



TEA EXCELLENCE SINCE 1823

SUSTAINABILITY REPORT

FOR A
SUSTAINABLE
FUTURE.
GUIDED BY RESPONSIBILITY
FOR OVER 200 YEARS.

2024 SUSTAINABILITY REPORT.

1. Executive summary	3	6. Environmental impact and resource conservation along the value chain	28
2. Foreword by the management	5	6.1 Resources and environmental conditions at origin	29
3. Company profile	6	6.2 Energy, climate and emissions management	30
4. Sustainability strategy	7	6.3 Digitalisation, sustainable packaging and quality assurance	31
4.1 Our ambition: Quality, responsibility and excellence	8	6.4 Supply chain environmental standards and biodiversity	38
4.2 Sustainability goals and materiality (SDGs)	9	7. Corporate management for sustainable success	43
4.3 Governance, steering and stakeholder dialogue	10	8. Objectives and outlook	45
4.4 Sustainability across the value chain	12	9. Report profile	46
5. Social impact across the value chain	14	10. Appendix	48
5.1 Fair Working conditions, social protection and local value creation	15		
5.2 Supply Chain responsibility and food security	16		
5.3 Health, occupational safety and product protection	20		
5.4 Education, equal opportunities and human rights	22		

DECISIVE STEPS TOWARDS A
HOLISTIC, RESPONSIBLE
SUSTAINABILITY STRATEGY.



1. EXECUTIVE SUMMARY

GROWN RESPONSIBLY – SUSTAINABILITY FOR GENERATIONS TO COME.

For J.T. Ronnefeldt KG, 2024 marks another decisive step forwards in its responsible and future-oriented corporate development. As a company steeped in tradition with global sourcing and regional roots, Ronnefeldt combines high-quality tea culture with a clearly defined sustainability strategy that integrates environmental, social and economic aspects.

Transparent carbon footprint and emissions management

With the introduction of the TÜV-certified software from Green Vision Solutions, structured recording of all Scope 1, Scope 2 and Scope 3 emissions has been implemented for the first time. The resulting insights enable precise management of climate-relevant hotspots across the entire value chain – from energy and logistics to packaging and supplier relationships. Digitalisation initiatives such as EDI interfaces, a B2B portal and the complete switch to digital invoicing support additional resource and emissions savings.

Social impact and responsible supply chains

Ronnefeldt continues to expand its long-standing partnerships in the countries of origin, strengthening social development and economic stability. Collaborations with the Childaid Network Foundation and the Ethical Tea Partnership (ETP) directly contribute to better living conditions, educational opportunities and fair working conditions – especially in Assam, Sri Lanka, Nepal and East Africa. Through these initiatives, approximately 1,000 smallholder farming families benefit from training programmes and more stable pricing structures.

Product quality and sustainable sourcing of raw materials

The quality strategy is based on traditional tea expertise and an expanded focus on sustainability. The proportion of certified raw ingredients increased further in 2024. Strict testing processes – from residue analyses and sensor tests to comprehensive quality management systems – ensure product safety across the entire value chain. The growing range of organic products and the promotion of biodiversity-friendly cultivation methods underline this commitment.

Governance and responsible corporate management

As a family business, Ronnefeldt focuses on a long-term approach, transparency and clear governance structures. An interdisciplinary sustainability committee coordinates ESG topics across the company, supports implementation, and monitors progress against defined targets. Compliance training, a whistleblower system and structured risk management strengthen ethical and compliant business practices.

Environmental responsibility and resource efficiency

Significant progress has been made in reducing energy consumption, waste volumes and site-specific CO₂ emissions. All locations use 100% green electricity. Packaging has been further optimised, including the elimination of aluminium intermediate layers and the expansion of recyclable and compostable solutions. The transformation of the vehicle fleet and climate-neutral shipping (DHL GoGreen) support the company's emission reduction efforts.

1. EXECUTIVE SUMMARY

KEY PROGRESS IN 2024 AT A GLANCE.



Social

- 20% increase in productivity through training and process optimisation
- 80% of employees take advantage of further training opportunities
- Expansion of social projects in tea regions (education, food security, income generation)



Environment

- 100% supply of certified green electricity
- Electricity consumption reduced by more than 14% compared to previous year
- Almost 1 tonne of CO₂ equivalent offset by DHL GoGreen
- Further development of sustainable packaging – with the aim of completely eliminating aluminium by 2030



Economy and governance

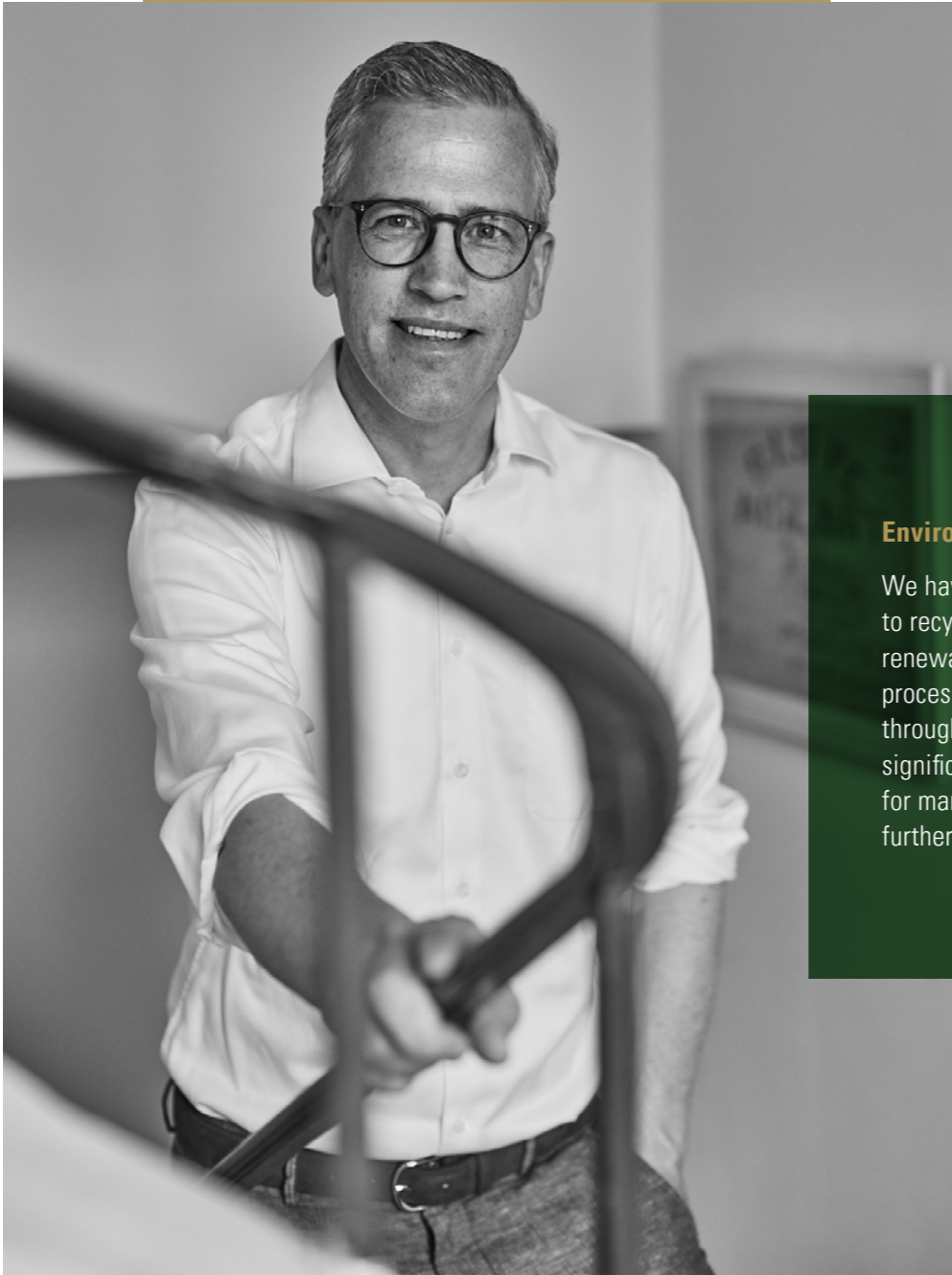
- Transparent carbon accounting for Scope 1–3 in accordance with GVS standard
- Digitalisation of key business processes (EDI, B2B, e-invoicing)

OUTLOOK FOR 2026 AND BEYOND.

Ronnefeldt will continue to develop its sustainability strategy and consistently focus on its impact. This includes:

- developing a CO₂ reduction roadmap
- increasing the proportion of organic products in the range to 26% by 2027
- 70% low-emission vehicles in the vehicle fleet by 2030
- stronger integration of ESG goals with control systems and management processes

With the progress it has achieved and its clearly defined objectives, Ronnefeldt remains true to its aim of combining premium tea with responsibility – for people, nature and a sustainable future.



2. FOREWORD BY THE MANAGEMENT

DEAR READER,

Ronnefeldt has stood for quality, enjoyment and responsibility for more than two hundred years. This long tradition is our motivation to not only offer excellent teas, but also make an active contribution to a sustainable future. In 2024, we continued to develop our sustainability strategy and launched new initiatives based on the three pillars of sustainability: environment, social impact and economy.



Environmental responsibility

We have largely switched our packaging to recyclable materials and rely on renewable energies in our production processes. By using green electricity throughout the company, we have been significantly reducing our CO₂ emissions for many years. We continue to strive to further improve our carbon footprint.



Social commitment

Our responsibility does not end at our front door. We support educational projects in the countries of origin of our teas and promote and demand fair working conditions throughout the entire supply chain. We are guided by the principles of fair trade and work closely with our partners on the ground.



Economic sustainability

Long-term partnerships with our suppliers – in some cases for generations – and investments in sustainable cultivation methods safeguard not only the quality of our products, but also the livelihoods of the people who make our tea. We rely on transparency and traceability to give our customers the highest level of confidence in our products.

This report provides a comprehensive overview of our actions and sustainability targets. We invite you to be part of this journey and look forward to engaging with you. With kind regards,

Jan-Berend Holzapfel
Owner J.T. Ronnefeldt KG

3. COMPANY PROFILE

WE STAND FOR DELICIOUS TEA – SINCE 1823.

A fascinating variety of tea cultures has developed around the world – each with its own history, character and tradition. Our company is also part of this living history: since 1823, Ronnefeldt has been synonymous with fine tea and outstanding craftsmanship. As one of the oldest tea trading companies in Europe, we have played a key role in shaping European tea culture ever since.

Johann Tobias Ronnefeldt founded J.T. Ronnefeldt KG at the beginning of the 19th century. As a family-run company based in the heart of Frankfurt, we maintain a close connection to our origins to this day. This continuity is reflected in our corporate values – quality, responsibility and international cooperation, which form the foundation of our actions and our sustainable corporate development. Since 1994, we have refined, processed and packed our teas in Worpswede, a place that is known for its art and natural environment and symbolises our philosophy. Our tea trade is based on a global network of experienced partners with whom we select our teas with great care and expertise. We rely on personal relationships and in-depth knowledge – because quality begins at the source. The flavour and aroma of a tea are the result of many factors: altitude, microclimate, soil conditions and careful harvesting and processing methods.

Our teas no longer originate exclusively from the traditional countries of origin such as China, India, Sri Lanka and Japan. Today, our valued partners are also in various regions of Africa as well as New Zealand and Colombia, and impress with their exceptional quality.

After the harvest, the art of blending and refining begins. Our Ronnefeldt tea tasters develop finely balanced compositions that offer the highest taste standards and reflect our values of sustainability and authenticity.

