



BarthHaas®



**CULTIVATING A  
SUSTAINABLE  
FUTURE**



**SUSTAINABILITY REPORT**

BarthHaas GmbH & Co. KG  
Financial year 2023/24

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# FOREWORD

## DEAR FRIENDS AND BUSINESS PARTNERS,

Although we are now in 2025, this report reflects on the financial year 2023/24. The delay is intentional: regulatory requirements for sustainability reporting are evolving, many guidelines remain in flux, and their practical implementation is still marked by uncertainty. By publishing this report in accordance with the VSME standard, we are closing the gap since our last sustainability report and taking an important step towards annual, transparent reporting. This approach aligns with the principles we have consistently applied in our sustainability initiatives over the years.

The 2023/24 financial year presented major challenges for BarthHaas and the entire hop industry. Increasingly complex sustainability regulations, volatile hop harvests, and the tangible effects of climate change have challenged us as a company. We are balancing these complexities with maintaining competitive pricing positions in the industry.

Nevertheless, sustainability remains not only a strategic priority for us but also a lived practice. Under the motto "Thriving together in an ever-changing world," we focus on mutual growth and adaptability. We are proud to have further increased the share of renewable energy within the company during the reporting year: an important contribution to climate action.

Another cornerstone of our sustainability strategy is ensuring not only the development and use of climate resilient hop varieties but also driving sustainable change throughout the entire value chain.

We would like to take this opportunity to express our sincere thanks to our hop growers, who, as key partners in our supply chain, help shape agricultural change with great dedication every day. Their commitment to sustainable farming methods and their willingness to explore new paths from the foundation for the quality and sustainability of our raw materials, and thus for the overall success of BarthHaas.

We also place great importance on the well-being of our employees, as they are the cornerstone of our success. Being named kununu "top company 2024" and in the UK, The Times 100 Best Places to Work 2024 affirms our approach to social responsibility.

We view today's challenges as opportunities for tomorrow. That is why we continue to invest in sustainable projects and foster open dialogue with all stakeholders, from employees and growers to customers and financing partners. Only by working together, can we affect change and make our industry resilient and sustainable.

Thank you for the trust and support you have placed in us. Let us continue working together towards a more sustainable future.

Nuremberg, December 2025



# ABOUT US

*BarthHaas is the world's leading supplier of hops and hop products, combining unmatched expertise with pioneering innovation. We are the trusted partner for the creative and efficient use of hops and hop-based solutions. For more than 230 years, our visionary thinking, innovative drive, and consistent execution have shaped the market for this unique raw material.*

Hops are our passion. We see it as our duty to treat nature with care. In this way, we are doing our part to leave behind a world worth living in for future generations.

BarthHaas GmbH & Co. KG is the parent company of the BarthHaas Group, and is based in Nuremberg (Freiligrathstraße 7–9, 90482 Nuremberg). BarthHaas' business activities mainly comprise of purchasing, processing and distribution of hop products to the brewing industry. In addition, it provides comprehensive services in logistics, brewing technology consulting and product development.

The BarthHaas Group leverages its global network of research and development, production, and distribution facilities to set industry benchmarks and deliver a distinctive competitive edge. This worldwide approach brings together sustainability, uncompromising quality, and innovative strength to create value across international markets.

Information	Details
Legal form of the company	GmbH & Co. KG
NACE sector classification code(s)	46.21 Wholesale of grain, raw tobacco and seeds (Bundesbank) 10.89 Manufacture of other food products
Balance sheet total (in euros)	€ 600 million
Turnover (in euros)	€ 266 million
Number of employees (per capita)	592
Country of main business activities	Germany
Location(s) of significant assets	Germany, United Kingdom

