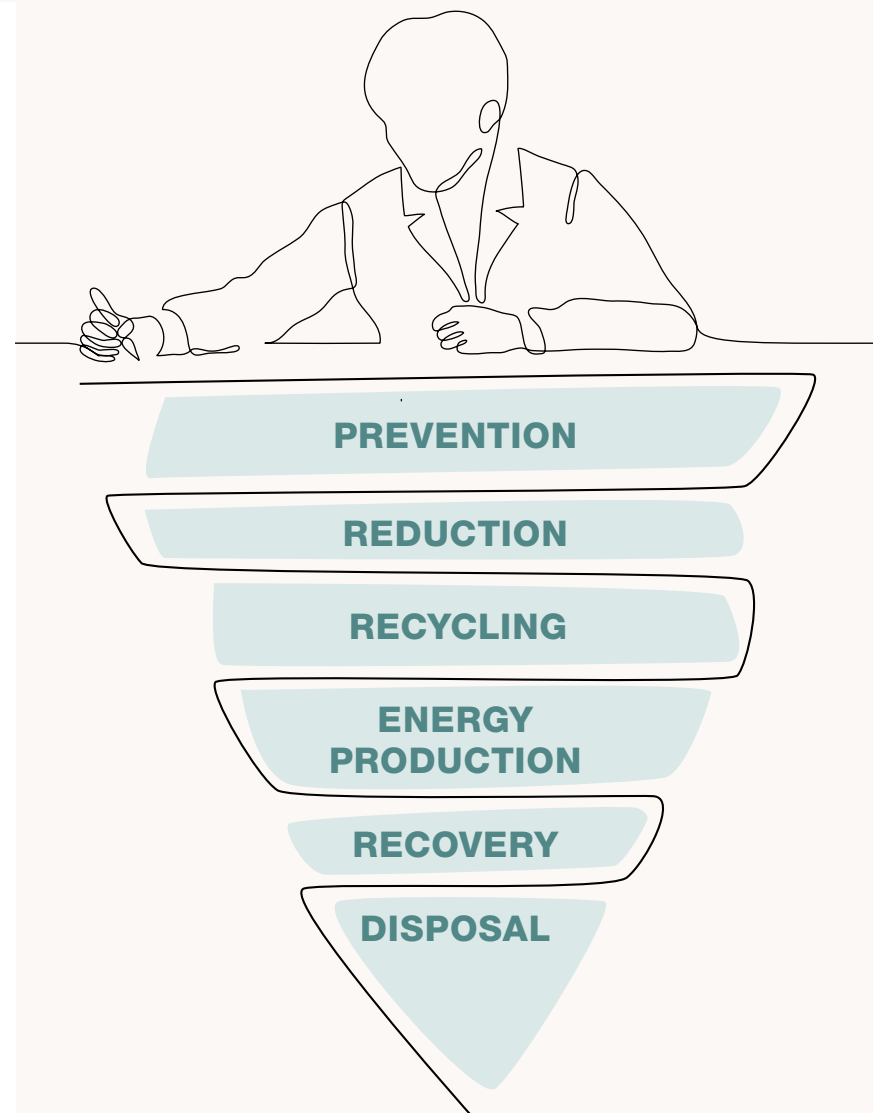
At LR, acting sustainably also means dealing responsibly with all kinds of waste. To keep the potential ecological impact of our business as marginal as possible, LR is taking an approach that reduces the amount of waste on the one hand and promotes the circular economy on the other. In the process, we ensure that paper, cardboard, plastics, glass, residual waste, batteries, etc. are separated by type and, where possible, recycled or reused. This approach is implemented not only at our headquarters in Ahlen – but across all of our company's sites worldwide.

Overall, it has been possible to introduce several processes to optimize LR's waste management program. The following measures for avoiding or reducing waste have been successfully implemented at the company's sites in Ahlen, Germany:

- Return of transport packaging of the same type and quantity
- Avoidance of secondary packaging wherever possible
- Use of refillable canisters (e.g. for detergents and cleaning agents)

“ Dealing responsibly with all kinds of waste is a top priority – both at our headquarters in Ahlen and at our subsidiaries worldwide.

- Increasing replacement of disposable items with reusable items, including conversion to reusable packaging systems (e.g., reusable Euro pallets in place of disposable pallets)
- Careful separation of waste in order to increase the recycling rate and minimize the amount of residual waste
- Procurement of long-life and repairable products
- Repairing instead of replacing equipment, machines and other everyday items





It is also worth mentioning that LR collects and reports the total amount of hazardous waste as a separate key performance indicator. Such waste includes electronic waste, so-called reaction and distillation residues and solvents. The weight of hazardous waste generated during 2025 can be quantified at 7.9 tons. Where possible, this waste will be recycled or properly disposed of.

In compliance with local regulations, wastewater from beauty production is discharged into a separate wastewater tank (no discharge via the municipal wastewater system). The contents of the waste water tank are then fed into a biogas plant and used to generate green electricity. The same applies to food supplements produced by LR that are no longer sold, for example due to an approaching use-by date. By selling metal that is no longer needed (but is uncontaminated with residues and to which no hazard labels are affixed), Euro pallets, disposable pallets, IBC containers and containers with a capacity of 1,000 to 1,200 liters, some materials can be appropriately reused outside of LR.

Handling with the different types of waste at the headquarters and production site in Ahlen, Germany

Waste type	Handled by LR	Handled by external service providers
Electric waste	<ul style="list-style-type: none"> Collection in box pallet 	<ul style="list-style-type: none"> Pickup Recycling
Batteries	<ul style="list-style-type: none"> Collection in boxes or drums intended for the specific purpose 	<ul style="list-style-type: none"> Pickup Disposal via the battery return system
Glass	<ul style="list-style-type: none"> Collection in containers 	<ul style="list-style-type: none"> Pickup Recycling
Cardboard	<ul style="list-style-type: none"> Collection in separate containers or garbage cans in the administration area Compaction using a paper press 	<ul style="list-style-type: none"> Collection & inspection of trash cans in the administration area (waste separation) Pickup Recycling
Paper (confidential data)	<ul style="list-style-type: none"> Collection in bins intended for the specific purpose 	<ul style="list-style-type: none"> Pickup Shredding Recycling
Residual waste / municipal waste	<ul style="list-style-type: none"> Collection in separate containers or garbage cans in the administration area Compaction using a press 	<ul style="list-style-type: none"> Collection & inspection of trash cans in the administration area (waste separation) Pickup Disposal via incineration plant
Films	<ul style="list-style-type: none"> Collection in bins intended for the specific purpose Compaction using a foil press 	<ul style="list-style-type: none"> Pickup Recycling
Plastic/tinplate/aluminum	<ul style="list-style-type: none"> Collection in common areas (kitchens, staff rooms, etc.) 	<ul style="list-style-type: none"> Collection & inspection of waste (waste separation) Pickup Recycling
Other plastics (drums/canisters)	<ul style="list-style-type: none"> Uncontaminated with residues/no hazard labels: Collection in special containers 	<ul style="list-style-type: none"> Pickup Recycling

Looking at the total volume of waste in 2025, the figure for LR is 2,015 tons

The majority of the waste is organic/bio waste (67 % of the total amount of waste), most of which consists of separately collected waste water from beauty production, which is delivered to a biogas plant. The remainder consists of paper (20 %) and plastic waste (3 %), most of which can be recycled, as well as a residual amount of 10 %.

Volume of waste in 2025



Handling with the different types of waste at the headquarters and production site in Ahlen, Germany

Waste type	Handled by LR	Handled by external service providers
Metal	<ul style="list-style-type: none"> • Uncontaminated with residues/no hazard labels: Collection in special containers • Contaminated with residues/with hazard labels: Collection in special containers with lids 	<ul style="list-style-type: none"> • Pickup • Recycling • Pickup • Disposal via incineration plant
Raw materials /bulk / rejected batches /environmentally hazardous materials/combustible materials	<ul style="list-style-type: none"> • Collection in solid and liquid form • Pre-sorting & separation by specialist staff 	<ul style="list-style-type: none"> • Re-declaration of substances (on site) • Disposal via incineration plant
Finished products (beauty products, eau de parfums, materials with different substance fractions etc.)	<ul style="list-style-type: none"> • Collection on pallets or leak-proof ASP containers 	<ul style="list-style-type: none"> • Pickup/loading into containers • Sealing & documentation of the container • Disposal via incineration plant
Dietary supplements	<ul style="list-style-type: none"> • Collection in solid and liquid form 	<ul style="list-style-type: none"> • Pickup • Disposal via biogas plant
Production wastewater	<ul style="list-style-type: none"> • Collection 	<ul style="list-style-type: none"> • Pickup • Disposal via biogas plant
Untreated wood that cannot be monetized (defective pallets, etc.)	<ul style="list-style-type: none"> • Collection 	<ul style="list-style-type: none"> • Pickup • Recycling
Euro & disposable pallets	<ul style="list-style-type: none"> • Collection 	<ul style="list-style-type: none"> • Pickup • Sorting • Provision for reuse
IBC containers/containers with a capacity of 1,000 or 1,200 liters	<ul style="list-style-type: none"> • Collection 	<ul style="list-style-type: none"> • Pickup • Disposal (contents) • Cleaning for reuse • Provision for reuse

ENVIRONMENTALLY FRIENDLY TRAVEL

Sustainability plays an increasingly important role at our company when it comes to travel and transport.

In 2020, we invested in expanding our e-mobility charging infrastructure: A total of 32 charging stations exist at our Ahlen site – 20 of them at our headquarters on Kruppstraße, eight at our aloe vera production site, and four at our in-house advertising agency. All of our electric company and pool vehicles are therefore able to use the excellent charging infrastructure.

We generally endeavor to avoid unnecessary business trips and make conscious decisions in terms of sustainability. Digital meetings are often a good alternative. Most employees are able to benefit from the mobile working option and optimized video conferencing facilities in our offices at headquarters. However, travel is a fundamental part of our business, because one-to-one contact with our partners and suppliers is very important. The number of business trips in 2025 has fallen by 18% compared to the previous year, which also has a positive impact on our carbon footprint.

For business trips, we recommend that all colleagues avoid short-haul flights and prefer

them to travel by train or electric or hybrid vehicle from our LR pool.

The LR Group's petrol and diesel consumption totaled 157,019 liters in 2025, representing a reduction of over 20% compared to the previous year.

One reason for this reduction in fossil fuel use is most probably our increased use of electric vehicles. In 2025, LR's electric car and hybrid vehicle fleet consumed 144,160 kWh supplied via LR's own charging stations. This corresponds to a significant increase of over 30% compared to the previous year.

Thanks to adapted internal guidelines with incentives for employees to switch to e-mobility, the proportion of electric cars has risen significantly in recent years. This fact is also reflected in lower consumption figures for gasoline and diesel. For example, we launched our "Charge at Home" project in 2023, which enables every employee with an electric company car to set up their own charging station at home with support from LR.