Today, we supply more than 80 countries around the world – our customers include high-end hotels and restaurants, as well as specialist retailers. Customers can also experience our teas via our online shop www.teeshop-ronnefeldt.com.

Our ambition remains unchanged:

THE PASSION AND VISION
TO CREATE TEA THAT
INSPIRES – SINCE 1823.





TRADITION

EXCELLENCE

QUALITY

SUSTAINABILITY

4. SUSTAINABILITY STRATEGY

AT RONNEFELDT, EXCELLENCE IS MORE THAN JUST HIGH-QUALITY TEAS.

Excellence is the benchmark for our actions at all levels. It is deeply rooted in our corporate culture and determines how we think, make decisions and do business – now and in the future. Sustainability is part of our quality promise.



4.1 OUR AMBITION: QUALITY, RESPONSIBILITY AND EXCELLENCE

QUALITY AND RESPONSIBILITY – OUR AMBITION NOW AND IN THE FUTURE.

We don't see sustainability as an add-on, but as an integral part of our value creation. For us, responsibility begins with the selection of our partners and extends all the way to the final product our customers enjoy.

Our understanding of responsible conduct is based on three core principles:



Fairness

In dealings with business partners, employees and competitors.



Global responsibility

From an environmental, social and economic perspective.



Long-term thinking

For a future worth living for generations to come.

Only by combining economic success with sustainable action can we create a stable foundation – for our company and for the world we live in.

4.2 SUSTAINABILITY GOALS AND MATERIALITY (SDGs)

OUR FOCUS ON THE GLOBAL SUSTAINABILITY GOALS.

On 1 January 2016, the 17 Sustainable Development Goals of the United Nations entered into force for an initial period of 15 years (until 2030). They build on the UN Millennium Development Goals adopted in 2000. The 17 goals and their 169 sub-goals form the 2030 Agenda, a global plan that essentially follows the following five mission statements (United Nations, 2015, p.2).

1. People:

End poverty and hunger, and ensure that all human beings can fulfil their potential in dignity and equality and in a healthy environment.

2. Planet:

Protect ecosystems, promote sustainable consumption and production, sustainably managing natural resources and taking urgent action on climate change.

3. Prosperity:

Prosperity for all human beings. Economic, social and technological progress should be in harmony with nature.

4. Peace:

Foster peaceful and just societies. It emphasises that sustainable development is not possible without peace, just as peace is not possible without sustainability.

5. Partnership:

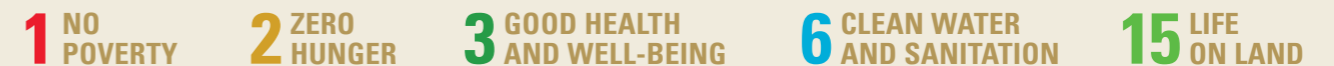
Implement the 2030 Agenda through revitalised partnerships in the spirit of solidarity, focused in particular on the needs of the poorest and most vulnerable and with the participation of all countries and all people.

The 2023 half-time review published by the German Federal Ministry for Economic Cooperation and Development (BMZ) clearly shows that: the global community is not currently on course to meet the global sustainability goals. For us, this is an additional incentive to strengthen our commitment – together with our employees and partners.

Ronnefeldt is committed to the principles of the 2030 Agenda, especially since many of the formulated objectives are relevant to the international procurement and distribution chain. The 17 Sustainable Development Goals (SDGs) therefore serve as the basis for deriving Ronnefeldt's strategically relevant sustainability goals.



Based on our corporate strategy, a materiality assessment was carried out in 2022, which was used to identify **five SDGs** that we are focusing on and incorporating in our day-to-day actions:



These focus areas reflect the areas in which we can have the greatest positive impact with our business activities and take responsibility – throughout our entire supply and value chain.

4.3 GOVERNANCE, STEERING AND STAKEHOLDER DIALOGUE

FROM RESPONSIBILITY TO MEASURABLE SUSTAINABILITY ACTION.

Sustainability responsibilities are embedded within Ronnefeldt's corporate governance and are implemented through clearly defined roles and decision-making processes.

The Executive Management is overall responsible for the company's sustainability strategy. It defines objectives, guidelines, and priorities and regularly reviews progress.

To systematically integrate sustainability across the company, Ronnefeldt has established an interdisciplinary Sustainability Committee. It consists among others of representatives from Tea Tasting, Purchasing, Quality Management, Human Resources, Sales and Management. The Committee meets regularly to evaluate current projects, discuss new ideas and review progress – sustainability is an integral part of strategic corporate development.

To ensure a holistic approach, interdisciplinary working groups are formed on a regular basis, combining environmental, social and economic aspects.

Practical example:

Thanks to the Committee, TÜV-certified software has been introduced for the transparent recording of Scope 1–3 emissions – a milestone for future CO₂ reduction.

Looking to the future

The Committee is also working on other strategic projects to embed environmental and social responsibility in all areas of the company over the long term. These include:

- further development of sustainable packaging solutions
- optimisation of supply chains in line with social and environmental standards
- increased promotion of social projects at the source and in the region
- development of company-wide CO₂ monitoring to reduce Scope 1–3 emissions
- training formats for employees to actively contribute to sustainability in their daily work

These projects emphasise Ronnefeldt's commitment beyond legal requirements.

Responsibilities at a glance:



Management

Strategic management, approval of sustainability goals, monitoring achievement of objectives.



Heads of department

Implementation of sustainability measures in the respective specialist departments, reporting to the Sustainability Committee.

Sustainability topics are regularly discussed in management meetings to assess progress, risks and any required action. Decisions are documented and incorporated into the sustainability report.



Sustainability Committee

Coordination of sustainability activities, preparation of the sustainability report and monitoring of ESG indicators.



Employees

Implementation in everyday work, participation in training, contributing ideas for improvement.

4.3 GOVERNANCE, STEERING AND STAKEHOLDER DIALOGUE

STAKEHOLDER DIALOGUE AND DOUBLE MATERIALITY.

Ongoing dialogue with our stakeholders is a key element of Ronnefeldt's sustainability management and forms the basis for identifying, evaluating and prioritising relevant sustainability topics. Sustainability is understood as a shared responsibility that requires continuous exchange with stakeholders.

Key stakeholder groups include employees, suppliers in the countries of origin, international sales partners, specialist retailers, customers, auditors, industry associations, the media and representatives from science and research. Ronnefeldt engages with these groups on an ongoing basis in various formats, including face-to-face discussions, dialogue with suppliers and business partners, industry events and operational coordination along the value chain.

These exchanges address key environmental, social and economic sustainability topics such as sustainable procurement, fair working and pay conditions, product safety and quality, responsible products and climate change mitigation. Stakeholder feedback provides valuable input identifying risks, opportunities and areas for improvement.

To systematically prioritise these issues, Ronnefeldt applies the concept of double materiality. Both the impact of business activities on the environment and society (impact materiality, inside-out) and the financial risks and opportunities for the company (financial materiality,

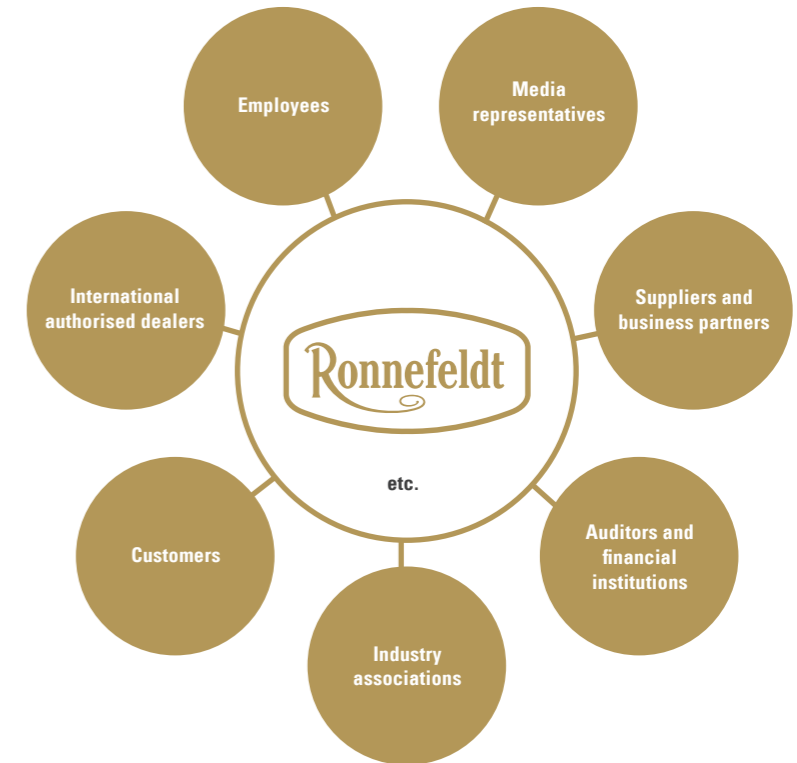
outside-in) are systematically taken into account. The company's perspective is complemented by stakeholder input from across the upstream and downstream value chain.

Given Ronnefeldt's international footprint and diverse stakeholder landscape, it is not possible to define uniform stakeholder profiles or aggregate individual opinions. Instead, the different perspectives gathered from ongoing dialogue are consolidated in an overall assessment. In addition, internationally recognised reference frameworks such as the Sustainable Development Goals (SDGs) are used to support classification and ensure a consistent, internationally compatible prioritisation.

The results of this dialogue-oriented materiality process form the basis for the materiality assessment, the strategic focus on relevant SDGs and the derivation and further development of Ronnefeldt's sustainability goals. In this way, the company ensures that its sustainability strategy is both business-relevant and aligned with stakeholder expectations.



Ronnefeldt and stakeholder dialogue





4.4 SUSTAINABILITY ACROSS THE VALUE CHAIN

TEA PRODUCTION IS SUSTAINABLE CRAFTSMANSHIP.

Our pursuit of excellence involves much more than the final product in the cup. It starts with responsible partnerships with tea gardens, continues with environmentally conscious production processes and extends to treating employees and society with respect. Every step of our tea production process follows the principle: the highest quality through sustainability and care.

Cultivation – sourcing with responsibility

Tea thrives in many regions of the world. We work closely with partners who promote traditional cultivation methods, biodiversity-friendly land management and fair working conditions. The combination of climate, altitude and soil conditions shapes the unique flavour of each tea variety.

Harvesting – care begins in the field

Most of our Ronnefeldt tea is harvested by hand, according to the ‘Two Leaves and One Bud’ principle. This selective method protects the tea plant and ensures the highest leaf quality. Harvesting is seasonal – in spring, summer and autumn – depending on the region, altitude and climate. By working closely with the gardens, we are able to use the best harvest times and thus guarantee excellent quality tea for our customers.

Processing – craftsmanship instead of industry

We have been committed to traditional, orthodox tea production since 1823. This complex process involves picking the tea leaves by hand and carefully processing them: withering, rolling, fermentation, drying and sorting. This refining method preserves the natural flavours, leaf shapes and ingredients of the tea – a mark of quality and good craftsmanship that are part of Ronnefeldt’s basic philosophy.

Mixing and testing – quality with a system

Our tea tasters are trained specialists who carefully taste and test each type of tea – in accordance with internal standards and legal requirements. In addition, we commission independent, accredited laboratories to perform residue monitoring. Only teas that meet the highest standards are made into perfectly balanced blends to appeal to our customers’ diverse tastes.

Distribution – tea enjoyment with global awareness

Today, Ronnefeldt stands for top quality in the tea segment around the world. Guests in high-end hotels and restaurants in more than 80 countries can enjoy our teas. The company is also seeing growing demand via online sales channels and specialist retailers. Our sales concept is based on short distances, environmentally optimised logistics and a high-quality brand experience – whether in the online shop, at retail partners or in our brand store in Frankfurt’s MyZeil shopping centre.