## Overview of significant operating locations (geolocation)

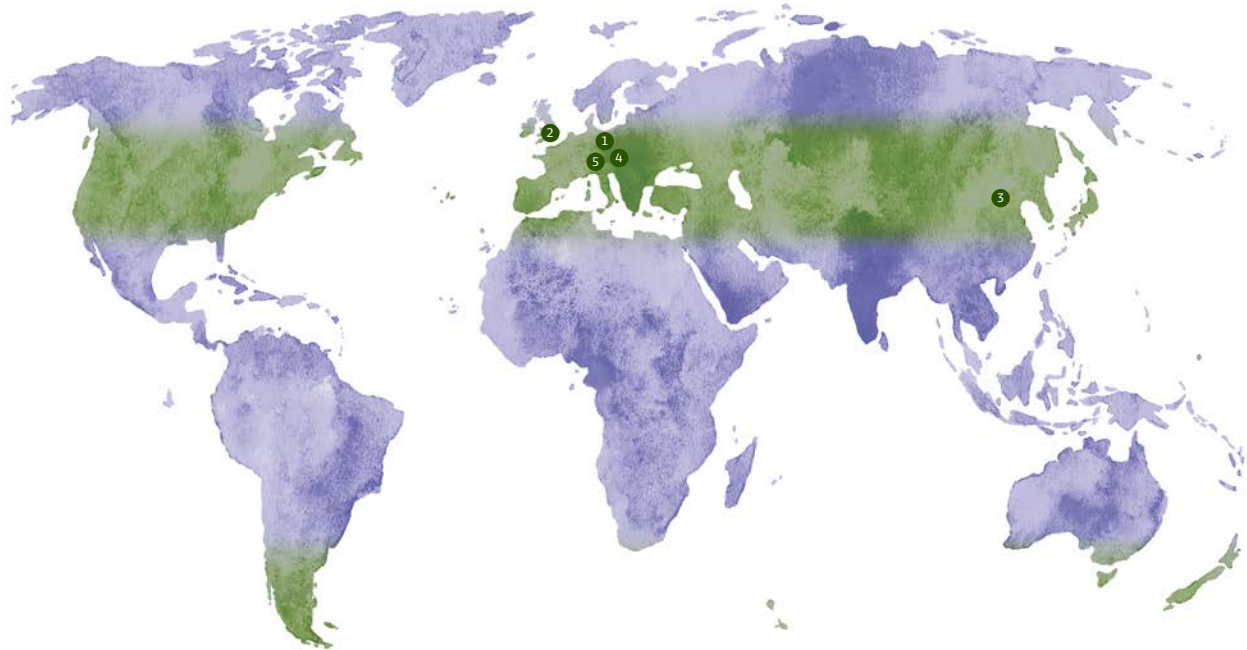
Company	Country	Address	Geolocation
BarthHaas GmbH & Co. KG	Germany	Freiligrathstraße 7–9, 90482 Nuremberg	49°27'34.95"N 11°07'59.73"E
BarthHaas GmbH & Co. KG	Germany	Freisinger Straße 9–13, 84048 Mainburg	48°38'16.06"N 11°46'44.56"E
BarthHaas UK Ltd.	United Kingdom	Barth Haas UK, Hop Pocket Lane, Paddock Wood, Tonbridge TN12 6DQ	51°11'0.431"N 0°23'22.14"E
BarthHaas UK Ltd.	United Kingdom	3–5 Tower Close, Huntingdon PE29 7DH	52°20'59.71"N 0°11'4.196"E
BarthHaas (Beijing) Trade Co. Ltd.	China	Room 206–202, 2nd Floor, Building 1 Gongyuan Street 1, Tongzhou District 101100, Beijing	39°54'14.22"N 116°39'42.59"E
Hopfenveredlung St. Johann GmbH	Germany	Mainburger Str. 15, 93358 Train	48°43'59.88"N 11°49'59.88"E
Hopfenveredlung St. Johann GmbH	Germany	NATECO2, Auenstraße 18–20, 85283 Wolnzach	48°35'46.68"N 11°37'51.6"E

A breakdown of other shareholdings can be found in the appendix under "Further information".



# THE WORLD OF BARTHHAAS GMBH & CO. KG

## Overview of BarthHaas operating locations



1 Nuremberg, DE 2 Paddock Wood, Kent, GB  
1 Mainburg, DE 3 Beijing, CN

4 St. Johann, DE

5 Wolnzach, DE

## ABOUT THIS REPORT

This sustainability report for the 2023/24 financial year is based on the voluntary VSME ESRS (Voluntary Small and Medium Enterprise European Sustainability Reporting Standard). Where applicable, key figures are reported for both the basic and additional modules (Option B). With regard to our sustainability activities, additional sustainability key figures, where possible, are reported beyond the requirements of the standard. Our last sustainability report was published in 2021 in accordance with the GRI standard. We have continued our UN Global Compact reporting on an annual basis. The time frame covered by this report refers to financial year 2023/24.

The organisational boundaries of our sustainability report refer to all activities of BarthHaas GmbH & Co. KG and its fully consolidated shares, which also apply in terms of financial reporting. An overview of the consolidated divisions can be found above. In addition to the companies included, we

coordinate our activities with our sister companies John I. Haas (JIH) and Hop Products Australia (HPA). However, due to differing financial reporting practices, the data of these sister companies, which are not fully consolidated, are not included in this report.

BarthHaas is a global leader in hops. Our core business is trading hops, supported by contract processing and the extraction of natural ingredients. While these additional activities play a smaller role, they still contribute to our overall impact. To address sustainability challenges and opportunities effectively, we evaluate each area separately. This approach ensures a focused view of their relevance and impact, which we present in the following chapters.