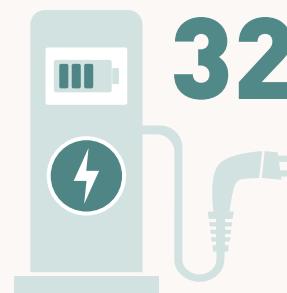
By increasing electrification of our company car fleet, we will be able to further reduce our future gasoline and diesel consumption – with the consequent reduction in CO₂ emissions.

33%
electric and



32%
hybrid-
company cars¹

30%
increased
charging
energy (kWh)
compared with the previous year



32
charging
stations



18%
less km
business travel
compared to the previous year

¹ These figures relate to our headquarters in Ahlen, Germany.

OUR COMMITMENT TO SUSTAINABILITY: IDENTIFYING POTENTIAL, REDUCING EMISSIONS

For us, acting sustainably means systemizing the many individual sustainability activities within our company, aligning them uniformly, and ensuring they have the greatest possible impact – both ecologically and economically. Because economic and ecological efficiency go hand in hand.

In 2022, we began disclosing our sustainability commitments and reporting annually on our goals, measures, and results. We are actively and continuously working to implement cross divisional sustainability requirements in our business processes – both at our headquarters in Ahlen and internationally in our subsidiaries. Just like our sustainable practices, our database for the CO₂ footprint is also subject to a development process. Here, too, we are committed to continuous improvement.

Already for the reporting year 2024, we were able to calculate our CO₂ footprint in accordance with the requirements of the Greenhouse Gas Protocol (GHG Protocol). The GHG Protocol is an international standard to account for greenhouse gas emissions. This divides emissions into three areas – known as scopes. Scope 1 includes all direct

emissions, i.e., those generated within the LR Group. Scope 2 includes indirect emissions from purchased energy, such as electricity. Scope 3 includes all other indirect emissions along the value chain, including the manufacture and transport of purchased goods and raw materials, the shipment of our own products, the disposal of waste, and emissions from business travel. In the years leading up to 2024, Scope 1 and 2 have already been fully covered, while individual areas have already been covered in Scope 3. In 2024, we were also able to complete our Scope 3 emissions, particularly in the important areas of purchased goods and logistics. Together with emissions data from the 2025 reporting year, this provides us with a comprehensive and robust basis for managing future activities.

The emissions summarized in Scope 1 have been reduced by around 19% compared to the previous year to 1,299 tCO₂e. Supported by the increased use of electric vehicles, the consumption of gasoline and diesel has been significantly reduced. In addition, heating gas consumption has been significantly reduced, also supported by the increased use of electric heating systems.





Water

Paper

Energy

Waste

Travelling

Carbon footprint

Goals & Commitment

Scope 2 emissions consist exclusively of the use of purchased electricity. Although electricity consumption itself has increased due to the shifts described in Scope 1, emissions have nevertheless been reduced due to the further increase in the proportion of green electricity used. This reduced Scope 2 emissions from 298 tCO₂e* in 2024 to 254 tCO₂e in 2025. Scope 3 emissions also saw a significant reduction of 13% compared to the previous year*, to 19,773 tCO₂. Savings were achieved across the board in the categories of *business travel, employee commuting, end-of-life treatment of sold products, fuel- and energy-related activities (not included in scope 1 or scope 2), purchased goods and services, upstream transportation and distribution, and waste generated*. This results in a reduction of 13.6% in the total carbon footprint to 21,326 tCO₂e in 2025 compared to the previous year's figure of 24,679 tCO₂e*.

*The figures published in the 2024 Sustainability Report for CO₂ emissions in Scope 2 and Scope 3 had to be adjusted due to subsequent corrections to the CO₂ equivalents.

14%

reduction in corporate carbon footprint compared to previous year

17%




reduction in gas consumption compared to the previous year

100%

green electricity at the company's site in Ahlen, Germany






GOALS & COMMITMENT

SDG	TOPIC	GOAL & COMMITMENT	COMMENT
<p>7 AFFORDABLE AND CLEAN ENERGY</p> 	<p>Energy from Green Electricity</p>	<p>In the long term, we intend for the LR Group's electricity consumption to be obtained entirely from sustainable sources.</p>	<p>The headquarters location in Germany relies entirely on green electricity in addition to the electricity produced by its own photovoltaic system. The same long-term goal is being pursued for the foreign subsidiaries. All subsidiaries that have their own contracts with energy suppliers and also have the option of switching to green electricity in their country have switched to green electricity. The remaining subsidiaries are continuously reviewing possibilities.</p>
<p>7 AFFORDABLE AND CLEAN ENERGY</p> 	<p>Generating Renewable Energies</p>	<p>In addition to purchasing green electricity from the grid, LR is, under its own initiative, also taking responsibility for ensuring a more ecologically compatible electricity mix.</p>	<p>A photovoltaic system was installed and connected on the roofs of the Aloe Vera production facility, the service center and the two logistics halls at the Porschestraße site in Ahlen in 2023. In 2025, the system with around 2,500 modules and a nominal output of around 1,000 kWp was able to produce more than 900 MWh. This means that LR is already making a significant contribution to the use of renewable energies. The construction of a further photovoltaic system is also in the planning phase.</p>
<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	<p>Switching from Gasoline and Diesel to Electric</p>	<p>Journeys and business travel are part of our business, but we can still decisively influence how this affects the climate.</p>	<p>LR began installing charging stations for e-cars back in 2020. Overall, 32 charging stations were put into operation. Usage has already increased significantly in recent years. In the long term, LR is planning to continuously increase the proportion of electric vehicles used as company cars, thereby significantly reducing carbon emissions from transport.</p>



GOALS & COMMITMENT

SDG	TOPIC	GOAL & COMMITMENT	COMMENT
	Water	During the manufacture of beauty products, various by-products are produced that can be harmful to the environment. LR ensures that this production wastewater is disposed of in an environmentally friendly manner.	LR employs intensive water treatment methods to ensure that no nitrates, phosphates, pesticides or priority substances as defined in Directive 2000/60/EC of the European Parliament (Article 2, Number 30) enter the wastewater directly. Moreover, the wastewater from our beauty production line is discharged into a 25,000-liter tank. The next step is to feed the wastewater collected there to a biogas plant where it is used for energy generation.
	Waste Management	Reducing the amount of non-recyclable waste is an important component for a sustainable future. In the long term, the majority of waste generated by LR should be either recyclable or compostable.	In 2025, the share of organic and therefore compostable waste and recyclable waste (paper and plastic) was about 90 %.
	Carbon Emissions	Greenhouse gas emissions must be reduced in the long term. One building block on the way to achieving this aim is to precisely measure and analyze one's own carbon footprint.	We have calculated our carbon footprint annually since 2021 and have continuously expanded our database. Already for the reporting year 2024, we were able to calculate our CO ₂ footprint in accordance with the requirements of the Greenhouse Gas Protocol (GHG Protocol). Together with emissions data from the 2025 reporting year, this provides us with a comprehensive and robust basis for managing future activities.

GOALS & COMMITMENT

SDG	TOPIC	GOAL & COMMITMENT	COMMENT
	Energy Consumption – Electricity	Increasing the use of green electricity to reduce and supplant fossil fuels.	The more electricity generated from renewable energy sources, the more the consumption of fossil energy sources can be reduced and supplanted. Examples, such as the increased charging of electric and hybrid company cars and the use of an electric instead of gas-powered steam generator, lead to an increase in the consumption of electricity. Overall, however, increasing our electricity consumption can result in a reduction in our carbon footprint.
	Sustainable Fishing	The manufacture of LR products should not contribute to overfishing.	All marine raw materials used in our products are obtained in a sustainable manner. We ensure this by relying on certified suppliers. Here we have chosen the “Friend of the Sea” seal of approval, which is granted by the World Sustainability Organization.
	Paper	Sustainable forestry methods and sustainable use of the key resource of wood is important to us. In terms of paper and cardboard consumption, we strive to obtain a high proportion of material from sustainable cultivation or recycled goods. Our medium-term goal is to achieve a share of sustainable materials of over 90% of total consumption.	In the case of materials obtained from sustainable cultivation, we rely particularly on global market leader, the FSC®, or Forest Stewardship Council. LR’s consumption of paper and cardboard is measured in the areas of product packaging, catalogs and magazines, and other paper consumption. In the area of product packaging, the proportion of FSC-certified and recycled material is around 82 %. In the area of catalogs and magazines, some 87 % of the material used is already recycled or certified, and in the area of other paper consumption the figure is around 91 %. This brings the total share of FSC-certified and recycled material to 84 %.

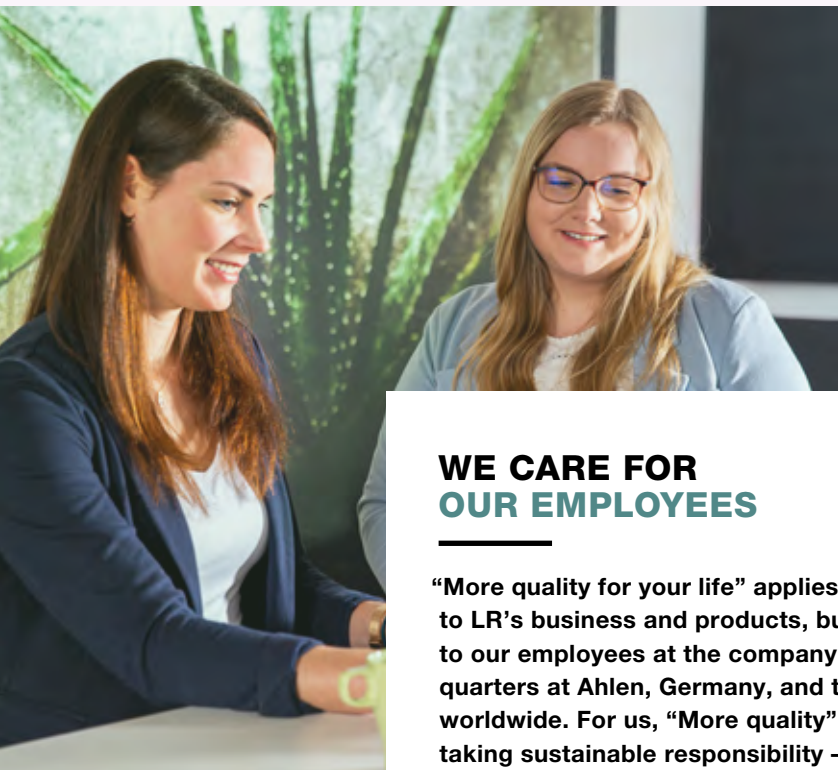


02

ACTING IN A SOCIALLY SUSTAINABLE WAY

For us, acting in a socially sustainable manner means creating a respectful, fair and exemplary working environment in which everyone can develop individually and freely. At LR, we care about the well-being of every individual.