4.4 SUSTAINABILITY ACROSS THE VALUE CHAIN

DIVERSITY AND THE HIGHEST QUALITY FOR OUR CUSTOMERS.

At Ronnefeldt, diversity is more than just a buzzword – it is part of our responsibility and our commitment to quality. We design our range with care, patience and passion so that it offers the right tea experience for the senses and all requirements.

Our customers all over the world value both classic tea varieties and modern flavour compositions, refined with ingredients and blossoms. Black, green, oolong or white tea, herbal or fruit infusions: our tea tasters regularly create new flavours – tailored to seasonal preferences and flavour profiles. Organic teas are becoming more and more important. The entire production process in Worpsswede is certified as kosher and halal and thus fulfils the requirements of the Islamic and Jewish faiths. This underscores the company's commitment to taking different cultural and religious needs into account and implementing them responsibly. All of this is part of our sustainable corporate philosophy.

Our range is complemented by a diverse portfolio of pre-portioned solutions – ideal for hotels, restaurants and discerning tea lovers at home. Product lines such as Tea-Caddy®, LeafCup®, Teavelope®, Joy of Tea® and 100% stand for uncomplicated enjoyment at the highest level.

Organic teas are becoming more and more important.

PROPORTION OF TEAS BY TOTAL WEIGHT SOLD 2024

The graphic represents the distribution of our global tea sales. Black tea continues to dominate, but herbal and fruit infusions and green tea are gaining ground – reflecting changing consumer habits and a growing focus on health.



RESPONSIBILITY

5. SOCIAL COMMITMENT ACROSS THE VALUE CHAIN

TEA CULTURE BEGINS WITH THE PEOPLE.

As a company with close links to the people and regions in our global value chain, we have a particular responsibility for their living conditions.

Our social activity is guided by SDGs 1, 2 and 3: they remind us that sustainable tea culture can only develop where poverty is effectively combated, long-term food security is ensured and health is strengthened. Through our commitment, we want to help ensure that the communities we work with are not only supported today, but also have better prospects in the long term.



5.1 FAIR WORKING CONDITIONS, SOCIAL PROTECTION AND LOCAL VALUE CREATION

CREATING FAIR OPPORTUNITIES AND SECURE LIVELIHOODS.

At Ronnefeldt, social responsibility begins where people work and live. Fair wages, social protection and partnerships in the countries of origin are key elements of our approach. Employees are paid above the statutory minimum wage and, to ensure transparency, fairness and competitiveness, pay structures are regularly reviewed against external salary benchmarks.

HR Online Manager – Compensation Online plus market & gaps is used to perform the analysis by function, industry and region. Positions with similar job requirements, skill levels and regional labour market conditions are compared.

Additional social benefits are also offered to strengthen the financial security and well-being of employees. These include, for example:

- health promotion such as ergonomics advice, height-adjustable desks, allowance for glasses for screen work, occupational health care, health days and allowances for bicycle leasing
- occupational pension scheme with employer contribution and special payments for long service
- family-friendly measures such as flexible working hours, work-from-home rules to promote a better work-life balance, and special leave to care for dependents
- discounted purchase of Ronnefeldt tea for employees

90% of employees make use of our social benefits and 17 colleagues have been working at Ronnefeldt for more than 20 years – a clear indication of stable working conditions and trust.

” FAMILY-FRIENDLY COMPANY WITH FLAT HIERARCHIES AND SHORT DECISION-MAKING PROCESSES “

Furthermore, regional value creation directly contributes to reducing poverty. Ronnefeldt works with regional suppliers, smallholder farmers and service providers to strengthen local economic cycles and secure sustainable incomes. This includes prioritising regional packaging and logistics partners, cooperating with local craft businesses and long-term cooperation with smallholder farmers' cooperatives in the countries of origin of our teas.

Through fair purchase prices, the company supports the economic stability of small-scale producers and promotes local development. In selected growing regions, fair pricing structures contribute to increasing household incomes of smallholder farming cooperatives by up to 15%.

” PERSONAL FREEDOM AND FLEXIBILITY ARE NOT FORGOTTEN “

” A GOOD WORK-LIFE BALANCE “

” TOP FACILITIES, TOP WORKPLACES, ACCOMPANIED BY THE BEST TEA “

5.2 SUPPLY CHAIN RESPONSIBILITY AND FOOD SECURITY

ENHANCING FOOD SECURITY – FROM SOURCE TO CONSUMER.

Responsible sourcing is essential for stable harvests and reliable incomes. That's why we prefer to source our raw ingredients from certified, sustainable sources and invest in long-term partnerships with producers. According to the 'Global Market Report: Tea' from the International Institute for Sustainable Development (IISD, 2024), in many growing regions – such as India and Sri Lanka – production costs often exceed sales revenues, threatening producers' livelihoods. International sustainability programmes are responding to this with initiatives to secure livelihoods and improve income transparency and social protection.

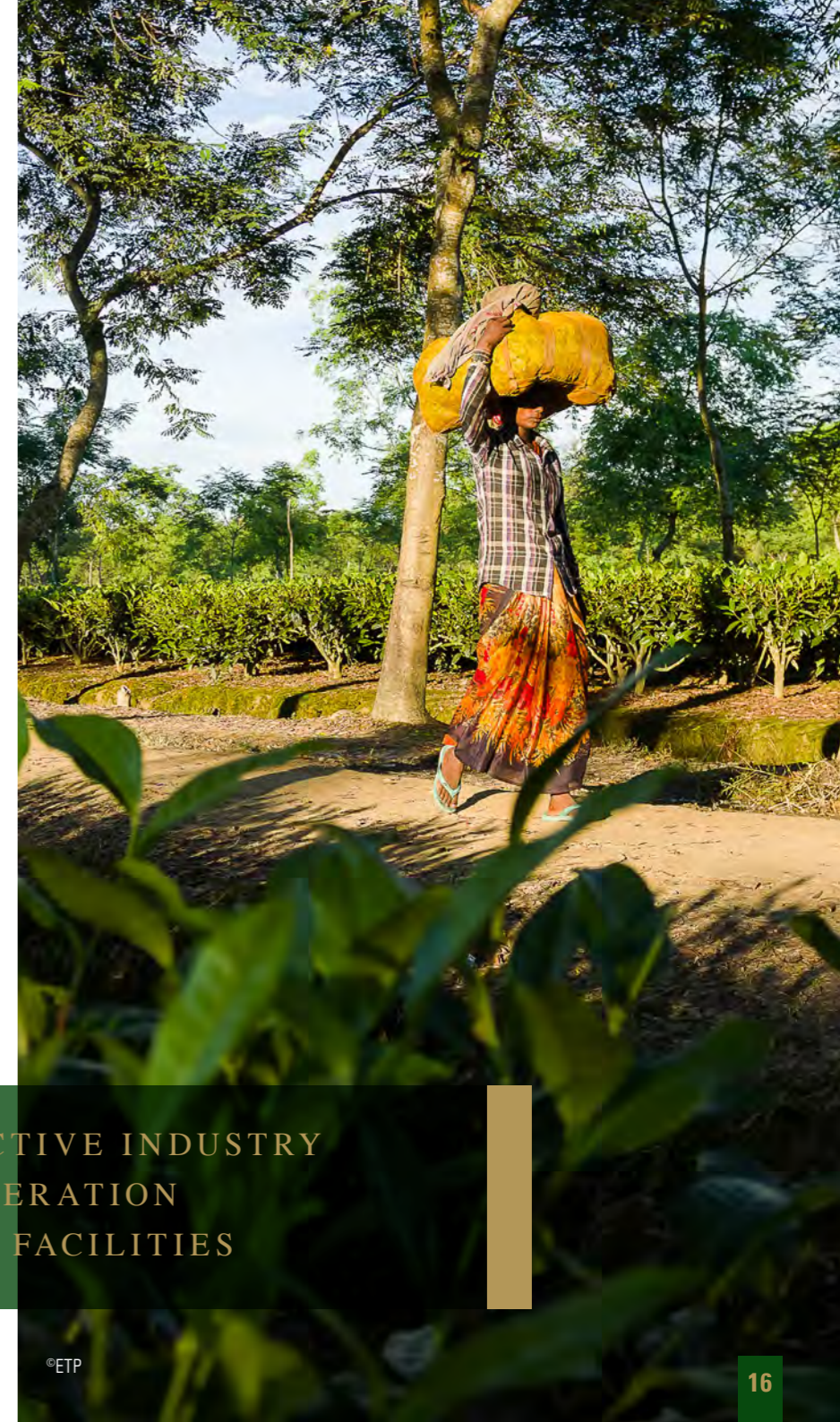
One example is the 'Fair Wages in Tea Cultivation' project run by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) and the Ethical Tea Partnership, which was carried out in Malawi and Rwanda. The aim was to reduce the income gap between actual income and a living wage. To this end, reference values for salaries were developed, savings and credit initiatives were promoted, and training on gender equality and financial independence was offered. We already work with cooperatives in India, Sri Lanka and Rwanda, who have been able to increase their productivity by up to 20% through training. Sustainability in the tea sector can only be achieved in the long term if companies, together with their partners, take responsibility along the entire value chain – from the source to the cup.

We are actively involved in national and international organisations to further develop sustainability standards, share knowledge and promote joint industry solutions, such as:

- **Ethical tea partnership (ETP)**
Promoting fair, safe and environmentally sound work and production conditions in tea cultivation
- **Childaid Network**
Support for disadvantaged children and young people in tea-growing regions of South Asia through educational projects
- **German Tea Association**
Collaboration on industry-wide standards and codes of conduct (including the Supplier Code of Conduct)
- **Tea Association of the U.S.A. Inc.**
Industry contribution to the development of international standards and regulatory guidelines

These networks help us meet our due diligence obligations and effectively comply with the German Supply Chain Act (*Lieferkettensorgfaltspflichtengesetz*, LkSG) and future EU regulations.

CLOSE SUPPLIER RELATIONSHIPS, ACTIVE INDUSTRY INVOLVEMENT AND TARGETED COOPERATION WITH EDUCATIONAL AND RESEARCH FACILITIES



” OUR VISION IS TO CREATE **LONG-TERM PARTNERSHIPS**, REGULAR DIALOGUE AND CONSISTENT MONITORING TO ESTABLISH A SUPPLY CHAIN THAT IS DIFFERENTIATED BY **SOCIAL JUSTICE, ENVIRONMENTAL AWARENESS** AND **ECONOMIC FAIRNESS**. FOR US, SUSTAINABLE PROCUREMENT IS NOT AN ADD-ON BUT AN INTEGRAL PART OF OUR BRAND. “

Binding social and environmental criteria are enshrined in our General Terms and Conditions of Purchase.

They include, among others:

- the ban on child labour and forced labour
- the right to freedom of association and collective bargaining
- occupational safety and fair pay
- environmental protection along the value chain

Binding standards for suppliers

Our suppliers are obliged to adhere to recognised international standards and initiatives, including:

- Ethical Tea Partnership (ETP)
- Rainforest Alliance / UTZ
- Business Social Compliance Initiative (BSCI)
- Fairtrade
- German Tea Association (Code of Conduct)

We review the implementation of the standards through:

- regular audits
- mandatory self-disclosures, including traceability, environmental requirements and QM documentation

We strictly adhere to country-specific import regulations, e.g. in the case of residue limits or prohibition lists.



5.2 RESPONSIBILITY IN THE SUPPLY CHAIN AND FOOD SECURITY

OUR COLLABORATION WITH THE ETHICAL TEA PARTNERSHIP (ETP).