In cases where information cannot be disclosed for reasons of confidentiality, this is noted at the relevant point. (B1, 24)



# UNDERSTANDING SUSTAINABILITY ON MULTIPLE LEVELS

For a company that has focused on hops as an agricultural product for over 230 years, growing conditions and weather have always been pivotal. Climate change has been noticeable in our industry and our daily work for some time now. Fluctuating harvests due to increasing severe weather events or periods of drought and heat are becoming the norm. They have multidimensional effects on our business model.

We have adopted the Brundtland definition of sustainability as the guiding principle for our effort. According to this definition, sustainable development can only take place if it meets the needs of the present without compromising the ability of future generations to meet their needs. This principle is reflected in our heritage as a family-owned company, now in its eighth generation of management, underscoring our commitment to long-term responsibility. At BarthHaas, we are guided by the principle of the triple bottom line: people, planet, profitability. We are convinced that sustainable corporate development can only succeed through the interaction of ecological, social and economic

dimensions. This multidimensional perspective is reflected in our work on selected Sustainable Development Goals (SDGs): in the social dimension, we focus on SDG 3 (Good Health and Well-being), SDG 4 (Quality Education) and SDG 17 (Strong Partnerships); ecologically, we focus on SDG 12 (Responsible Consumption & Production), SDG 13 (Climate Action) and SDG 15 (Life on Land); economically, SDG 8 (Decent Work & Economic Growth) and SDG 9 (Industry, Innovation & Infrastructure) are central to us. (B2 26, 27, C2 48, 49)



## FROM FARM TO PINT: OUR VALUE CHAIN

We offer a wide range of services, expertise and innovations along our value chain. Hops are a natural product. Yields and ingredients, especially the alpha acid content vary depending on the weather conditions during the harvest year. Climate change exacerbates these fluctuations.

Our core business is trading in hops and hop products. We purchase hops worldwide and manufacture hop products and sell them to breweries, competitors and distribution partners worldwide. Our product range extends from classic hop products (raw hops, pellets and extracts) to aroma and flavour products (Advanced Flavour, Hop Flavour Evolution and Hop Flavour Revolution) as well as bittering products (Classic Bittering and Advanced Bittering) and brewing aids. As is customary in the industry, this trade is largely regulated by long-term contracts. This provides security for both the cultivation and the demand for the corresponding hop varieties. That's why we are focusing on the upstream value chain, particularly in resilient hop research, to drive the transition to more sustainable practices, primarily through the development of new hop varieties. These climate-resilient varieties are better able to adapt to climate change (more details on this later in the report).

The different hop varieties are then brewed according to the breweries' individual recipes.

By pre-contracting the hop varieties and quantities, we can increase our planning efficiency and mitigate for the harvest fluctuations. The hops and hop products described have different aroma profiles and characteristics and this varies across the areas of application in the brewing process. We operate multiple plants, each specialising in different products based on their capabilities and the specific requirements of each product type.

The target market ranged from the global leaders in the brewing industry to smaller breweries, the B2B business. In addition, we offer a multi-layered range of consulting services supported by specialist teams across our entire value chain, these promote and support innovation. The expertise extends as far as hop cultivation, specialists are on hand to provide advice on plant protection, for example.

The subsequent process steps include in-depth analyses, quality consulting and support with shipping and logistics. Our Concept Brewery enables small-batch testing of recipes and brews for the application of our hop products in various areas of use. In addition, our Hops Academy offers practical training opportunities, both on-site and digitally, covering all steps of the value chain. This holistic approach and broad range of consulting services makes us a reliable partner for future-oriented breweries and the entire industry. (C1, 47)



## OUR VALUE CHAIN

*From farmer to brewer*



### **1. GROWERS**

Our growers supply BarthHaas with the best hops for the best beer.

### **2. PURCHASING**

BarthHaas buyers are on hand to offer advice and support.

### **3. PROCESSING**

Cold storage, rapid processing, modern facilities, and expertise guarantee the best quality.

### **4. SALES**

Our sales team supports our customers with energy, care, flexibility, and good communication.

### **5. CUSTOMERS**

In order to continue to offer the best service promise in the industry, we offer our customers the best value for money. This means much more than just delivering flawless hops.

### **6. IDEAS**

With the expertise of the BarthHaas Campus, the Concept Brewery, and our HOPS ACADEMY, we provide customers with a dedicated platform to turn their ideas and ambitions into reality. At the same time, we ensure they remain fully informed about the latest developments in the world of hops.