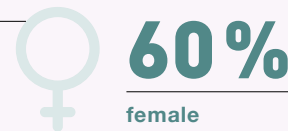




1,137

Employees

in 34 companies
(as of December 31, 2025)



WE CARE FOR OUR EMPLOYEES

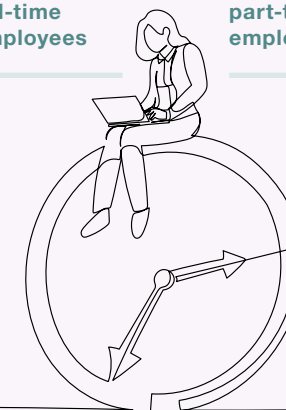
“More quality for your life” applies not only to LR’s business and products, but also to our employees at the company’s headquarters at Ahlen, Germany, and those worldwide. For us, “More quality” means taking sustainable responsibility – for our partnership, our suppliers, our region, for nature and also for our employees.

In 2025, the LR Group took sustainable responsibility for a total of 1,137 employees at 34 companies across 32 countries. Of these LR employees, 40 % were male and 60 % were female. This breakdown has barely changed compared to the previous year. Our FTEs (full-time equivalents) totaled 1,020 in 2025, of which 57 % were female and 43 % were male, exactly as in the previous year. – in 2024 we had 1,084 FTEs.

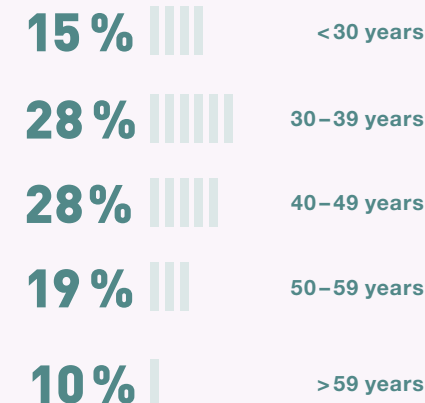
At LR, full-time employees represented the largest share of the workforce (HC) in 2025, at 86 % – while part-time employees accounted for 14 %. This means that the breakdown has virtually not changed compared to the previous year. In terms of age groups, 30- to 39-year-olds accounted for 28 %, on a par with the 40- to 49-year-old group (28 %). They were followed by the 50- to 59-year-old group with 19 % and the under-30s with 15 %. The proportion of over-59s was 10 %. The average age of all LR employees in 2025 was 43 years.

86% full-time employees

14% part-time employees



Age groups



Average age

43 yrs

22 %
Sales**44 %**
Operations**8 %**
Marketing**27 %**
Administration**236**

employees held a position with management responsibility, of which

46 %
are female.**PROFESSIONAL POSITIONS AND DEPARTMENTS**

At year-end 2025, a total of 236 employees held a position with management responsibility at LR. Alongside Managing Director and Vice Presidents, this also includes many other employees with management responsibility such as Heads of Department or Managers. The top two management levels, Managing Director and Vice Presidents, accounted for a total of 9 employees. On these two management levels, the proportion of women is about 22 %, a figure that is above the average for Germany. At 46 %, the proportion of women was even higher across all LR management levels.

LR employees are divided into the following areas: Administration, Sales, Marketing and Operations. The percentage distribution of all employees in the aforementioned categories was as follows: At 44 %, almost half of all

employees held positions in Operations departments. This is due to the fact that we are a company that produces in-house and manufactures over 90 % of our products in Germany. True to our “Made in Germany” quality principle. Compared to the previous year, there has been an increase in the number of employees in administration. The number in operations has fallen slightly by 4 percentage points. At the end of 2025, the smallest employee share was attributable to Marketing, at 8 %. The previous year’s distribution was practically the same. In terms of gender distribution, female employees were far more strongly represented in the Sales and Marketing departments, at 76 % and 72 % respectively. In the other two departments, Administration and Operations, the distribution was more homogeneous.

LR IS INTERNATIONAL

LR is an international company. This is apparent not only in the number of LR subsidiaries that reflect our worldwide operations, but also in the number of different nationalities. Over 40 different nationalities are represented at multiple

**“ International, customer-oriented, adaptable: ”**

At LR, we place great value to consider our customer’s and distributor’s needs in the best possible way – including in the area of finance. Developing country-specific payment solutions for different markets requires flexibility and a solution-oriented approach.

Tom Steggewentz,
Project Manager Finance



#WEAREMORE



sites in Ahlen, Germany, and in a total of 32 countries around the world. On average, our employees have worked at LR for over 9 years. Moreover, to ensure a sustainable working relationship in future too, LR has plenty to offer its employees.

LR IS MORE

LR is a company for everyone who wants more. In 2022 LR launched an employer branding campaign under the hashtag #WEAREMORE, to establish LR as an employer brand, boost its reputation and build a better perception of LR as a company and as an employer. Here, the employees became the stars and were used as models for shootings and videos. LR is the employer for everyone who wants “more”. Greater opportunities, more openness and creativity in a culture that embeds mutual appreciation in its values. These topics and many more are also reflected in the new look and feel of the LR careers page, which was revised in 2023.

→ <https://jobs.lrworld.com/>

EVERY EMPLOYEE BENEFITS – EVEN NEW HIRES

Whether flexible working hours, diverse working models or career opportunities – our employees already benefit from numerous additional services such as occupational health management, company pension schemes and many other benefits. As part of workshops to evaluate employee satisfaction, employees are given the opportunity to get actively involved and present ideas for improvement. With our “mobile working” program, we also encourage our employees to take responsibility for their own work and place our trust in them. The key pillars of our corporate culture are a pleasant working atmosphere, team spirit, solidarity and a healthy work-life balance. To ensure that this is also the case for new employees right from the start, every employee undergoes a fully comprehensive onboarding program – tailored to the respective position – at the beginning of their LR career path. Furthermore, each employee is assigned a personal mentor during the first few months. An introductory seminar and a tour of the company are an ideal way to round off the induction phase. Right from day one, this concept is thoroughly beneficial to employees in terms of orientation and integration into the company.



PROGRAM FOR A HEALTHY WORK-LIFE BALANCE

We offer our employees at all of our international sites excellent working conditions with numerous benefits. To illustrate this, we highlight below the benefits our employee receive at our largest site – our headquarters, including our production facilities, at Ahlen, Germany.



Flexible Working

Flexible working hours on the basis of a flexi-time hour range are standard practice at our company. To facilitate this, LR offers various working models. Whether full-time or part-time – employees decide according to their individual needs and in consultation with their supervisor. LR facilitates the part-time model, for example, so that employees can achieve a better work-life balance. Part-time work is ideal for employees who want to look after their children or take on the care of relatives (family care time). The job sharing model, where possible, is also already practiced at LR.



Hybrid Work Model with Mobile Working

Depending on the field of responsibility, LR offers the option of working flexibly from home for up to 3 days per week. This – in combination with the flexi-time model – allows a good balance between private and professional life.



30 Days of Vacation

LR offers a total of 30 days of vacation as well as Christmas Eve and New Year's Eve as company holidays. From the 5th year of employment, and then every 5 years thereafter, each employee receives an additional vacation day. In 2024, for the first time, we also offered employees the opportunity to choose additional vacation days instead of a salary increase. This form of flexibility is an additional plus, both for our employees and in the application process (employer branding).



Balancing work and family – no problem at LR!

I love giving my all on the job. Since the birth of our daughter, however, I've been doing this part-time and sometimes mobile at my desk at home. That's a great way to balance my job and my family life.

Pia Hovestadt,
Corporate Communication Manager



Occupational Health Management

LR offers a broad range of diverse health measures to make a sustainable contribution to maintaining the health of all employees. In addition to regular on-site medical consultations, LR offers comprehensive medical check-ups at regular intervals as well as flu vaccinations, which are 100% financed by LR. Regular occupational health checks are performed in line with protecting employees' health in the workplace. Among others, we ensure that our workplaces are of ergonomic design.



Bike & Car Leasing

Bike leasing is an environmentally friendly and healthy form of mobility and is particularly attractive for employees thanks to tax and social security breaks. Alongside bike leasing, LR also offers its employees a car leasing program. Thanks to the company's cooperation with Mercedes, every LR team member can also enjoy attractive special leasing conditions for certain models from the car manufacturer.



Company Pension Scheme

Our company pension scheme allows employees to look to the future with confidence and set the course for a peaceful retirement now. In this way, LR supports its employees in building up a supplementary pension at an early stage.



Even more attractive extras

Our in-house canteen offers discounted meals and ensures the physical well-being of our employees. In addition, water, a wide range of hot drinks (coffee, cocoa, etc.), fruit and ice cream as well as a variety of our LR products such as the popular Aloe Vera Drinking Gels, FIGUACTIVE soups and shakes are available to our employees free of charge on site every day. Those who like to use LR products privately, receive an exclusive employee discount. On top of this, a merchandise voucher is issued annually.



“ **Right from the start at LR, I was inspired**

to discover new things and gain valuable experience in order to enlarge my perspective. LR gives me the space to recognize new potential and continuously provides innovative impulses that promote my personal and professional development.

Henning Thiesing,
Business Analyst E-Commerce



“ **Together, innovative, AI-driven:**

By introducing new processes and tools, using AI such as our LR-Vera chatbot and cross-divisional optimization in some service centers, we aim to increase distributor satisfaction and efficiency. At the same time, we are improving the work processes of our colleagues and making their everyday lives easier with intelligent support.

Jill Seidl,
Program Manager CSC

IDEAL CAREER OPPORTUNITIES FOR YOUNG PEOPLE

One of LR's concerns is to promote and develop young talent and offer them promising future prospects. In this connection, LR offers a comprehensive training program that covers theoretical and practical subjects in a total of ten different occupational fields to date. Whether commercial, creative or technical – we have a diverse range of apprenticeships. We focus not only on professional qualifications, but also on promoting social and personal skills such as self-confidence, creativity and openness. Close cooperation with the respective manager and the HR department is a key pillar of the training program. In 2025, a total of 15 apprentices participated in a training program and laid the foundation for their careers. The underlying plan is to offer them employment once they have successfully completed their training.

Our trainee program for the young “managers of tomorrow” combines theory and practice in a meaningful way, successfully launching young peoples’ careers. Over a period of 18 months, trainees gain a comprehensive insight into the various company departments and are entrusted with responsibilities right from the start. This gives them an ideal grounding, regardless of the field they decide to work in later.

As an international company, our trainee program naturally includes foreign assignments at one of our numerous international sites. Our trainees are therefore able to experience LR's international operations at first hand and help shape and further expand their social networking.

Furthermore, the company offers young people the opportunity of completing a program of dual study at LR. Overall, seven students took up this opportunity at LR in 2025. Interns, such as student interns, are also always welcome at LR. They are able to experience everyday working life and get to know the various departments. LR therefore offers numerous opportunities to launch a successful career.