We have been working closely with the Ethical Tea Partnership (ETP) since 2013. Together, we set standards for fair wages, safe working conditions and environmental awareness. The ETP not only assists in audits, but also actively supports supply partners in their further development – including through on-site training, gap analyses and targeted improvement concepts.

This is crucial for us, as many of our raw ingredients come from regions where institutionalised compliance structures are still in development. If a producer is found to deviate from the ETI standard, they are not immediately excluded; instead, a binding corrective action plan (CAP) is put in place with monitoring and deadlines. This strengthens the long-term resilience and professionalism of supply partners.

Ethical Tea Partnership audits comply with Fairtrade, Rainforest Alliance and UTZ standards.

ETP initiatives have systematically improved hygiene standards in tea factories, which ETP monitoring data has identified as a positive factor for workers' health. Scientific studies show that such improvement measures can often reduce work-related illnesses by more than 10% (cf. EU-OSHA and other industry studies).



Member of
**ethical tea
partnership**

PARTNERSHIP
FOR
RESPONSIBILITY

5.2 RESPONSIBILITY IN THE SUPPLY CHAIN AND FOOD SECURITY

OUR PARTNERSHIP WITH THE CHILDAID NETWORK.

The Childaid Network is committed to providing access to education for disadvantaged children and young people in South and Southeast Asia. Its aim is to use education to reduce poverty in the long term and to allow young people to shape their own future. The geographical focus of the foundation's work is in the Assam tea region in northeastern India. Other projects are being implemented in Nepal, Bangladesh and Myanmar.

Jan-Berend Holzapfel, owner of J.T. Ronnefeldt KG, has been a member of the foundation board since 2016. In this role, he contributes his many years of commercial experience, supports the board of directors in strategic matters and promotes the foundation's networking with relevant partners.

In addition to this advisory activity, Ronnefeldt supports the work of the foundation financially through regular donations. These funds are used in particular to support educational projects and initiatives to promote small, family-run tea gardens in Assam. Ronnefeldt sources tea from this region – between the Himalayas and the Brahmaputra River – where the world-famous Assam black tea is grown.

As our purchasing volume is limited in relation to the overall market, we use the foundation to specifically promote local initiatives to support sustainable development. The Childaid Network helps families to set up small tea gardens that enable them to establish an

independent economic livelihood. Around 1,000 families have already created their own gardens and organised cooperatives to jointly market their tea.

Ronnefeldt will expand this partnership in the years to come and thus contribute to further development of education, personal responsibility and social development in the growing regions. Further information can be found at www.childaid.net.

KPI-oriented impact target

≥ 2 regional funding projects per year for food security in growing regions



COMMITMENT TO EDUCATION AND SOCIAL DEVELOPMENT



5.3 HEALTH, OCCUPATIONAL SAFETY AND PRODUCT PROTECTION

TEA CULTURE IS CREATED BY PEOPLE – AND GROWS WITH THEM.

Our dedicated employees are the foundation of our company's success – now and in the future. They embody Ronnefeldt's values and bring our tea culture into the world with passion, skill and responsibility. That's why we see it as our corporate duty to create a future-oriented, fair and healthy working environment. As of 31 December 2024, Ronnefeldt had a total of 136 employees at its Frankfurt and Wörpsswede locations. In addition, other tea consultants are active abroad, including in Austria, Switzerland, France and the Benelux countries.

We encourage not only professional development, but also the personal well-being of our employees – at all levels and in all areas of the company. We take a holistic approach that takes economic, social and ethical factors into account:

- Fair and performance-based remuneration
- Occupational safety and health promotion – through structured measures, training and pension offers
- High employee satisfaction – a key metric that is continuously monitored

For us, health means protection in the workplace and safe products for our customers. We are guided by ISO 45001 and focus on prevention, ergonomic design and regular training.

- Ergonomic design of all workstations
- Stress prevention and health checks
- Occupational health management

Product safety

- Residue analyses
- HACCP and IFS standard
- Transparent ingredient and allergen labelling

Alongside the health of our employees, the safety and quality of our products is a key part of our corporate responsibility. All products – especially tea and other foods – are developed and tested according to the highest quality standards to ensure customer health and safety.

Core measures:

- Quality management according to the HACCP standard
- Regular residue analyses, sensor tests and hygiene monitoring
- Transparent labelling of all ingredients and allergens
- Traceability of all raw ingredients back to their source
- Customer information systems to provide information about secure preparation and sustainable consumption

The health and safety of our customers is our top priority at Ronnefeldt. We do not see food safety simply as an obligation, but as a central component of our understanding of quality and our ESG responsibility. That's why we check every type of tea along the entire value chain with the utmost care – from the source to the finished product.

The issue of safety is also strategically supported by the occupational safety committee, as part of which managers, safety officers and external experts regularly analyse risks and decide on improvements.

5.3 HEALTH, OCCUPATIONAL SAFETY AND PRODUCT PROTECTION

OCCUPATIONAL SAFETY AND ACCIDENT-RELATED ABSENCES.

In the reporting year, a total of four reportable work-related accidents were registered among a total workforce of 136 employees. This corresponds to an accident rate of 2.9%, based on the number of employees. There were no occupational diseases or fatal accidents at work.

Accident-related absences totalled 69 working days. Based on the estimated 29,920 working days of the total workforce in the reporting year, this corresponds to around 0.23% of total working hours.

The key figures show that lost working time is generally at a low level. The results are regularly analysed and serve as the basis for targeted measures to further improve occupational health and safety at all locations.

Example:

- Health days and workshops on nutrition and exercise
- Ergonomics advice in the workplace
- Flexible working hours and options for working from home
- Family-friendly measures (e.g. caregiver arrangements)
- Collaboration with health insurers to promote occupational prevention

KPI-oriented impact targets

Maintenance of the low rate of reportable work-related accidents	≥ 80% of employees participate in health measures each year	100% of products meet internal and external quality standards
---	--	--

Incidents during the reporting period

Location	Total accidents	of which commuting accidents	Occupational diseases	Deaths	Days of accident-related absence
Frankfurt am Main	1	0	0	0	27
Worpswede	3	1	0	0	42
Total	4	1	0	0	69

Conclusion: With a holistic occupational safety approach, we ensure that the quality of our products keeps pace with the quality of our working conditions. Sustainable excellence can only be put into practice in the long term if our employees work safely and healthily.

5.4 EDUCATION, EQUAL OPPORTUNITIES AND HUMAN RIGHTS

TRAINING AND DEVELOPMENT IN THE COMPANY.

For Ronnefeldt, education is a key driver for sustainable business. We invest in training and development, knowledge transfer and skills development in order to promote lifelong learning and safeguard specialist knowledge. In doing so, we strengthen the employability and further development of our employees.

Ronnefeldt supports its employees with continuous learning through individual training plans, internal training formats and external training courses. These include management training, specialist training in food technology, occupational safety and sustainability management, digital learning opportunities (e-learning, microlearning, AI in everyday working life) and the promotion of part-time degree programmes and certifications.

Impact: More than 80% of employees already take part in training and development every year. The aim is to increase this rate further and to achieve an average of at least 20 hours of training per employee per year.

Training and promotion of young talent

In order to secure skilled workers in the long term, Ronnefeldt offers apprenticeships in commercial and technical occupations and cooperates with schools, universities and vocational schools. Dual study programmes, mentoring programmes for apprentices and workshops for schoolchildren on fair trade and sustainable consumption raise young people's awareness of sustainable business at an early stage and promote the development of regional skilled workers.

Impact target: 100% of trainees should receive a job offer after successful completion of the programme if they are suitably qualified and there is an appropriate opportunity in the company.

Education in the supply chain

Ronnefeldt supports the goals of partners such as the Ethical Tea Partnership to provide education and training programmes for smallholder farmers, cooperatives and employees in growing regions.

The focus is on sustainable agriculture (e.g. soil management, climate adaptation, crop protection), occupational safety and hygiene in tea production, and educational initiatives for women and young people.

Impact: These programmes help to build knowledge, reduce poverty and hunger and strengthen local education systems.

RONNEFELDT TEA ACADEMY®

With the Ronnefeldt Tea Academy®, we have created a comprehensive training programme that not only imparts specialist knowledge about tea, but also focuses on social responsibility and sustainability. We are convinced that in an increasingly knowledge-based society, education is the key to sustainable action and responsible consumer culture.

Our Academy is aimed at employees, specialists and managers in the hospitality and catering industry, brand partners, students and tea lovers. The curriculum covers sensory expertise, tea varieties, preparation, personal development as well as topics such as sustainable tea cultivation, supply chains and international social and environmental standards.

Practical insights into countries of origin such as India, Sri Lanka, Taiwan, Japan and South Africa are also included in teaching assignments at universities. In this way, future professionals are not only professionally qualified, but also aware of global social and environmental contexts in the tea sector.

Specific activities in the reporting period

- More than 20,000 participants in training annually
- Collaborations with universities and hotel management schools to promote sustainable education in the food sector



5.4 EDUCATION, EQUAL OPPORTUNITIES AND HUMAN RIGHTS

GENDER EQUALITY AND EQUAL OPPORTUNITIES.

Ronnefeldt promotes gender equality by supporting equal opportunities, fair pay and greater participation of women in all areas of the company. The aim is to prevent discrimination, promote a good balance between family and career and strengthen the economic participation of women along the entire value chain.

Equal treatment and respectful interaction are an integral part of the company's principles. Regularly reviewing pay structures using HR Online Manager (module: market & gaps) supports fair remuneration for comparable activities. All employees have access to social benefits, health offers and flexible working time models.

Specific examples

- Mentoring programme for (junior) managers
- Projects to promote women's cooperatives in East Africa
- Diversity training for all employees



Promotion of women in management positions

Ronnefeldt promotes the development of women in specialist and management roles through targeted qualification and development opportunities. Leadership training and internal networks support women's career paths and contribute to the visibility of female role models.



Balancing family and career

Flexible working time models, rules on working from home and support measures relating to parental leave make it easier for people to return to work. Programmes such as 'parental leave without career setback' help to continue professional development even after family breaks.



Gender equality in the supply chain

Long-term partnerships with suppliers, sometimes spanning several generations, and investments in sustainable cultivation methods not only ensure the quality of products but also strengthen the stability of supply chains. Transparency and traceability along the value chain help to achieve a high level of customer trust.



OUR 1ST CEO

KPI-oriented targets up to 2027

100% of employees regularly take part in diversity training.

At least **2 projects per year** to promote women in the supply chain.

Friederike Ronnefeldt took over the management of Ronnefeldt in the 19th century and stands as an example of a woman who took on management responsibility at an early stage.

5.4 EDUCATION, EQUAL OPPORTUNITIES AND HUMAN RIGHTS

FAIR EMPLOYMENT AND JOB QUALITY.

Ronnefeldt combines economic growth with fair, safe and productive working conditions. The aim is to ensure decent work at all stages of the value chain and to support employees, while also growing in an economically stable and responsible manner.

The company generally offers permanent employment contracts and payment above the minimum wage, as well as social protection and family-friendly conditions. Performance-related pay systems with social components and the principle of equal pay for equal work strengthen stability and employee retention.

Impact target: An internal Good Work Index is to be introduced at all locations. This will be used to regularly assess the quality of the workplaces and serve as a basis for improvements.

DECENT WORK IN THE SUPPLY CHAIN.

Our suppliers are bound by a Supplier Code of Conduct with defined social standards. In high-risk regions, regular audits, training and partnerships are used to identify and minimise potential risks of child labour, forced labour and discrimination at an early stage, and work with local partners to make improvements.

These measures are implemented in close cooperation with external organisations such as the Ethical Tea Partnership (ETP) and in line with local and structural opportunities.



Concrete measures

- Social audits and self-assessments of working conditions
- Collaboration with the Ethical Tea Partnership to ensure decent work in the supply chain
- Supporting local projects for education and income security

5.4 EDUCATION, EQUAL OPPORTUNITIES AND HUMAN RIGHTS

SUSTAINABLE GROWTH AND PRODUCTIVITY.

Investments in energy-saving production facilities, regional procurement and collaborations with local service providers, as well as the expansion of sustainable product lines (e.g. organic and fair trade teas) contribute to stable growth.

Impact examples:

- Investments in digitalisation and process optimisation increased productivity in the reporting period. With the introduction of Microsoft Business Central (BC) as a cloud-based ERP system (ERP = Enterprise Resource Planning), many business processes that were otherwise managed in individual systems or Excel, have been digitalised, automated and combined on a single platform.
- In connection with the further development of our social standards, we are also investing specifically in improving working conditions at our locations. For example, we plan to construct a new production facility at the Worpswede site using state-of-the-art structural and technical concepts which will significantly reduce dust and noise pollution.
The increased use of technologies that reduce physical labour, such as pallet stackers, strengthen improved and long-term occupational safety.
- Through the complete switch to 100% green electricity from Naturwatt pro*, Ronnefeldt has reduced site-specific emissions to practically zero.



* Naturwatt pro electricity is certified by TÜV NORD and is generated from 100% renewable energy sources. The production of electricity reduces the generation of radioactive waste and is also carbon neutral including upstream chain considerations.



Core goals up to 2026

- Access to training opportunities for all employees
- 15% increase in productivity with unchanged working hours
- No reportable work-related accidents with lost work time of more than three days

5.4 EDUCATION, EQUAL OPPORTUNITIES AND HUMAN RIGHTS

EMPLOYEE RETENTION SECURES FUTURE VIABILITY.

A sustainable company needs people who identify with its goals. That's why we invest specifically in attracting, retaining and promoting dedicated talent – from internships and apprenticeships to management roles. Our corporate culture is characterised by mutual respect, team spirit and responsibility.

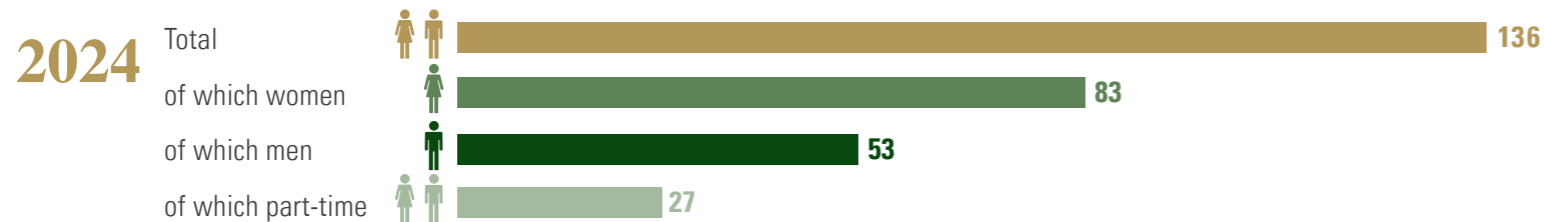
Our commitment: If you want to produce sustainable products, you need sustainable cooperation. That's why we nurture not just the tea, but above all the people who make it possible.



Permanent and temporary employees

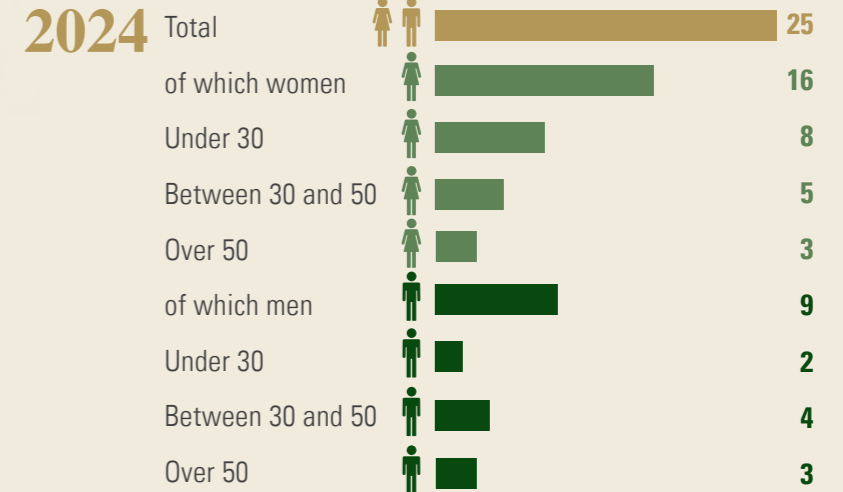


Number of employees by gender and part-time

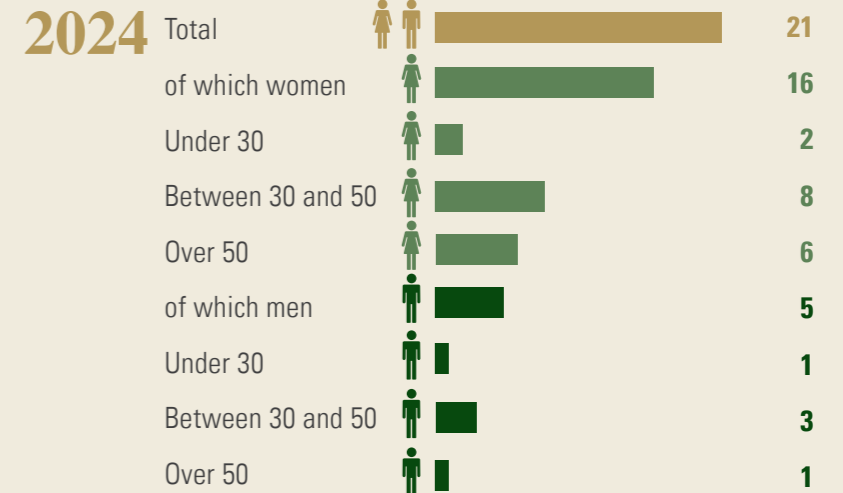


Development of staff turnover 2024

New hires



Departures



5.4 EDUCATION, EQUAL OPPORTUNITIES AND HUMAN RIGHTS

REGIONAL CONNECTION: BACK TO OUR ROOTS IN 2023, OUR ANNIVERSARY YEAR.

With its Westhafen Pier location, Ronnefeldt has always stayed true to its city of birth, Frankfurt. Up until 1990, we had our own customs and warehouse in Frankfurt's Westhafen – an important logistical hub for our international tea trade.

Our return to this traditional location for Ronnefeldt's 200th anniversary represents not only a logistical but also a symbolic step 'back to our roots'. It is the ideal combination of past, present and future: a modern, urban location – rooted in the history of a cosmopolitan company with its heart in Frankfurt.

The Westhafen Pier complex was built between 2002 and 2004 as a modern office complex. The generous glass surfaces in the facade design allow for the extensive use of daylight in the building. This reduces the energy required for artificial lighting and creates a pleasant, healthy working environment. The architectural transparency creates a bright, open atmosphere reflecting modern office requirements.

The lease also provides for close coordination between tenant and landlord to jointly develop and implement sustainable measures relating to the use of the building.

We  Frankfurt

Urban planning and accessibility

The location in Frankfurt's Gutleutviertel is characterised by its compact, urban location – a key criterion for sustainable urban development. The property has excellent public transport links: there is a bus stop right in front of the building, Frankfurt's main railway station is within walking distance, and there are important motorway connections nearby.

This excellent accessibility by public transport supports sustainable mobility and promotes the reduction of private transport and the associated emissions. In addition, the company offers its employees an attractive bicycle leasing option with an employer subsidy through JobRad. Dry, sheltered parking spaces for bicycles and e-bikes are available in the building, which further promotes the use of bicycles as an environmentally friendly means of transport.

The location also offers an attractive travel option for events and business partners without CO₂-intensive commuting.



**6. ENVIRONMENTAL IMPACT
AND RESOURCE CONSERVATION
ALONG THE VALUE CHAIN**

OUT OF RESPECT FOR NATURE.

Water and biodiversity are central to the quality of our teas – and are also sensitive resources that are under pressure around the world. SDG 6 and SDG 15 illustrate how closely our economic activities are linked to the environmental conditions in the growing regions: clean water is a prerequisite for healthy soils, stable ecosystems and high-quality agriculture. The future of tea cultivation also depends on protecting natural habitats, preserving biodiversity and promoting sustainable farming methods. Together with our partners, we are committed to using water resources responsibly, strengthening ecosystems and conserving biodiversity – so that the regions that have entrusted us with their treasures for generations remain vibrant and resilient landscapes in the future.



6.1 RESOURCES AND ENVIRONMENTAL CONDITIONS AT ORIGIN

RESPONSIBLE USE OF NATURAL RESOURCES.

The responsible use of natural resources is an integral part of our corporate strategy. We aim to continuously minimise our environmental footprint along the entire value chain. To this end, we rely on specific measures, validated key figures and systematic success monitoring.

Reducing consumption of energy and resources

In recent years, we have been able to significantly reduce the consumption of the following resources through targeted optimisation measures:

- Electricity through the use of energy-efficient machines and LED lighting
- Natural gas and heating oil through energy-efficient renovations and improved heat utilisation
- Paper through digitalisation
- CO₂ emissions, in particular from the increased use of climate-neutral shipping methods

All of our parcel deliveries within Germany are via DHL GoGreen. In 2024 alone, almost 1 tonne of CO₂ equivalent was offset in this way – a tangible contribution to global climate protection.

In addition to climate-neutral shipping, we are also working on transforming our vehicle fleet: we currently use five electric vehicles and five hybrid vehicles. In the future, we plan to switch to further electric, hybrid and/or fuel cell solutions for the entire fleet.

Impact target: Switch to 70% low-emission vehicles in the vehicle fleet by 2030.

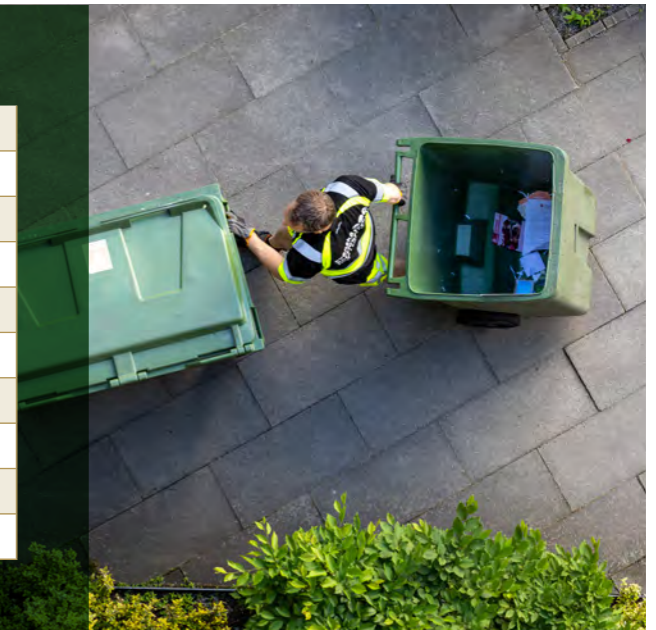
Waste management and disposal standards

We comply with all legal requirements for waste prevention and disposal and set high standards for the separation and professional handling of production waste:

- Product packaging bears the Green Dot and is fully recyclable.
- Due to their classification as hazardous substances, flavourings are collected directly from the Worpswede site by certified waste management companies and disposed of in accordance with legal requirements.