ALWAYS UP TO DATE

What's new internally at LR, who actually works in which department, and what event will soon be taking place? Our social intranet “L-AIR” – the bulletin board for employee information – answers all these questions, and much more. And speaking of events: The management also takes every opportunity to keep employees informed and, in addition to holding regular “town hall meetings”, also arranges CEO break-fast meetings for direct exchanges with the workforce. Digital coffee breaks allow employees



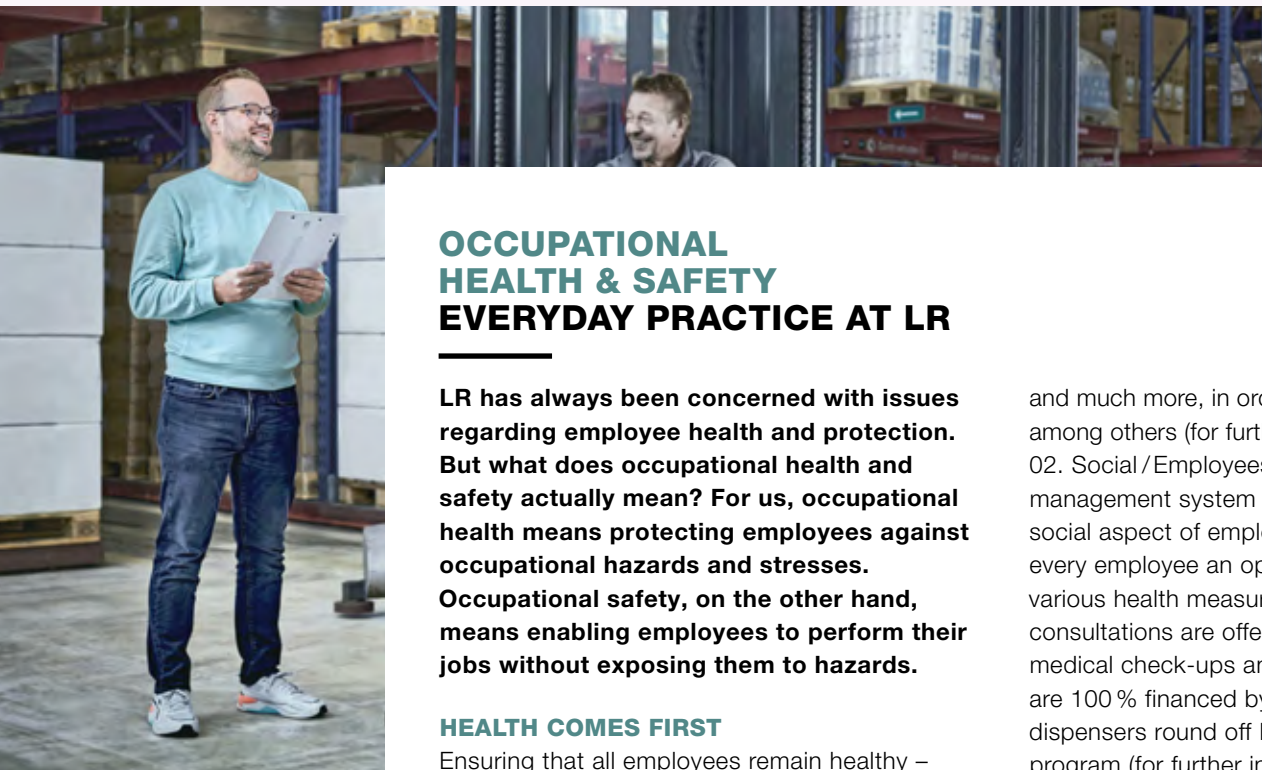
“ All for one, one for all is what counts at LR – with respect and tolerance.

Maurice Ohl,
Senior Video & Sound Producer

to network and remain abreast of current topical issues from their respective departments. In this way, LR offers its employees numerous opportunities to be always up to date.

ALL FOR ONE, ONE FOR ALL!

Doing more, creating great things. This is what LR wants to accomplish together with its employees – as a team and always hand in hand. Gender, age, religion, nationality and sexual orientation are irrelevant. “All for one, one for all” is what counts at LR – with respect and tolerance. And the common goal of acting sustainably and continuing to grow always remains in focus.



OCCUPATIONAL HEALTH & SAFETY EVERYDAY PRACTICE AT LR

LR has always been concerned with issues regarding employee health and protection. But what does occupational health and safety actually mean? For us, occupational health means protecting employees against occupational hazards and stresses. Occupational safety, on the other hand, means enabling employees to perform their jobs without exposing them to hazards.

HEALTH COMES FIRST

Ensuring that all employees remain healthy – in the workplace too, of course – is very important to LR. This specifically means physical, mental and social health. To ensure physical health, workplaces are subjected to occupational health inspections at regular intervals. Among others, we ensure that our workplaces are of ergonomic design. Alongside physical health, mental health also plays a major role in the workplace. Therefore, LR also takes its responsibility in this area seriously and offers employees a number of benefits, such as “flexible working”, the “hybrid working model with mobile working”

and much more, in order to prevent mental stress, among others (for further information, see Chapter 02. Social/ Employees). The company’s health management system comes into play for the social aspect of employees’ health. This gives every employee an opportunity to participate in various health measures. Regular on-site medical consultations are offered, as well as our popular medical check-ups and flu vaccinations, which are 100 % financed by LR. Free fruit and water dispensers round off LR’s health management program (for further information, see Chapter 02. Social/ Employees).

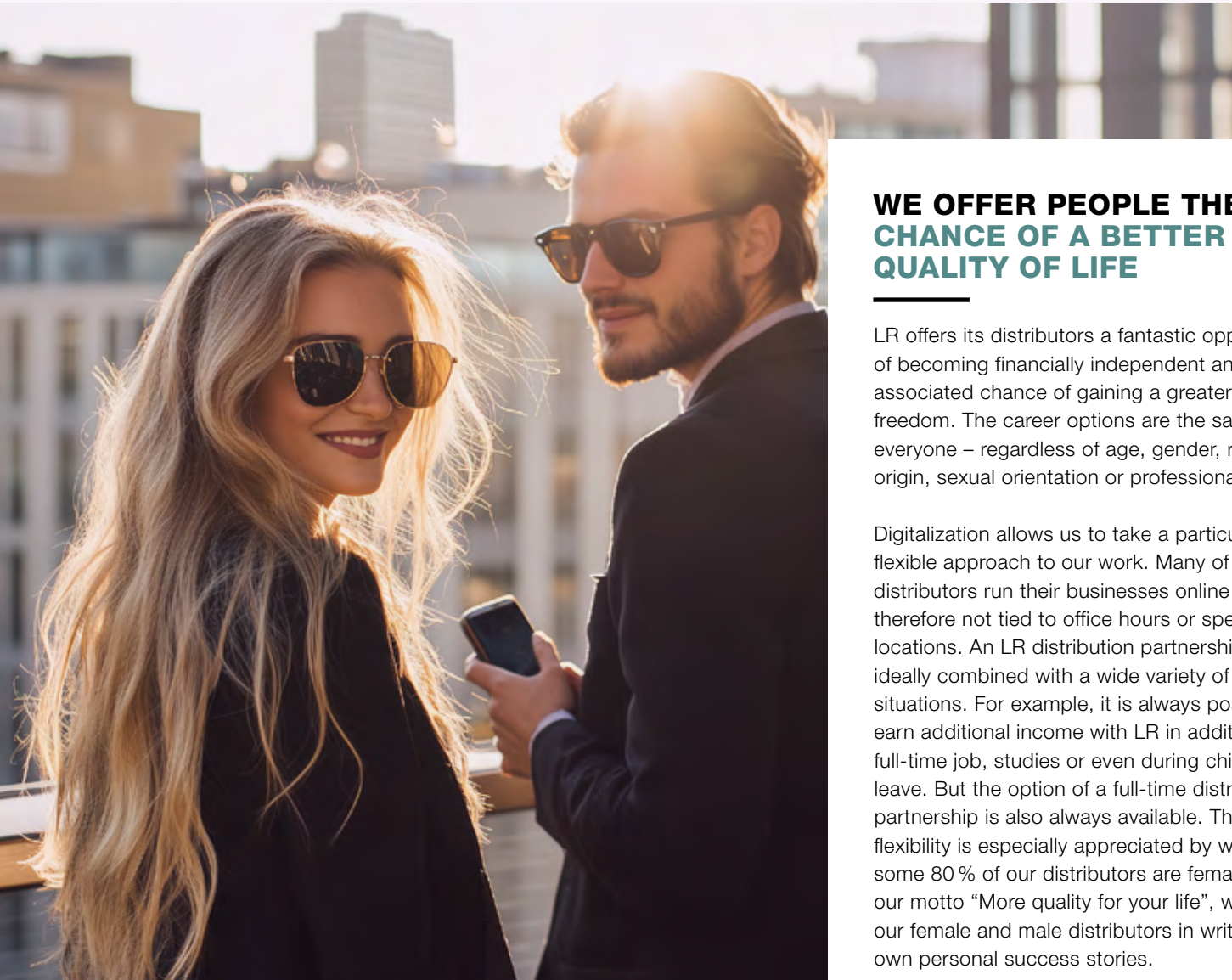
HEALTH AND SAFETY IN HARMONY

LR offers its employees a safety concept that ensures the best possible protection in the workplace for everyone – in both operational and non-operational spheres of activity. It is important to LR as an employer to offer its employees the greatest possible protection and flexibility. Depending on their area of responsibility, employees can now work flexibly from home up to three days a week as part of mobile

working. The absolute number of sick leave periods for all employees has fallen by 11 percent from 156,000 hours to 139,000 hours. The regular training courses for employees and the workplace inspections have continued to prove their worth: The number of work-related accidents remains at a good low level of 10 compared to the previous year (7).

Thanks to process optimization, reportable workplace accidents are now processed completely digitally and 50 % faster. This means less effort, greater speed, and a clear digital focus.

Finally, we can report that, thanks to our high standards of safety, we did not record any work-related accidents that resulted in fatalities.



WE OFFER PEOPLE THE CHANCE OF A BETTER QUALITY OF LIFE

LR offers its distributors a fantastic opportunity of becoming financially independent and the associated chance of gaining a greater sense of freedom. The career options are the same for everyone – regardless of age, gender, religion, origin, sexual orientation or professional training.