Current data

Consumption	2024	2023	2022
Electricity consumption (green electricity) in kWh	336.117	393.069	369.627
District heating in kWh	104.707	144.816	150.497
Oil in l	18.500	14.402	18.463
Water and wastewater in m ³	548	610	574
Paper in sheets	135.000	142.500	150.000
Waste in Frankfurt in m ³	20	78	78
of which residual waste in m ³	10	52	52
Waste in Worpswede in t	51	58	44
of which residual waste in t	36	36	31



6.2 ENERGY, CLIMATE AND EMISSIONS MANAGEMENT

EMISSIONS REDUCTION THROUGH DATA-DRIVEN ANALYSIS AND TARGETED MEASURES.

To ensure we make a measurable and effective contribution to climate change mitigation, we use a TÜV-certified software solution from Green Vision Solutions. This platform is the central tool in our climate strategy and helps us to accurately record our total Scope 1, 2 and 3 CO₂ emissions and present them transparently.

With support from external specialists, we conduct a detailed analysis of the sources of emissions across our entire value chain – from the procurement of raw materials to packaging, transport, logistics and the use of products. This allows us to identify key emission hotspots and define targeted priorities for effective reduction measures.

Based on these data-driven findings, we develop specific approaches for reducing emissions. These include optimising transport routes, using lower-emission packaging materials and greater collaboration with sustainability-certified suppliers.

Using the Green Vision Solutions platform enables us to continuously measure progress, review measures and continually improve our climate performance. This holistic, fact-based approach creates the basis for systematically achieving our climate targets and contributing to a sustainable and climate-neutral future.



Emissions scope proportions	in %	t CO ₂ eq
Scope 1 – direct greenhouse gas emissions	3,76	213,49
Heat	0,83	46,99
Vehicles (petrol, diesel)	2,93	166,50
Scope 2 – indirect greenhouse gas emissions	1,24	70,23
Heat	0,22	12,27
Vehicles (electric)	1,02	57,96
Scope 3 – indirect greenhouse gas emissions	95,01	5.400,14
Energy and fuel related activities	1,51	85,62
Purchased goods and services	33,77	1.919,38
Use of sold products	43,07	2.447,83
Disposal of sold products	8,68	493,43
Upstream transport and distribution	4,50	255,54
Downstream transport and distribution	0,70	39,90
Operational waste	0,45	25,73
Business travel	0,65	36,78
Employee commuting	1,59	90,32
Capital goods	0,10	5,62

6.3 DIGITALISATION, SUSTAINABLE PACKAGING AND QUALITY ASSURANCE

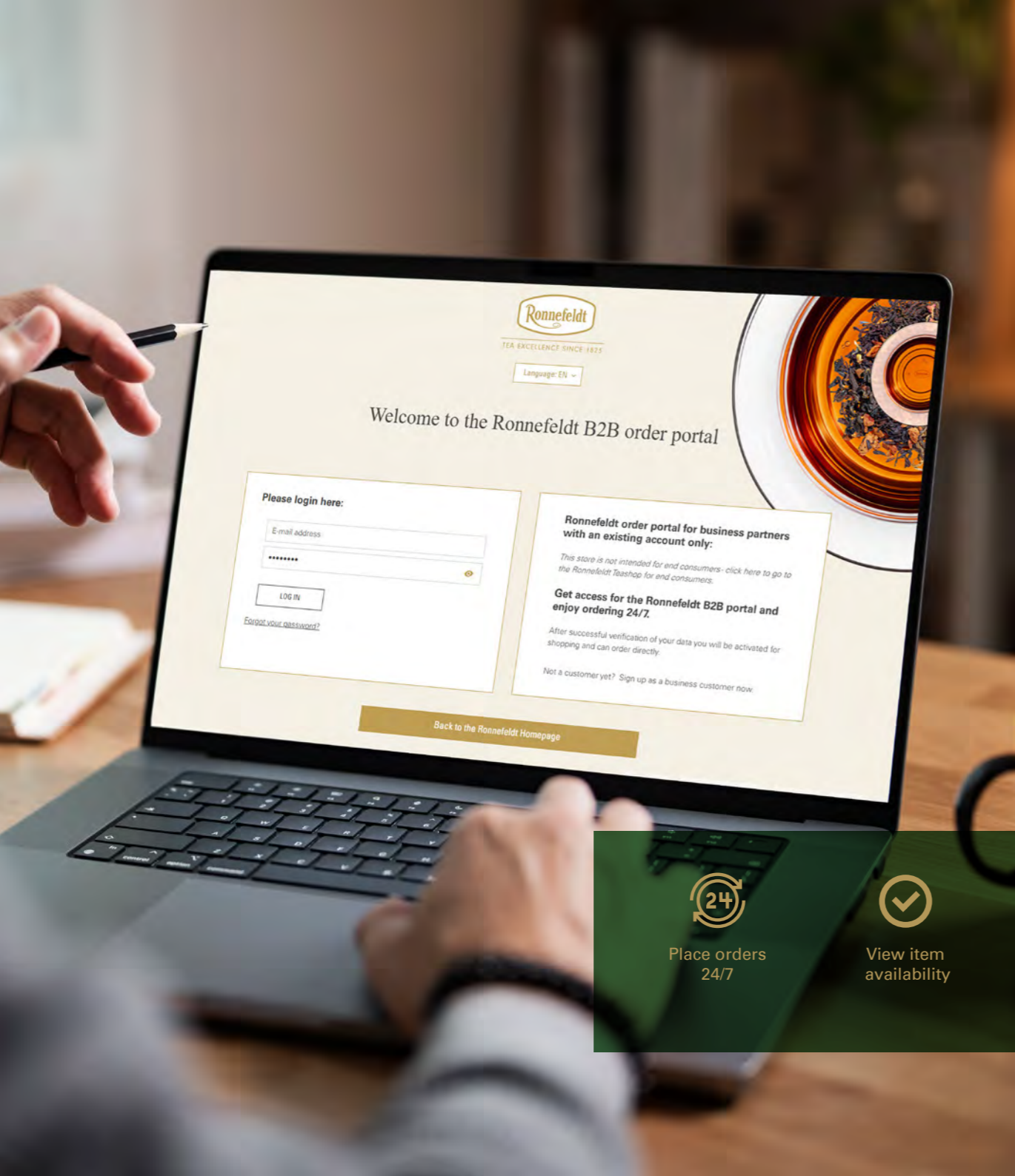
DIGITALISATION AS A DRIVER OF OUR PROGRESS.



To improve efficiency and reduce our environmental impact, we took significant steps towards digitalising our business processes in 2024. EDI interfaces and a B2B order portal automate incoming orders, making the process more energy- and resource-efficient. The aim for the coming years is to move forward with digitalisation in the order-to-cash process and achieve a share of at least 50%.

EDI/B2B order intake rate:

2023	18 %
2024	29 %

All invoices are now sent out digitally, eliminating paper consumption for invoices as well as transport-related emissions. This change improves the efficiency and quality of our service processes while also making a significant contribution to improving our environmental performance.



-  Place orders 24/7
-  View item availability

-  Fast shipping
-  Your personal range of products is visible at a glance
-  Sustainable solution
-  Own customer account with access to orders and receipts
-  Multiple user accounts possible

6.3 DIGITALISATION, SUSTAINABLE PACKAGING AND QUALITY ASSURANCE

RESPONSIBLY PACKAGED – LASTING PROTECTION.

For us as tea producers, the careful use of resources is a key concern. Our primary goal is to avoid packaging wherever possible. In cases where it is indispensable, we attach great importance to making it as resource-efficient, recyclable and future-proof as possible. To this end, we regularly review our existing packaging to identify potential for optimisation.

One focus of our work is on optimising packaging solutions. We take care to reduce the use of materials without compromising the quality and protection of our products. Our product developers are constantly testing new materials – including compostable biofilms that completely decompose under industrial conditions. Our medium-term goal: the majority of our products, including their

packaging, should be compostable – in line with the circular economy. At the same time, we work closely with our packaging suppliers to develop innovative materials and improve their recyclability.

One clear example of the future viability of sustainable packaging solutions is our Ronnefeldt organic product line

‘100%’, in which all materials are either completely biodegradable, recyclable or both. This shows that, to a large extent, high-quality tea packaging is possible without environmental compromises. This sets the standard for future developments.



6.3 DIGITALISATION, SUSTAINABLE PACKAGING AND QUALITY ASSURANCE

Looking ahead to the European Packaging Regulation (PPWR), which will come into force gradually from 2025 and apply with a transitional period from 2026, we are in the process of adapting our packaging strategy. Our development processes already take into account key requirements such as almost complete recyclability by 2030, mandatory minimum proportions of recyclates in plastic packaging, the reduction of disposable packaging and the Europe-wide standardisation of disposal instructions. We are also examining the introduction of reuse and refill solutions in order to consistently support the prevention objectives of the Regulation.

Protecting our high-quality teas starts with the right packaging. Only if tea is protected from light and stored in a way that preserves the flavour can it retain its fine quality and sensory diversity. This means our packaging not only meets the highest requirements in terms of product safety, but also contributes to achieving our corporate sustainability goals.



WE HAVE ALREADY MADE SIGNIFICANT PROGRESS.

- **Loose leaf tea:** Since March 2019, we have stopped using aluminium layers in our tea packets. Instead, we use a recyclable metallised PET film with a greatly reduced aluminium content. This saves at least 2.3 tonnes of aluminium per year.
 - **Teavelope®:** For more than 15 years, we have been using completely metal-free packaging for our Teavelope® line – with knotted cotton threads and paper tags instead of metal staples.
 - We have opted for a paper-based packaging solution called Sappi-Seal to replace the previous plastic flavour protection sachet of the Teavelope® tea bags. This packaging material is made from paper from sustainable forestry and can be recycled in the waste paper bin.
 - **Leaf Cup® and Joy of Tea®:** Our tea bag sachet for both product lines is made of NatureFlex™ film, a sustainable packaging solution. NatureFlex™ film is a home-compostable packaging film made from renewable raw materials. This packaging is based on cellulose, which is obtained from sustainably managed wood. Thanks to the excellent oxygen barrier and the exceptional flavour protection, the packaging preserves the quality of our teas.
 - **Hot foil embossing:** This has been removed for the Teavelope®, LeafCup®, Tea-Caddy®, Cup-Caddy® and Joy of Tea® product lines to improve the recyclability of the cardboard packaging.
- Impact target:** Complete elimination of aluminium in packaging by 2030, where technological alternatives are available.

6.3 DIGITALISATION, SUSTAINABLE PACKAGING AND QUALITY ASSURANCE

SUSTAINABLY PACKAGED: RESPONSIBLE PAPER SOLUTIONS.

For us, paper is much more than just a base material – it is an important element of our sustainable packaging strategy. That’s why we at Ronnefeldt focus on environmentally friendly paper solutions from FSC®-certified suppliers that combine materials sourced from responsibly managed forests with the functionality we need for our packaging.

The paper and wood-based packaging materials in the Ronnefeldt tea range come from certified, sustainable forestry and FSC®-certified suppliers, allowing us to actively contribute to the protection of biodiversity, water resources and forests.

- Changeover of all display boxes to brown natural cardboard without lacquer – with no additional coatings or lamination.
- The Ronnefeldt logo is printed in a minimalist and monochrome design to improve recyclability.

Reduced design for better recyclability



Our folding boxes for the LeafCup®, Teavelope®, Tea-Caddy®, Cup-Caddy®, 100% and Joy of Tea® product lines are intentionally printed with minimal use of ink. This makes them easier to sort in the recycling process while also reducing the environmental impact of printing inks.

- The folding boxes and tabs/paper tags of our pre-portioned ranges, such as LeafCup®, Teavelope®, Tea-Caddy®, Cup-Caddy®, 100% and Joy of Tea®, can already be completely disposed of with waste paper.
- Recycled paper is not currently used as primary packaging for tea, as it does not guarantee food safety (potential contamination risks).

Our commitment: Packaging that is environmentally friendly, functional and attractive at the same time. Through the careful selection of materials and design, we are making a tangible contribution to the circular economy – to enjoy delicious tea with a clear conscience.



6.3 DIGITALISATION, SUSTAINABLE PACKAGING AND QUALITY ASSURANCE

SWITCH TO SUSTAINABLE PACKAGING.

	 Product box and paper tags	 Flavour protection film on the box	 Tea bag flavour protection sachet	 Tea bag filter paper
Teavelope®	 Can be recycled as wastepaper	-	 Can be recycled as wastepaper	 Industrially compostable* ²
Tea-Caddy®	 Can be recycled as wastepaper	 Home compostable ³	-	 Industrially compostable* ⁴
LeafCup®	 Can be recycled as wastepaper	-	 Home compostable** ³	 Industrially compostable* ⁴
Cup-Caddy®	 Can be recycled as wastepaper	 Home compostable ³	-	 Industrially compostable* ⁴
100%	 Can be recycled as wastepaper	-	 Industrially compostable* ⁵	 Industrially compostable* ⁶
Joy of Tea®	 Can be recycled as wastepaper	 Home compostable ³	 Home compostable** ³	 Industrially compostable* ⁴

Loose leaf tea in flavour protection bags

Searching for compostable packaging solutions
Aluminium foil replaced by a metallised film

Loose tea in flow packs

Possible solutions for switching to sustainable material



FSC®-certified

All of our materials made from wood, paper and cardboard are FSC®-certified and are sourced from sustainable forestry.

¹ Paper-based sachet

² Filter paper made from natural pulp

³ Home compostable cellulose film

⁴ Filter paper made from plant fibres, including the biodegradable hot seal polymer PLA (polylactic acid), which can be composted industrially according to DIN EN 13432

⁵ Film made from renewable raw materials, such as sugar cane, cassava and corn

⁶ Woven filter made from polylactic acid

* Industrially compostable: The sustainable bioplastics used by us are designated as biodegradable according to the standard for biodegradable packaging, EN 13432. However, certain environmental conditions are required that are generally only available in industrial composting facilities. We recommend checking the information about separating waste in your local waste centre. The list of products that are suitable for disposal in organic waste depends on the waste processing systems and technology available at your location. If the local waste disposal services do not have any information available, the best option is to dispose of the products in general household waste.

** While we switch the sachets to a cellulose film that can be composted at home, the remainder of the old plastic film will be used up in the interests of sustainability.

6.3 DIGITALISATION, SUSTAINABLE PACKAGING AND QUALITY ASSURANCE

PRODUCT SAFETY AND COMPLIANCE – OUR TOP PRIORITY.

The health and safety of our customers is our top priority at Ronnefeldt. We view food safety not just as a requirement, but as a central component of our understanding of quality and our ESG responsibility. That's why we check every type of tea across the entire value chain with the utmost care – from the source to the finished product. To ensure product safety, we use the comprehensive and established HACCP (Hazard Analysis and Critical Control Points) system. This system is regularly reviewed.

- Quarterly risk and opportunity analysis in quality management
- Regular food hygiene training for our employees
- Prevention of foreign objects through precise monitoring of processes

We request analysis certificates from our upstream suppliers even before making a purchase. After the goods are received, a representative sample is taken from each batch and sent to an accredited, independent testing laboratory.

Comprehensive tests are performed for:

- Pesticide residues according to EU Regulation (EC) No 396/2005
- Heavy metals (arsenic, lead, mercury, copper, nickel)
- Chlorate, perchlorate, glyphosate, nicotine
- Pyrrolizidine alkaloids (PA) and tropane alkaloids (TA)
- Radioactivity and microbiology – particularly in herbal and fruit infusions

Our internal limits are based on legal requirements – and in many cases go beyond them.

In addition to chemical and microbiological testing, a sensory evaluation of each batch is carried out by our experienced tea tasting team.

Before infusion: Check of leaf grade, colour, purity

After infusion: Analysis of fragrance, taste and colour in the cup

Only teas that meet our quality standards in full are used. Defective batches are completely removed.





6.3 DIGITALISATION, SUSTAINABLE PACKAGING AND QUALITY ASSURANCE

QUALITY WITH A SYSTEM – FOR SAFE AND EXCELLENT TEAS.

Ronnefeldt has been certified according to the international quality standard ISO 9001:2015 for many years – proof of our continuous process improvement and documented quality assurance. This certification covers all production and control processes.

Our production is also:

- certified as kosher and halal
- regularly checked by independent auditors
- aligned with all essential requirements of food-processing companies

We only process raw materials and ingredients that meet our strict quality criteria. This also applies to:

- packaging materials that are certified as food-safe
- accessory items from international sources (e.g. porcelain, cans) which are checked by specialist local quality agencies before import

As a natural product, tea is subject to certain fluctuations – particularly in the case of single-garden teas, which are not blended. Nevertheless, we do everything we can to ensure and maintain the quality of our products through professional tea tasting, retention samples and sensory standards.

If complaints arise despite these precautions, Ronnefeldt follows structured processes:

- Every complaint receives an individual response within two weeks.
- Depending on the cause, Tea Tasting or Quality Assurance perform the analysis.
- This is followed by an internal evaluation of the root cause resolution and feedback to suppliers.
- A digital QM system is used to record and evaluate complaints.



6.4 SUPPLY CHAIN ENVIRONMENTAL STANDARDS AND BIODIVERSITY

ENVIRONMENTAL PROTECTION AT THE SOURCE – CLEAR REQUIREMENTS AND RESPONSIBILITY.

For Ronnefeldt, safeguarding environmental standards in the growing regions is a key component of its sustainability strategy. We know that high-quality tea can only be grown and sourced sustainably if the environment in the regions of origin is intact. We have therefore incorporated binding environmental requirements into our General Terms and Conditions of Purchase. Our suppliers are obliged to comply with all environmental regulations, particularly with regard to:

- controlled use of crop protection products
- compliance with maximum residue limits in accordance with EU Regulation (EC) No 396/2005
- avoiding environmental damage through cultivation practices and wastewater management
- supporting regenerative cultivation systems and soil fertility

These requirements are reviewed periodically as part of our supplier selection process and through self-declarations and audits.

The tea business is facing tremendous challenges as a result of climate change.

Our traditional regions of origin, such as Assam and Darjeeling (India), are particularly affected and are increasingly suffering from:

- delayed or absent monsoons
- frost, hail and intense rainfall
- periods of hot weather outside the growing season

In Assam, for example, the changed climatic conditions are leading to increased use of crop protection products – with the result that residues in individual batches occasionally exceed the legally permitted values. In such cases, our response is consistent: we do not purchase or import these teas.



NO COMPROMISES WHEN IT COMES TO CONSUMER PROTECTION.

Our diversified supplier network and close partnerships mean that, despite climate-induced production fluctuations, we have so far always been able to secure the supply of raw ingredients – without compromising on quality, environmental impact or consumer protection.

6.4 SUPPLY CHAIN ENVIRONMENTAL STANDARDS AND BIODIVERSITY

PROTECTING BIODIVERSITY – RESPONSIBILITY FROM THE SOURCE TO THE BRAND.

Preserving biodiversity in countries of origin is a key element of our environmental strategy. As a globally-active tea company, Ronnefeldt supports cultivation practices that are close to nature and that promote biodiversity - even where it does not have direct control over land use.

Organic tea as a contribution to biodiversity

By sourcing teas from certified organic cultivation, we indirectly promote the protection of soil, water resources and biodiversity:

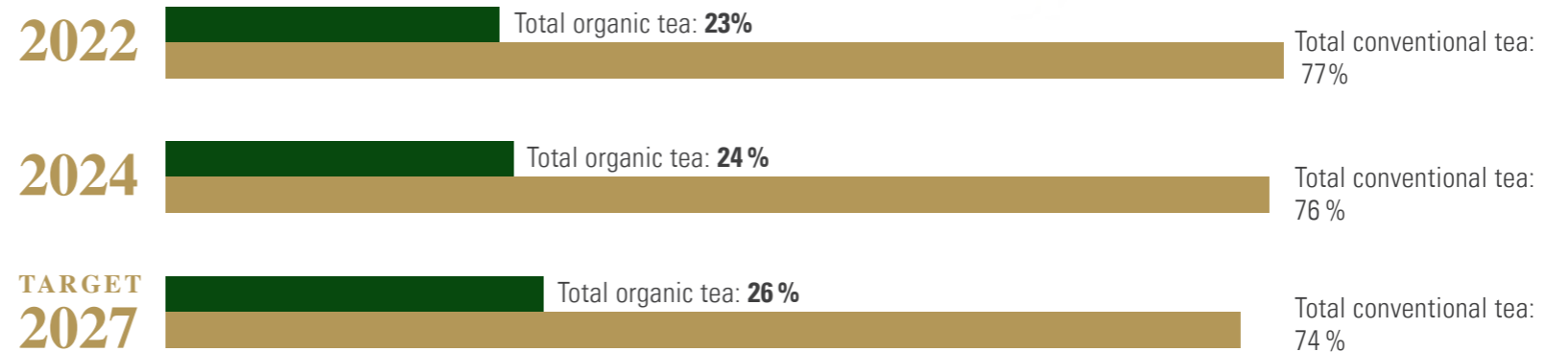
- No use of synthetic pesticides, herbicides or mineral fertilisers
- Use of organic fertilisers, often produced on site
- Promotion of soil fertility and microbial diversity
- Use of natural pest control (e.g. companion plants, crop rotation)

Many of our suppliers focus on biodiversity-friendly practices – including outside formal organic certification.

Growing organic range as a strategic goal

The demand for organic tea is growing continuously. Our aim is therefore to gradually increase the proportion of teas with organic certification – both by developing new certified organic blends and by converting existing varieties to organic ingredients.

- Expansion of supply countries with organic potential
- Own product labelling: 'Bio Organic' – internationally understandable, clearly communicated
- Link to EU organic logo for legal protection and credibility

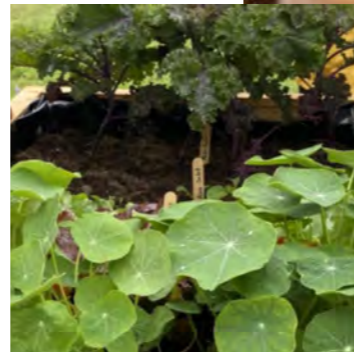


6.4 SUPPLY CHAIN ENVIRONMENTAL STANDARDS AND BIODIVERSITY

ACTING LOCALLY: BIODIVERSITY AT THE WORPSWEDE SITE.

Biodiversity also begins on our own doorstep: we have been running a bee project at our production site in Worpswede for many years. The aim is to actively promote biodiversity in the company's local area, e.g. by:

- establishing additional bee colonies
- natural greening of company premises
- raising awareness of biodiversity among employees and visitors



OUR BEES: QUEENS OF SUSTAINABILITY.

Since 2017, we have housed a beehive on our company premises – a living symbol of our commitment to biodiversity and environmental protection. In the summer months, it is home to up to 50,000 bees that work tirelessly to keep nature in balance.

In 2024, our bees made 17 kilograms of honey. To do this, they had to pollinate around 2.5 billion flowers – an incredible achievement. Bees visit about 150 million blossoms to produce just 1 kilogram of honey. These figures show why bees are among the most important livestock: they are indispensable for the pollination of countless plant species and thus contribute significantly to food security and biodiversity.

The quality of our honey is always impeccable. Numerous studies have shown that honey from both rural and urban areas contains no significant pollutants. Our bees not only produce a natural product, but also make an invaluable contribution to a healthy environment.