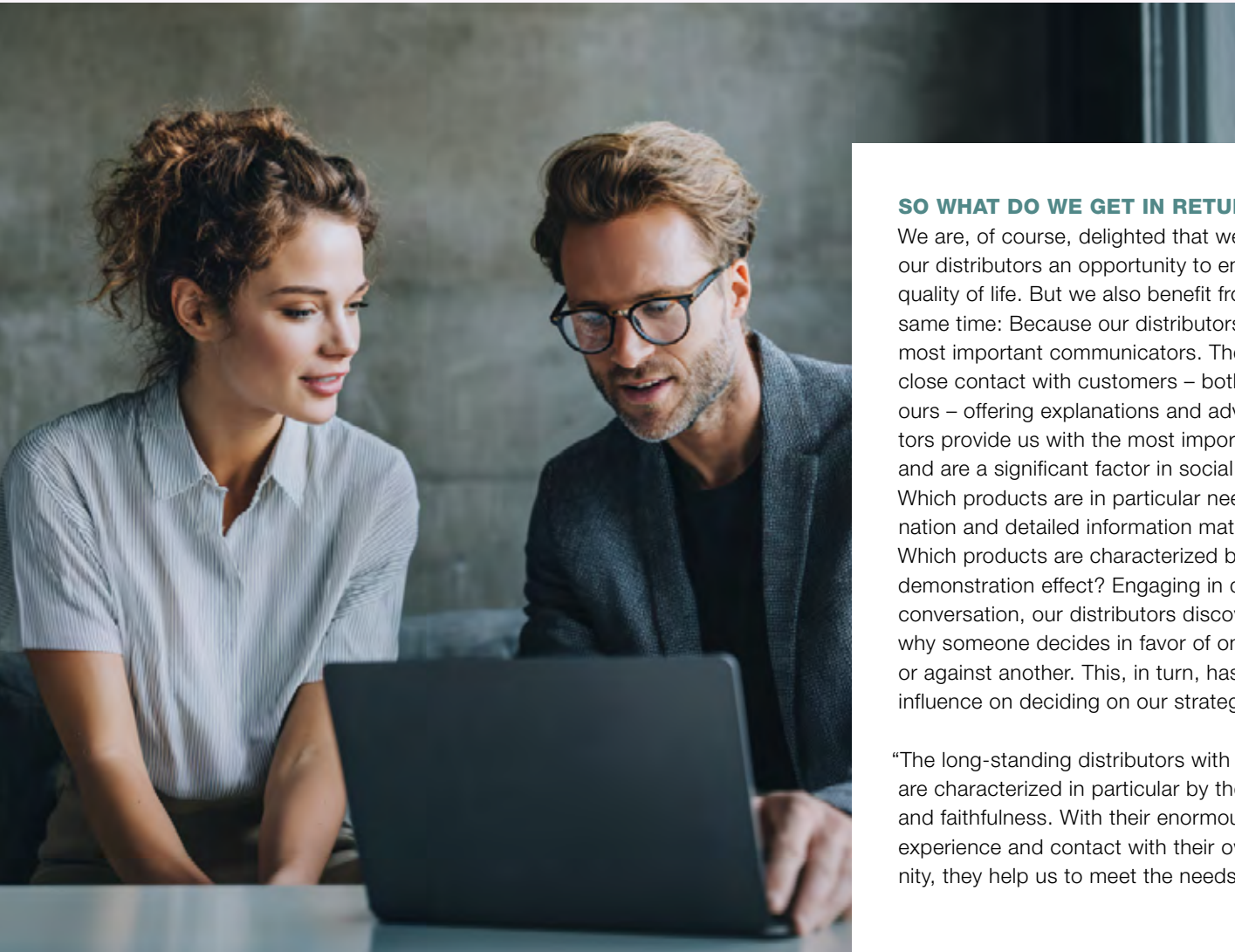
Digitalization allows us to take a particularly flexible approach to our work. Many of our distributors run their businesses online and are therefore not tied to office hours or specific locations. An LR distribution partnership can be ideally combined with a wide variety of life situations. For example, it is always possible to earn additional income with LR in addition to a full-time job, studies or even during childcare leave. But the option of a full-time distribution partnership is also always available. This level of flexibility is especially appreciated by women – some 80 % of our distributors are female. True to our motto “More quality for your life”, we support our female and male distributors in writing their own personal success stories.

SO HOW DOES THIS WORK?

With every LR product sold, a distributor collects “PV” (Points Value). The higher the PV the at the end of a month, the higher the bonus level earned. In addition to such financial opportunities, distributors are welcome to participate in our attractive car plan and earn other incentives, such as trips and special events.

DISTRIBUTORS WITH PASSION

LR also offers you the opportunity of expanding your own business and building a team with new LR distributors. Many of our distributors are so convinced of the high quality of our products and the excellent earning opportunities they offer, that they also infect other people with their enthusiasm. Moreover, thanks to LR’s Newcomer Concept and the possibility of a guaranteed income (Fast Track Bonus) during the initial period, it is easy to build up your own communities. On top of that, the LR Business Track program for advanced career levels provides our distributors with a secure income.



SO WHAT DO WE GET IN RETURN?

We are, of course, delighted that we can offer our distributors an opportunity to enjoy a better quality of life. But we also benefit from it at the same time: Because our distributors are our most important communicators. They are in close contact with customers – both theirs and ours – offering explanations and advice. Distributors provide us with the most important feedback and are a significant factor in social commerce. Which products are in particular need of explanation and detailed information material? Which products are characterized by a special demonstration effect? Engaging in direct conversation, our distributors discover precisely why someone decides in favor of one product or against another. This, in turn, has a major influence on deciding on our strategic measures.

“The long-standing distributors with large teams are characterized in particular by their loyalty and faithfulness. With their enormous wealth of experience and contact with their own community, they help us to meet the needs of our

“ **Success is not the key to happiness. Happiness is the key to success.**

If you love what you do, you will be successful.

Albert Schweitzer

customers. We trust them very much,” emphasizes Nenad Kolar, Director Sales Germany. “They are like a bond for our company that holds everything together.”



LR GLOBAL KIDS FUND E.V. IN 2025: DRIVING CHANGE TOGETHER

In 2025, LR Global Kids Fund e.V. reached a significant milestone in its development. Since its inception, the independent association has raised a total of €6.45 million in donations. This sum reflects the impressive power of the community and underscores the continued support from numerous sponsors and distributors. These funds are channelled into selected projects: the association aims to support socially disadvantaged children and young people who have a lower chance of a hopeful future due to lack of access to quality education, food, participation, and healthcare.

In 2025, 12 projects in 12 countries were supported. The range of projects spans from education and nutrition initiatives to psychosocial support for young people in difficult life situations. Thanks to this diverse support, the association has made a sustainable contribution to improving the living conditions of children and young people.

Particular partnerships with SOS Children's Villages worldwide and "RTL - Wir helfen Kindern e.V." remain of great importance in 2025. These long-term collaborations ensure that the association's projects are implemented effectively and extensively in many areas.

Additionally, the association places great emphasis on its local engagement, such as the Lunch Club project (RTL Kinderhaus) in Ahlen's eastern district. There, children and young people receive a free offer that promotes community and creates a space for joint activities (please refer to the following page for further information.).

The association's support is based on three essential pillars: membership subscriptions, cause-related marketing actions by LR Health & Beauty Systems GmbH, and the residual cents donation from employees of the LR Group. Each of these pillars contributes to the successful continuation of the association's work in 2025. We would like to extend our heartfelt thanks to all supporters and distributors.

In 2025, it became clear once again how important it is to take responsibility and advocate for the welfare of children and young people, even in difficult economic circumstances. These values remain central to the work of LR Global Kids Fund e.V., which continues to rely on collective support to bring about positive change.



“ Thanks to the tireless efforts of our sponsors and partners, we were able to support children and young people in our projects again in 2025.

Your donations and trust are the driving force that enables us to give hope and strengthen community – for which we thank you from the bottom of our hearts.

Almut Kellermeyer, Chairwoman of the Board of LR Global Kids Fund e.V.



LR GLOBAL KIDS FUND
initiated by LR Health & Beauty



OUR COMMITMENT IN 2025 BASED ON SELECTED PROJECTS

Germany – “Der Lunch Club”: Giving Children Opportunities and Community

The Lunch Club in Ahlen's eastern district is far more than just a place to eat for many children. It's a safe haven in a daily life often marked by poverty, uncertainty, and lack of support. The children who come here face various challenges: learning difficulties, school problems, language deficits, or inadequate social skills. What unites them is the need for stability, attention, and reliable support.

At the Lunch Club, children receive a warm, healthy lunch daily – for some, it's the first proper meal of the day. But the support goes far beyond that. Through various educational and leisure activities, children experience attention, community, and the chance to discover their own abilities. In the nutrition club, they learn playfully about balanced and sustainable nutrition. In the club's garden, they plant fruit and vegetables and see how healthy meals are made from their own work. The learning club supports children specifically with school tasks and strengthens self-efficacy and self-confidence using the "Movement Method". A particular focus is on language support, which sustainably improves vocabulary, expression, and articulation. Creative and sporting activities like dance or art also promote social skills and help children better perceive and regulate their emotions.

The Lunch Club gives children perspectives – and the experience of receiving appreciation and individual support.

Poland – Project “Angels Aid”: Offering a Future, Creating Opportunities

In the socially disadvantaged districts of Katowice, particularly in the Załęże quarter, many children and young people grow up under difficult conditions. Poverty, addiction in the family, and unstable living situations shape their daily lives. The “Angels Aid” project by Dom Aniołów Stróżów addresses these challenges and gives them stability, perspectives, and new opportunities.

The daycare centre provides children and young people aged three to 18 with a protected space where they are individually supported. Many are affected by social neglect, educational deficits, or health limitations. “Angels Aid” tackles these challenges with a holistic approach: psychological care, speech therapy, and educational and occupational therapy measures are tailored to each child's personal needs.

A dedicated team of experienced professionals guides the young people, strengthens their self-confidence, and helps them discover their strengths. Step by step, they learn to take responsibility for their lives, a chance at a self-determined future.

Slovakia – “Union of Mother Centres”: Strong Families as the Foundation for a Good Future

In Slovakia, many families face significant challenges. Support, resources, and safe spaces for children, specially in socially and economically disadvantaged regions. The Union of Mother Centres addresses this – a network of over 70 mother and family centres nationwide that gives families a real perspective and encourages them to shape their own future actively.

In these centres, children find spaces to play, discover, and learn, receiving targeted support and learning materials – places that provide stability and joy in growing up. At the same time, they are meeting points for parents, where they don't have to face their worries alone but can exchange and support each other. A central part of this work is collaboration with parents: through courses, workshops, and self-help groups, they learn new skills for daily life and work, gaining practical experience and confidence. It's not just about job applications or further education – it's about feeling accepted and supported, a feeling often lacking when life is tough.

A special part of this initiative is the “Learning for Life” programme, which supports socially disadvantaged families with children aged 0-6 in weekly, playful workshops, providing tools to strengthen language, motor skills, and social interaction. The Union of Mother Centres empowers families – for daily life and for a future with new perspectives.

GOALS & COMMITMENT

SDG	TOPIC	GOAL & COMMITMENT	COMMENT
	Health Products	Naturally, as a company operating in the health industry, the health of our customers, our distributors and our employees is close to our hearts.	LR offers a wide range of products that support health and well-being. This includes a wide range of Aloe Vera products and, with FIGUACTIVE, an entire product line devoted to weight management.
	Employee Health Management	The physical and mental health of our employees is a valuable asset and ultimately also ensures that the entire LR Group is able to perform so well.	LR offers a broad range of health measures to make a sustainable contribution to maintaining the health of all employees. In addition to regular on-site medical consultations, which are financed by LR, free fruit and water dispensers round off LR's health management program. Regular occupational health checks are performed in line with protecting employees' health in the workplace.
	Women in Management Positions	Equal opportunities when filling management positions is an important concern for LR.	Among the 236 employees with management responsibility, 108 are women, which corresponds to a share of over 45%.



GOALS & COMMITMENT

SDG	TOPIC	GOAL & COMMITMENT	COMMENT
	Health and Safety in the Workplace	With high safety standards and a comprehensive range of safety training courses, we intend to keep the number of accidents in the workplace at a low level.	There were only 7 occupational accidents in 2024 and 10 in 2025 (with no fatal accidents). As a result, LR was able to meet this target. Our aim is to maintain the high level of safety standards and safety training and stay up to date with them.
	A Business Model for All	We respect equal rights and equal treatment of all people and actively apply this within our large LR family.	Our business model and career plan allow us to offer all our distributors, regardless of age, gender, origin or sexual orientation, the same earning opportunities, the same opportunities for additional benefits such as the car concept, the opportunity for teamwork and recognition within the team.



03

ACTING IN AN ECONOMICALLY SUSTAINABLE WAY

For us, acting in an economically sustainable way means finding an economic approach that is based on fair dealings with all parties involved. In addition, we are looking to be economically sustainable in the long term to ensure a bright future.





HUMAN RIGHTS & CODE OF CONDUCT

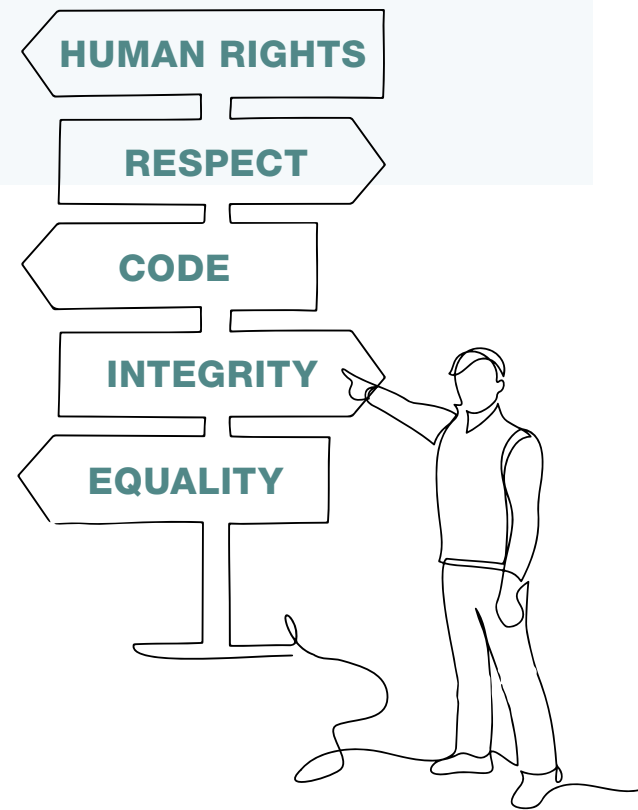
Human rights are a fundamental aspect of sustainable and responsible business practices. As the LR Group, we are committed to respecting and promoting human rights in all of our operations and processes. This is also reflected in our Code of Conduct.

Our Code of Conduct sets clear standards and expectations for the behavior of our employees and key suppliers. It is oriented on the United Nations Universal Declaration of Human Rights as well as international labor standards such as the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

The Code of Conduct demands that all stakeholders observe equal, non-discriminatory treatment, equal opportunities, constant compliance with all national and international legal requirements, including fair business

practices and competition rules, prevention of bribery, corruption and money laundering, and integrity in business dealings. We are moreover committed to respecting employees' rights and ensuring healthy and safe working conditions.

A certified Compliance Management System ensures adequate and systematic implementation of compliance requirements. This includes regular training and communication with employees as well as regular audits and assessments of our operations and processes. We communicate our Code of Conduct to key suppliers and reserve the right to terminate relationships with them in cases of corruption and bribery as well as non-compliance with human rights legislation or our Code of Conduct in general. Thanks to careful selection of our suppliers and regular exchanges including the submission of our Code of Conduct, there was no need to terminate a supplier relationship in recent years.



Overall, our Code of Conduct provides an important tool to help us respect and promote human rights at all of our sites and throughout our processes. This is how LR demonstrates its commitment to responsible and sustainable business practices.

WORKS COUNCILS & FEEDBACK CULTURE

At our German headquarters, works councils have been established for the companies LR Global Holding GmbH, LR Health & Beauty Systems GmbH and LR Deutschland GmbH, which work together to form a Group Works Council. These serve as platforms for communication and cooperation between management and employees.

The works councils comprise elected representatives from the respective companies and are tasked with representing the interests and opinions of employees on various subjects, including issues such as working conditions, training and development. The works councils hold regular meetings with management to discuss these and other subjects and to provide feedback and suggestions for improvement.

We believe that works councils are a key factor in promoting employee satisfaction, motivation and well-being, and for creating a positive and productive working environment. They also help ensure that our business practices meet the expectations and needs of our employees.

In addition to the works council, we also engage with our employees through regular feedback and promote open and transparent communication through various channels such as our social intranet. We are convinced that such two-way communication is essential for building trust, boosting collaboration and promoting sustainability and responsible business practices.

Group Works Council

as a further platform for communication and cooperation between management and employees.



**Works Council of
LR Global Holding GmbH**



**Works Council of
LR Health & Beauty
Systems GmbH**



**Works Council of
LR Deutschland GmbH**



COMPLIANCE

COMPREHENSIVE SET OF RULES

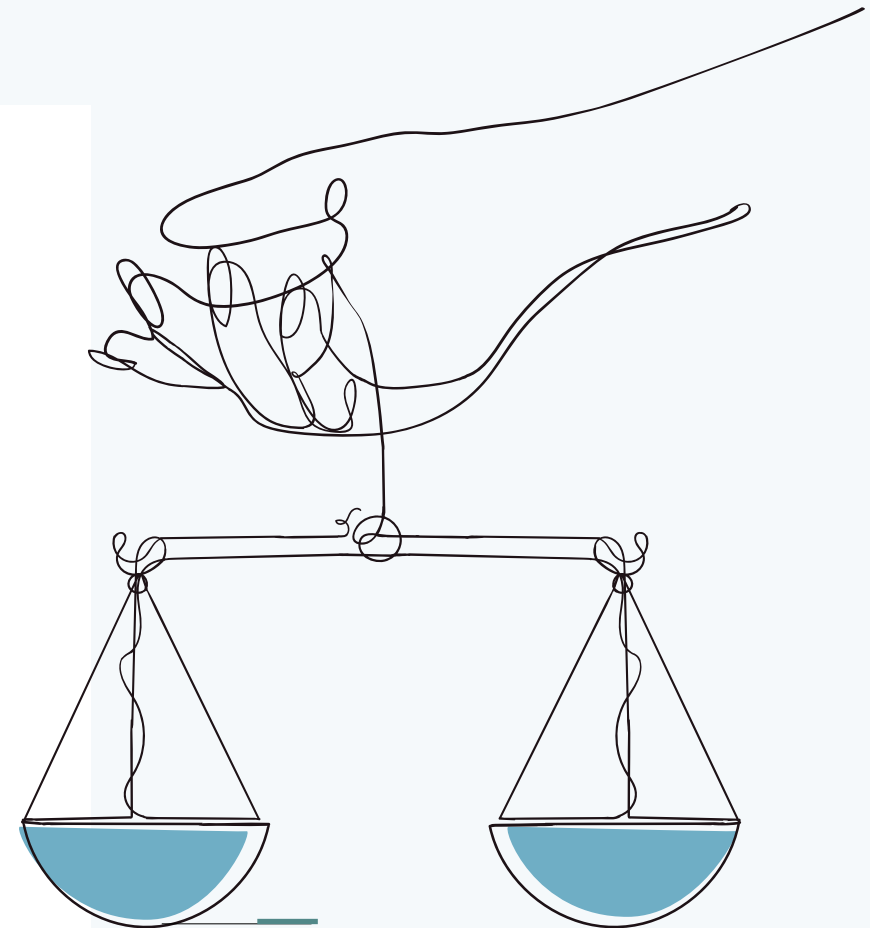
Our company is committed to conducting its business with the highest level of integrity and in compliance with all relevant laws, regulations and standards. To guarantee this, we have established a comprehensive Compliance Policy.

This policy is overseen by a Chief Compliance Officer (CCO), who is responsible for ensuring that our business practices comply with all relevant laws and regulations as well as our own ethical standards. The CCO is supported by so-called Compliance Delegates, who are responsible for implementing and monitoring our Compliance Policies and procedures in the different regions. All managers serve the company as “Compliance Ambassadors” and are given regular training which allows them to assume this role for their departments and employees. So-called Compliance Committee meetings are held half-yearly, at which representatives from the Legal, Human Resources, Operations, Finance/Controlling, Risk Management, and Audit departments, as well as the CCO consult on current and general compliance issues. In addition, the CCO is also responsible for a dedicated Sales Compliance department, which focuses specifically on ensuring that our distributors comply with legal requirements and

our own ethical standards. The Compliance Management System is based on ISO 37301 and has been certified by TÜV Rheinland Cert GmbH.

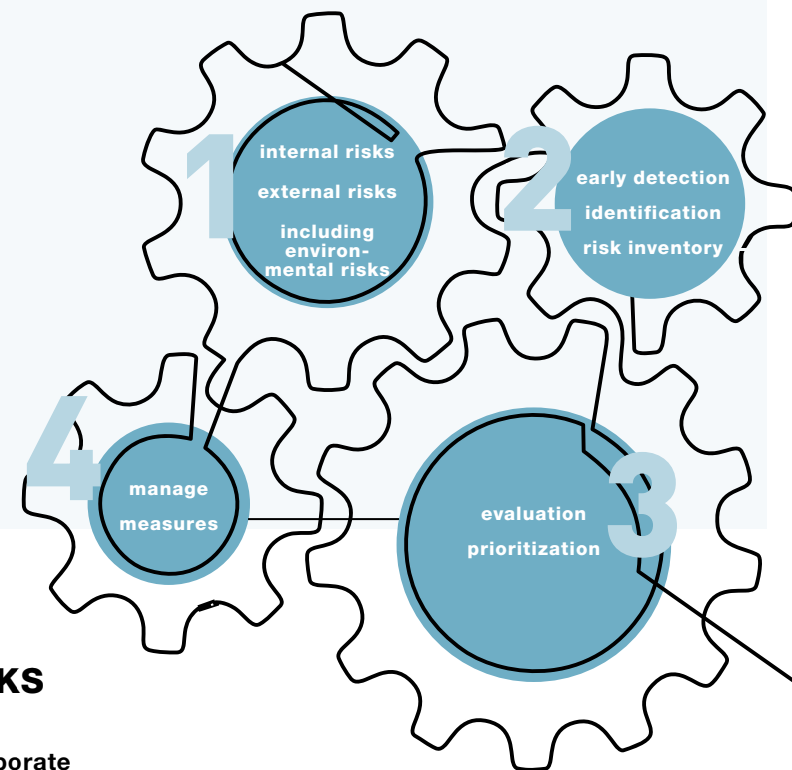
To guarantee the effectiveness of our compliance policies, we conduct regular audits through our own internal audit department, among other measures. These audits assess the effectiveness of our compliance guidelines and procedures at headquarters and all subsidiaries and identify areas for improvement.