Bees are true miracle creatures – and for us, they are the real queens of sustainability.

6.4 SUPPLY CHAIN ENVIRONMENTAL STANDARDS AND BIODIVERSITY

ACTING LOCALLY: BIODIVERSITY AT THE WORPSWEDE SITE.

We recently created two raised beds on our company premises as a means to actively contribute to promoting sustainability and environmental responsibility. We grow vegetables and herbs in the raised beds – without the use of any industrial methods.

Growing our own produce not only offers a valuable opportunity to reduce transport distances and CO₂ emissions, but also enables us to relate directly to the food we consume. By avoiding pesticides and chemical fertilisers, we ensure that cultivation is in harmony with nature and that the quality of the products always remains first-class.

The raised beds are a practical example of urban gardening and offer us the opportunity to create sustainable resources. We consume the harvested herbs and vegetables ourselves.

This project is another step forward in the consistent implementation of our corporate sustainability and resource conservation strategy, and also offers our employees a piece of nature right on our doorstep. A small but important sign of a sustainable lifestyle – in the midst of our everyday working life.



6.4 SUPPLY CHAIN ENVIRONMENTAL STANDARDS AND BIODIVERSITY

A LONG ROAD – RESPONSIBILITY IN GLOBAL TRANSPORT.

As an international company, we know that transporting our teas from the countries of origin for processing in Germany has a significant impact on our environmental footprint – particularly in the form of Scope 3 emissions. Even though we don't have full control of the transport, we're working on creating transparency about our supply chain and its impact on the climate.

Transport routes and emissions profile

The tea begins its journey in the tea gardens before travelling all the way to the cup – there are thousands of kilometres in between. The logistics are carried out in several steps.

- Initial truck transport: from the tea garden to the nearest seaport
- Main transport by cargo ship: lower emissions than air freight and standard for 99.98% of our tea
- Domestic transport by lorry: from port to production site in Worpswede
- Climate-neutral shipping: via DHL GoGreen to our customers

We are working on a standardised methodology to determine our transport emissions – with the aim of reducing and offsetting relevant CO₂ figures.





7. CORPORATE MANAGEMENT FOR SUSTAINABLE SUCCESS

TRANSPARENCY, RULES AND CLEAR VALUES.

Economic success allows Ronnefeldt to take effective social and environmental action. The company therefore strives for responsible and transparent corporate management that combines economic stability, integrity and sustainable innovation. The focus is on linking economic performance with social benefit – for employees, partners, customers and the regions with which we work.

Responsible corporate management requires transparency, rules and clear values. Ronnefeldt complies with applicable laws and has its business activities audited regularly.

Core measures

- Internal and external audits of financial and tax reporting
- Compliance approach to preventing corruption and fraud, and an internal audit programme to review and continuously improve existing processes
- An anonymous whistleblowing system for employees

Impact example: Thanks to annual compliance training and internal audit processes, no violations of corruption or competition law have been reported in recent years. These measures create trust – both internally and externally – and ensure that economic success is always achieved within a legally compliant and ethically responsible framework.

7. CORPORATE MANAGEMENT FOR SUSTAINABLE SUCCESS

Innovation projects for sustainability

Sustainable progress comes from ideas and experiments. Ronnefeldt invests specifically in projects that combine environmental impact and economic benefits, making sustainability part of the business model – and not just a later addition.



Carbon accounting: our first step towards a transparent carbon footprint

In the reporting year, Ronnefeldt undertook a comprehensive assessment to calculate its carbon footprint according to the Green Vision Solutions standard. It did this voluntarily – there is no legal obligation. This makes us one of the few companies in the tea and beverage industry that can already provide a fully transparent overview of its climate-relevant emissions.

The decision to systematically measure our carbon footprint is a key element of our sustainability strategy. It enables us not only to measure emissions, but also to reduce them in a targeted manner – step by step and with clear priorities along our entire value chain.

Our collaboration with Green Vision Solutions offers:

- a certified, independent calculation of our emissions
- a recognised logo that strengthens transparency and credibility
- concrete levers to significantly reduce our emissions in the coming years

Our goal: the continuous and demonstrable reduction of our carbon footprint, from energy and logistics to packaging and the supply chain.

By using a TÜV-certified carbon accounting process for Scope 1–3, we are consciously making headway – as a responsible company that creates transparency before it is required, showing that sustainability starts with the courage to make things measurable.

KPI-oriented targets up to 2027

- All employees complete annual compliance training
- No confirmed cases of corruption or anti-competitive behaviour
- Reduce our carbon footprint by 10% per year

8. OBJECTIVES AND OUTLOOK

OUR SUSTAINABILITY AGENDA FOR THE COMING YEARS.

Sustainability is a continuous development process for Ronnefeldt. We have set clear priorities for the coming years that strengthen our environmental and social impact and refine our long-term strategy. The following objectives and projects form the framework for measurable progress and strategic development.

In the coming years, Ronnefeldt will focus its sustainability strategy even more consistently on impact and future viability. It will centre around an in-depth risk and opportunity analysis that systematically takes into account both regulatory developments and potential supply chain risks. Governance structures will be further strengthened, with the Sustainability Committee playing a central role. ESG targets are increasingly integrated into management processes, including decision-making and remuneration systems.

We are also linking sustainability more closely with innovation and corporate development. The SDGs serve as a guide for product development and brand strategy. At the same

time, we are increasing the transparency and quality of our reporting in line with GRI standards and driving the development of sustainable packaging solutions such as recyclable or compostable materials.

For the next three to five years, we are setting priorities: we want to make the impact of our actions more measurable, which is why we are expanding our key outcome and impact figures. Sustainability goals are embedded in all areas of the company and supported by in-depth partnerships in the supply chain. Digital technologies – from blockchain to transparency platforms and AI analysis – are intended to create additional efficiency and traceability. At the same time, we are working on climate-neutral processes, zero-waste concepts and enhanced benchmarking with industry leaders.

In doing so, Ronnefeldt focuses its sustainability activities on transparency, innovation and long-term effectiveness. It's not just what we can do that counts, but what impact we achieve together.

Sustainability goals for the coming years at a glance

- Increasing the proportion of organic products in the range to 26% by 2027
- Switch to 70% low-emission vehicles in the fleet by 2030
- Annual carbon accounting (Scope 1–3) including reduction roadmap



9. REPORT PROFILE

BASIS AND SCOPE OF OUR 2024 SUSTAINABILITY REPORT.

Our third sustainability report relates to the 2024 calendar year and covers both the headquarters in Frankfurt and the production site in Worpswede. Quantitative data was collected as of 31 December 2024. Qualitative data was collected up to the editorial deadline of 30 November 2025. We report every two years.

Editorial information

For the sake of readability, we use the masculine form in this report. All terms are intended to be gender-neutral.

Framework: structured in accordance with the Global Reporting Initiative (GRI)

This sustainability report is based on the GRI Standards (2021) and uses these as the structural basis for presenting our environmental, social and economic impact. Complete application in accordance with the 'Core' or 'Comprehensive' options is not required.

The starting point for defining material topics was the full list of GRI topics. We excluded topics that are not relevant to us as a tea merchant and combined the remaining aspects

into overarching topics. Stakeholders relevant to Ronnefeldt include in particular employees, suppliers in the countries of origin, international sales partners, specialist retailers, customers, auditors, industry associations, the media and science and research. These stakeholders are involved on an ongoing and structured basis through discussions, dialogue formats and operational coordination along the value chain. The assessments and expectations obtained from this dialogue are systematically taken into account and are incorporated into the identification of key sustainability topics as well as into the materiality assessment and the evaluation of risks and opportunities. The executive summary lists those aspects that were considered the most relevant from an internal and external perspective and that were therefore defined as material. Furthermore, the focus on the Sustainable Development Goals identified by Ronnefeldt as essential should be highlighted.

The entire 2024 Sustainability Report, including the GRI Index, can be found [here](#).

You can find more information at ronnefeldt.com.

9. REPORT PROFILE

REPORTING SCOPE AND INCLUDED ENTITIES.

The J.T. Ronnefeldt KG sustainability report exclusively refers to the activities, locations and business units of J.T. Ronnefeldt KG based in Frankfurt am Main.

Subsidiaries or holdings of other legal entities are not included in this report.

J.T. Ronnefeldt KG does not publish separate consolidated financial statements in accordance with German Commercial Code (HGB) or IFRS, so there is no difference between the entities included in the sustainability report and the entities included in the financial report.

If additional subsidiaries or affiliated companies are formed or relevant changes to the corporate structure (e.g. mergers, acquisitions or divestments) are made in the future, these will be disclosed and described in the relevant reporting period.

All data, key figures and statements refer to the 2024 reporting period.

If any adjustments need to be made in future reporting periods – for example, due to methodological changes, new calculation systems or changes in organisational structures – these will be explained transparently and marked accordingly.

Legal notice

Responsible company:

J.T. Ronnefeldt KG

Rotfeder-Ring 7
60327 Frankfurt am Main

Jan-Weber-Straße 2
27726 Worpswede

Contact:

Telephone: +49 (0) 69 793005-0

Fax: +49 (0) 69 793005-38

Email: info@ronnefeldt.com






Contact person:






























Jan-Berend Holzapfel, owner

Concept and editing:

Ronnefeldt's 2024 Sustainability Report was produced as part of the corporate sustainability project.

GRI CONTENT INDEX

GRI standard	GRI description	SDG	Page
GRI 2-1	Organisational profile		6,46
GRI 2-2	Entities included in reporting		46, 47
GRI 2-3	Reporting period, frequency and contact point		46
GRI 2-4	Editorial responsibility and review processes		46, 47
GRI 2-6	Activities, value chain and other business relationships		8, 12
GRI 2-7	Employee numbers		26
GRI 2-12	Role of senior management in sustainability topics		10
GRI 2-13	Delegation of responsibility for managing sustainability issues		10
GRI 2-14	Statement from senior decision-maker		5
GRI 2-15	Governance structure and sustainability monitoring		44, 45
GRI 2-22	Statement of the sustainability strategy/Principles of ethical conduct		8, 9
GRI 2-23	Principles, values and standards of conduct		8, 44
GRI 2-26	Mechanisms for reporting concerns (whistleblowing)		44
GRI 2-29	Stakeholder engagement		11
GRI 3-1	Process to determine and assess material topics		9
GRI 3-2	List of material topics (prioritised SDGs 1, 2, 3, 6, 15)		9
GRI 203	Indirect economic impacts	 	15,27
GRI 204	Procurement practices	 	19, 45

GRI standard	GRI description	SDG	Page
GRI 205	Anti-corruption		44
GRI 207	Tax		45
GRI 301	Materials	 	34, 39, 45
GRI 302	Energy		27, 29, 30, 31
GRI 303	Water and effluents	 	29, 30
GRI 304	Biodiversity	 	29, 30, 39, 40, 41
GRI 305	Emissions	 	29, 30, 31, 42, 45
GRI 306	Waste	 	29, 30, 34
GRI 308	Supplier environmental assessment	 	39, 45
GRI 401	Employment	 	15, 20, 21, 23, 26
GRI 404	Training and education		22
GRI 405	Diversity and equal opportunity	 	23
GRI 406	Non-discrimination	 	23
GRI 412	Respect for human rights	 	19, 24, 25, 26
GRI 413	Local communities	 	27
GRI 414	Supplier Social Assessment	 	19
GRI 416	Product health and safety	 	20, 21, 36, 38
GRI 417	Product and service labelling		34, 39



TEA EXCELLENCE SINCE 1823

J.T. RONNEFELDT KG
ROTFEDER-RING 7
60327 FRANKFURT AM MAIN

info@ronnefeldt.de
+ 49 (0) 69 793005-0

ronnefeldt.com