A whistleblowing management system was set up back in 2021 and provides our employees with a confidential, secure and, if desired, anonymous channel to report potential compliance violations. We take all reports seriously, investigate them thoroughly and take appropriate action to resolve the issues identified. Last year, fourteen reports were received, which were answered and dealt within the deadlines set by the EU Whistleblower Directive.



Compliance Policy

Helps the company to operate the business with the highest level of integrity and in compliance with all relevant laws, regulations and standards.



RISK MANAGEMENT INCLUDING ENVIRONMENTAL RISKS

Sustainable and responsible corporate governance also necessitates a comprehensive risk management system that explicitly takes into account environmental risks in addition to operational, legal, financial, market and IT security risks¹.

At the LR Group, risks are identified by the Director Compliance Information Security & Risk Management, while involving those operationally responsible, as part of a system-based risk management process. It serves to identify, assess and manage internal and external risks at an early stage. An important building block is to identify risks in line with a risk inventory,

which determines the primary risks on an annual basis. These include environmental risks such as the climate impact on the cultivation of certain raw materials, changes in customer behavior and customer requirements, climate impacts on global logistics and transport costs, potential costs for CO₂ emissions, and new or amended legislation and directives. Once risks have been identified, weighted, evaluated and prioritized, they are discussed with the management and at Supervisory Board meetings of LR Health & Beauty SE and any necessary control measures are adopted.

¹A detailed description of the key risks can be found in the Management Report in the LR Group Annual Report 2025. This can be found at ir.lrworl.com.



SUSTAINABILITY WITHIN THE COMPANY'S ORGANIZATIONAL STRUCTURE

At the LR Group, we are committed to sustainable corporate governance that promotes long-term value creation and supports the responsible management of our business.

In this respect, we are continuing to develop our comprehensive Sustainability Strategy to guide our efforts and activities in an even more targeted manner. Already in the past, the issue of sustainability was anchored in the various departments of our company. This means that sustainability had already been taken into consideration in all decisions, developments and innovations. The many advances and individual measures implemented by LR were monitored through an annual internal Sustainability Reporting. In addition, we began creating and publishing comprehensive sustainability reports a few years ago in order to present our activities transparently.

In order to further improve and better coordinate our commitment to sustainability, we have expanded the organizational structure in the area of sustainability. A few years ago a sustainability officer has been appointed, who works with his team to steer our sustainability activities in the desired direction in an even more targeted

manner and to identify and focus on individual topics of particular importance. In addition, a Sustainability Board was established last year, which, in addition to the Executive Board and the sustainability officer, also comprises the relevant managers from the departments that are particularly relevant to the various ESG issues. This board regularly tracks and revises the basic strategy as well as the goals and measures of the various departments.

We are convinced that sustainable corporate governance practices are critical to the long-term success and sustainability of our business, and are committed to continuously improving our approach in this area. Integrating ESG considerations into our business strategy and decision-making processes allows us to create value for our stakeholders and support the responsible management of our company.



GOALS & COMMITMENT

SDG	TOPIC	GOAL & COMMITMENT	COMMENT
	Human Rights/Employee Rights	Our Code of Conduct, which sets clear standards and expectations for the behavior of our employees and key suppliers, is oriented on the United Nations Universal Declaration of Human Rights as well as international labor standards such as the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. Regular communication of these standards is intended to prevent violations of these fundamentally important requirements.	In previous years and in the past financial year, we neither had to instigate labor law measures against employees nor did we need to terminate any supplier relationships prompted by violations of our standards and expectations.
	Combating Corruption	Prevention of corruption at all levels and at all LR Group companies.	We observe a comprehensive set of compliance rules, a Compliance Management System (certified to ISO 37301), regular training and monitoring by a Chief Compliance Officer, several compliance delegates, regular compliance meetings and internal audits, to create all of the conditions necessary for preventing corruption in the best possible way.
	Whistleblower System	This reduces potential obstacles to employees passing on information about potential compliance violations. All incoming information should be processed and answered within the deadlines set by the EU Whistleblower Directive.	A confidential, secure and, if desired, anonymous channel for employees to report tip-offs relating to potential compliance violations was introduced in 2021. The system was used for 15 notifications in 2025, all of which were processed and responded to within the specified deadline.
	Anti-discrimination	Prevention of discrimination at all levels and at all LR Group companies.	Our Code of Conduct, with its clear rules of conduct, plays a key role here too. Moreover, LR promotes exchanges between all employees in 32 countries and more than 40 different nationalities, for example via the social intranet, various cross-national meetings or onboarding and exchange programs. This is a major factor in preventing prejudice and discrimination.



04

ESG IN NUMBERS



EU TAXONOMY

DISCLOSURES PURSUANT TO ARTICLE 8 OF REGULATION (EU) 2020/852

The EU Taxonomy is a key component of the EU Action Plan on Sustainable Finance. Its objective is to direct capital flows more strongly toward environmentally sustainable economic activities and thereby support the transformation of the economy. To achieve this, the EU Taxonomy established a uniform classification system and defines criteria by which economic activities can be classified as environmentally sustainable.

The EU Taxonomy defines six environmental objectives that form the basis for assessing the sustainability of economic activities:

- Climate change mitigation
- Climate change adaptation
- Sustainable use and protection of water and marine resources
- Transition to a circular economy
- Pollution prevention and control
- Protection and restoration of biodiversity and ecosystems

In accordance with Article 8 of Regulation (EU) 2020/852 and the related delegated acts, LR Health & Beauty reports the shares of taxonomy-eligible and – where applicable – taxonomy-aligned revenue, capital expenditure (CAPEX), and operating expenditure (OPEX).

Taxonomy Eligibility – Methodological Approach

To determine taxonomy eligibility, LR Health & Beauty analyzes relevant corporate activities and assesses their allocation to the economic activities defined in the delegated acts of the EU Taxonomy.

Data collection for revenue, capital expenditure (CAPEX), and operating expenditure (OPEX) is carried out in accordance with the requirements of the delegated regulation pursuant to Article 8 of the EU Taxonomy. LR ensures the traceability of the allocation to taxonomy-eligible activities.

The determination of taxonomy-eligible and potentially taxonomy-aligned shares of revenue, CAPEX, and OPEX is based on the financial data available within the Group and the underlying accounting information. The allocation to taxonomy-relevant economic activities is performed in consideration of the respective activity descriptions defined in the delegated acts.

Due to the limited financial significance of certain taxonomy-eligible activities, simplified allocation and aggregation methods may be applied to ensure economically appropriate data collection. In such cases, expenses and investments are aggregated at the level of measures or assets, where appropriate, and subsequently assigned to the respective taxonomy-eligible economic activities.

This approach reflects common market practice and is consistent with the principle of materiality.

Taxonomy Eligibility – Results of the Analysis

The economic activities in LR’s core business (development, production, and distribution of health and beauty products) are currently not covered by the delegated acts of the EU Taxonomy. Taxonomy-relevant shares at LR therefore primarily arise from supporting activities as well as selected taxonomy-defined activities in the area of climate change mitigation.

Based on the analysis, the following taxonomy-eligible activities were identified in the reporting year.

EU TAXONOMY

Revenue

For LR, the following activities were identified as taxonomy-eligible and revenue-relevant during the reporting year:

- **Electricity generation using solar photovoltaic technology** [Climate change mitigation 4.1 – Sector: Energy]
The LR Group generates revenue from electricity production using photovoltaic systems. This activity is assigned to the environmental objective of climate change mitigation and is considered taxonomy-eligible.
- **Transport by motorbikes, passenger cars and light commercial vehicles** [Climate change mitigation 6.5 – Sector: Transport]
Revenue was generated in connection with leasing arrangements for vehicles that can be assigned to the economic activity “Transport by motorbikes, passenger cars and light commercial vehicles.”

CAPEX

For LR, the following activities were identified as taxonomy-eligible in the CAPEX category during the reporting year:

- **Transport by motorbikes, passenger cars and light commercial vehicles** [Climate change mitigation 6.5 – Sector: Transport]
Investments were recorded in vehicles that can be assigned to this activity.

OPEX

The total amount of operating expenditure (OPEX) within the meaning of the EU Taxonomy includes expenses for:

- Research and development
- Building renovation measures
- Short-term lease arrangements
- Maintenance and repair
- Other direct expenditures related to the ongoing use of property, plant and equipment

Personnel costs, raw material and material expenses, as well as other operating expenses of the regular business operations are not part of the OPEX denominator under the EU Taxonomy, unless they are directly related to taxonomy-eligible measures.

For LR, the following activities were identified as taxonomy-eligible in the OPEX category during the reporting year:

- **Composting of bio-waste** [Climate change mitigation 5.8 – Sector: Water supply, sewerage, waste management and remediation] Expenses for composting fats from grease separators, production waste, and lubricating greases.
- **Electricity generation using solar photovoltaic technology** [Climate change mitigation 4.1 – Sector: Energy] Expenses related to the operation of the photovoltaic system.

- **Installation, maintenance and repair of energy efficiency equipment** [Climate change mitigation 7.3 – Sector: Construction and real estate activities]
Expenses for the replacement installation of a lighting system at the headquarters.
- **Renewal of waste water collection and treatment** [Climate change mitigation 5.4 – Sector: Water supply, sewerage, waste management and remediation]
Expenses for the maintenance of the neutralization system in the Aloe Vera drinking gel production facility.
- **Transport by motorbikes, passenger cars and light commercial vehicles** [Climate change mitigation 6.5 – Sector: Transport]
Expenses for the operation and maintenance of vehicles.

EU TAXONOMY

Taxonomy Alignment

In order to be classified as taxonomy-aligned under the EU Taxonomy Regulation, the following requirements must be cumulatively fulfilled:

- Compliance with the technical screening criteria for making a substantial contribution to the respective environmental objective (Substantial Contribution)
- Compliance with the criteria for avoiding significant harm to other environmental objectives (Do No Significant Harm – DNSH)
- Compliance with social minimum safeguards (Minimum Safeguards)

Substantial Contribution

A “Substantial Contribution” exists when a taxonomy-eligible economic activity makes a significant and measurable contribution to one of the environmental objectives defined by the European Union in accordance with the technical screening criteria of the EU Taxonomy. The corresponding criteria are specified for each economic activity in the delegated acts and must be assessed individually.

DNSH Criteria

The DNSH criteria (“Do No Significant Harm”) ensure that an economic activity making a substantial contribution to one environmental objective does not significantly harm any of the other environmental objectives.

Compliance with the DNSH criteria is assessed based on the technical screening criteria defined in the delegated acts.

Potential impacts of the respective activity on greenhouse gas emissions, water and marine resources, the circular economy, pollution, and biodiversity are taken into account. The assessment is conducted based on available technical information, internal documentation, and, where applicable, external evidence.

Minimum Safeguards

The social minimum safeguards (“Minimum Safeguards”) require appropriate processes to ensure compliance with internationally recognized guidelines and principles. These include, in particular, the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, including the core labour standards of the International Labour Organization (ILO).

These minimum standards primarily concern the areas of human rights, anti-corruption and anti-bribery, fair competition, and taxation. LR aligns its internal policies, processes, and control mechanisms with these requirements to ensure compliance.



EU TAXONOMY

Assessment of Taxonomy Alignment

When assessing taxonomy-eligible and potentially taxonomy-aligned shares of revenue, CAPEX, and OPEX, the first step is to verify the substantial contribution based on the activity-specific technical screening criteria. If these criteria are met, the DNSH criteria and the requirements of the Minimum Safeguards are subsequently assessed.

For activities whose implementation is based wholly or partly on products or services provided by third parties (e.g., suppliers or service providers), classification as taxonomy-aligned generally depends on the availability of reliable evidence and confirmations. LR takes this into account in its assessment and classifies activities as taxonomy-aligned only if the criteria can be fully and transparently demonstrated.

For none of the economic activities listed above, a comprehensive analysis was conducted during the reporting year that reliably confirmed compliance with the DNSH criteria. Accordingly, no taxonomy-aligned shares of revenue, CAPEX, or OPEX within the meaning of the EU Taxonomy Regulation are reported for the reporting year.

		Revenue	CAPEX	OPEX
Taxonomy-eligible	in kEUR	1,727	1,620	339
Taxonomy-aligned	in kEUR	-	-	-
Total*	in kEUR	277,312	15,980	7,962
Share taxonomy-eligible	in %	0.6%	10.1%	4.3%
Share taxonomy-aligned	in %	-	-	-

* Total revenue, CAPEX and OPEX in accordance with the definitions of the EU Taxonomy Regulation and the related delegated regulation.



**KPI'S ENVIRONMENTAL**

	Unit	2024	2025
WATER			
TOTAL WATER WITHDRAWN	in m ³	24,080	29,303
thereof total water consumed in production process	in m ³	4,531	4,400
thereof total water discharged	in m ³	19,549	24,839
PAPER			
TOTAL PAPER USAGE	in kg	1,365,745	1,280,254
Paper product packaging	in kg	836,824	844,196
thereof from certified sources (FSC™ / PEFC)	in kg	678,776	694,833
thereof from recycled materials	in kg	41,538	3,547
thereof from non-certified sources	in kg	116,510	145,816
Catalogue and magazine paper	in kg	496,909	418,381
thereof from certified sources (FSC™ / PEFC)	in kg	412,563	339,797
thereof from recycled materials	in kg	25,000	25,000
thereof from non-certified sources	in kg	59,346	53,583
Other paper, e.g. copy paper	in kg	32,012	17,677
thereof from certified sources (FSC™ / PEFC)	in kg	11,312	13,049
thereof from recycled materials	in kg	7,444	3,078
thereof from non-certified sources	in kg	13,257	9,713



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KPI'S ENVIRONMENTAL

	Unit	2024	2025
ENERGY			
TOTAL CONSUMPTION OF ELECTRICITY	in kWh	3,268,201	3,591,633
Consumption of general electricity w/o charging electric cars	in kWh	3,157,548	3,447,473
thereof from renewable sources	in kWh	2,404,085	2,838,699
thereof from non-renewable sources	in kWh	753,463	608,774
Charged electricity of LR owned vehicles	in kWh	110,653	144,160
thereof at LR owned charging stations	in kWh	72,950	96,017
thereof at public charging stations	in kWh	37,703	48,144
TOTAL ENERGY PRODUCTION FROM PHOTOVOLTAIC	in kWh	810,090	904,440
thereof self consumed	in kWh	507,756	497,147
TOTAL CONSUMPTION OF FUELS IN STATIONARY SOURCES (MAINLY GAS)	in kWh	4,225,526	3,511,257
thereof heating	in kWh	3,416,034	2,759,636
thereof for production process	in kWh	809,492	751,621
WASTE			
TOTAL WASTE PRODUCED	in tons	2,124	2,015
thereof organic / bio waste	in tons	1,449	1,346
thereof paper waste	in tons	478	410
thereof plastic waste	in tons	70	54
thereof residual waste	in tons	127	205



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KPI'S ENVIRONMENTAL

	Unit	2024	2025
TRAVELLING			
Cars in fleet	in numbers	129	138
thereof BEV (electric cars)	in numbers	29	28
thereof PHEV (hybrid cars)	in numbers	30	36
thereof combustion cars (Diesel / Petrol)	in numbers	70	74
Fuel combustion of LR owned vehicles	in litres	195,242	157,019
thereof Petrol	in litres	131,373	94,653
thereof Diesel	in litres	63,869	62,366
Employee business travel	in km	2,170,801	1,776,937
thereof by car (not company cars)	in km	82,789	52,695
thereof by train	in km	131,785	211,207
thereof by airplane	in km	1,956,226	1,513,035
Hotel nights	in overnight stays	4,588	3,349
thereof LR employees	in overnight stays	1,807	1,658
thereof LR distributors	in overnight stays	2,781	1,691
Partner air travel to international conferences	in km	1,339,670	2,223,470
CARBON FOOTPRINT			
TOTAL CO₂ EMISSIONS	in tons CO₂	24,679	21,326
thereof Scope 1	in tons CO ₂	1,602	1,299
thereof Scope 2 ¹	in tons CO ₂	298	254
thereof Scope 3 ¹	in tons CO ₂	22,779	19,773

¹Due to subsequent updates to the CO₂ equivalents used in the calculation, the figures for Scope 2 and Scope 3 for 2024 differ from those published in the 2024 Sustainability Report.



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KPI'S SOCIAL

	Unit	2024	2025
EMPLOYEES			
TOTAL EMPLOYEES (HEADCOUNT)	in HC	1,204	1,137
thereof male	in HC	490	460
thereof female	in HC	714	677
thereof diverse	in HC	0	0
thereof permanent	in HC	1,100	1,073
thereof male	in HC	449	429
thereof female	in HC	651	644
thereof diverse	in HC	0	0
thereof temporary	in HC	104	64
thereof male	in HC	40	35
thereof female	in HC	64	29
thereof diverse	in HC	0	0
thereof full-time	in HC	1,026	973
thereof male	in HC	462	438
thereof female	in HC	564	535
thereof diverse	in HC	0	0
thereof part-time	in HC	178	164
thereof male	in HC	27	26
thereof female	in HC	151	138
thereof diverse	in HC	0	0
TOTAL EMPLOYEES (FTE)	in FTE	1,084.2	1,020.2
thereof male	in FTE	464.6	435.8
thereof female	in FTE	619.6	584.4
thereof diverse	in FTE	0,0	0,0



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	Unit	2024	2025
Age group: <30 years	in HC	205	175
Age group: 30-39 years	in HC	345	319
Age group: 40-49 years	in HC	317	317
Age group: 50-59 years	in HC	228	215
Age group: > 59 years	in HC	109	111
Global average age of employees	in years	42.5	43.0
Job position: Managing Directors	in HC	4	1
thereof male	in HC	4	1
thereof female	in HC	0	0
thereof diverse	in HC	0	0
Job position: VPs	in HC	9	8
thereof male	in HC	6	6
thereof female	in HC	3	2
thereof diverse	in HC	0	0
Job position: Head-Ofs / Manager and other executives	in HC	239	227
thereof male	in HC	129	121
thereof female	in HC	110	106
thereof diverse	in HC	0	0
Departments: Administration	in FTE	243.5	275.1
thereof male	in FTE	125.1	140.2
thereof female	in FTE	118.4	135.0
thereof diverse	in FTE	0.0	0.0
Departments: Sales	in FTE	242.0	222.3
thereof male	in FTE	65.5	53.6
thereof female	in FTE	176.6	168.7
thereof diverse	in FTE	0.0	0.0



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	Unit	2024	2025
Departments: Marketing	in FTE	81.7	78.9
thereof male	in FTE	20.8	21.8
thereof female	in FTE	60.9	57.1
thereof diverse	in FTE	0.0	0.0
Departments: Operations	in FTE	517.0	443.9
thereof male	in FTE	253.2	220.3
thereof female	in FTE	263.8	223.6
thereof diverse	in FTE	0.0	0.0
Global avg. Tendure of employees	in years	9.1	9.6
Number of nationalities represented in our global workforce	in numbers	47	43
Number of apprentices	in HC	23	15
Number dual students	in HC	9	7
Number of trainees	in HC	1	0
OCCUPATIONAL HEALTH AND SAFETY			
Recordable work-related injuries	in numbers	7	10
thereof Operations	in numbers	6	5
thereof Non-Operations	in numbers	1	5
Illness time of employees	in hours	155,762	139,043
thereof Operations	in hours	98,277	80,912
thereof Non-Operations	in hours	57,486	58,132
Occupational injuries time	in hours	744	2,635
thereof Operations	in hours	656	1,811
thereof Non-Operations	in hours	88	824



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KPI'S SOCIAL

	Unit	2024	2025
Fatalities as a result of work-related injury	in numbers	0	0
thereof Operations	in numbers	0	0
thereof Non-Operations	in numbers	0	0
CHARITY			
Amount raised for charity projects (LRGKF²)	in EUR	526,822	368,272
Number of LRGKF members	in HC	1,121	983
Donation volume for charity projects	in EUR	444,000	451,000
Number of supported projects by LRGKF	in numbers	45	12

²LR Global Kids Fund e.V.

**KPI'S GOVERNANCE**

	Unit	2024	2025
HUMAN RIGHTS AND CODE OF CONDUCT			
Business relationships with suppliers terminated due to human rights breaches or systematic cases of corruption and / or bribery	in numbers	0	0
Signatures of the Code-of-Conduct by suppliers	in numbers	147	152
WORKS COUNCIL			
Number of works councils	in numbers	3	4
Members of works councils	in numbers	25	28
COMPLIANCE			
Number of employees who received the compliance training survey	in numbers	550	528
Number of whistleblower notices	in numbers	4	15