# ACT NOW FOR TOMORROW: OUR MEASURES AND INITIATIVES

*We are committed to the transition to a more sustainable economy and are focusing on a combination of internal measures and participation in external initiatives.*

We are active in the Climate Change section of the Carbon Disclosure Project (CDP) (score: B). We are also registered with EcoVadis (bronze). Another initiative in which we disclose data transparently on an annual basis is Sedex (score: 3.7 (good)). Additionally, we have been a signatory to the UN Global Compact since 2020 and support the ten principles on human rights, labour standards, the environment and anti-corruption. Together with our sister companies, we provide transparent data on an annual basis and participate in Communication on Progress (CoP) reporting. At regional level, we are part of the Bavarian Climate and Environment Pact, which underpins our close ties with the Hallertau region, the world's largest hop-growing region. Our UK site, is currently working on becoming a Carbon literate certified site to further strengthen knowledge transfer and climate awareness. The diversity of these initiatives, ranging from social aspects and occupational safety to climate action and supply chain responsibility. On this basis, the data enables us to report holistically and monitor our progress, which creates a platform for dialogue and where we can identify areas for improvement in the future.

Our internal measures are implemented by an interdisciplinary sustainability team. One person from each department acts as a spokesperson for sustainability issues. This decentralised structure create a platform for dialogue within the entire group of companies and between locations. The full-time position of Global Sustainability Coordinator, based in Quality Management, manages this exchange, both between departments and locations and with functions, management and senior management. This ensures a continuous transfer of knowledge, which allows sustainability issues to be structured, documented and further developed in a targeted manner through regular exchange within the team. This gives us the basis to derive practices that highlight the topic within the company and is therefore integrated into the management's corporate strategy. This also enables us to define clear responsibilities and structures in dialogue and practice. (B1, 25)

A key driver for more sustainable methods lies in the upstream value chain of research, particularly in the development of climate-resilient hop varieties. The principle is simple, low inputs for high output: enabling high yields with reduced resource use, for example, these varieties

require less pesticides and fertilisers. An additional benefit is that because less time is spent in the fields, this reduces lower diesel consumption. The increased resistance of the new cultivars to diseases, pests and extreme weather events makes them key to ecological efficiency and adaptation to climate change.

However, in order for these varieties to actually contribute to sustainable development, they must also prove themselves in practical cultivation. New varieties have their own aroma profile, which will have an impact on the recipes and the brewing process itself. This creates difficulties for direct 1:1 replacement for the existing varieties. With our expertise, we support breweries in working in the new varieties and incorporating them into existing recipes. Together, we can model the transition to more sustainable solutions. This is a challenge that we tackle with innovative strength and practical relevance.

In addition, we work closely with our suppliers to source the highest possible proportion of hops that are certified as sustainably grown. These sustainability standards are verified by an independent third party, Hopfenring, through a self-assessment process that is regularly supplemented by external audits. The certification is based on the Sustainable Agriculture Initiative (SAI) and with the Farm Sustainability Assessment (FSA) questionnaire. This addresses economic and social aspects for employees in the supply chain, as well as environmental issues such as energy use, plant protection, and resource conservation. We consider this certification an essential component of our sustainability strategy. In the reporting year, we successfully sourced 74 % of our hop volumes in accordance with the requirements of the certification.

Our purchasing department is actively involved in promoting biodiversity in hop cultivation. This involves conducting trials with the cultivation of cover crops, improving cultivation methods and exchanging information with growers about sustainable practices. The aim is to strengthen ecological resilience while retaining and maintaining quality and efficiency in cultivation. These projects are part of a continuous development process. (B2,26–28; C2 48, 49)



Sedex<sup>2</sup> | Member







### Quality matters: Our certifications

The BarthHaas Group's operational sites are certified to multiple standards, including environmental and food safety. The quality management systems are certified according to ISO 9001. The production facilities are all certified according to ISO 14001. In addition, there are further certifications according to Kosher, Halal and Organic standards, ISO 22000 and HACCP for food safety. Furthermore, the production facilities in Germany have an energy management system in accordance with ISO 50001. The certifications were carried out by accredited third party organisations. These are regularly reviewed and improved as part of our robust quality and sustainability management systems. (B1, 25)

### Focusing on what matters: Our core themes

Fundamentally, we have revised our materiality analysis and developed a double materiality matrix. In line with regulatory requirements, we conducted an in-depth assessment of the impacts, risks, and opportunities associated with our business activities. This process was based on a comprehensive list of topics guided by the ESRS methodology (European Sustainability Reporting Standards under the Corporate Sustainability Reporting Directive, CSRD). During the preparation of this report, we recognised that we were aligned with ESRS topics to a high degree. Especially the topics listed in Appendix B of the VSME standard (List of possible sustainability issues.)

Through a stakeholder analysis and various filtering processes with the sustainability team and management, we were able to identify 21 sustainability topics that resonated with us. These were systematically evaluated in personal

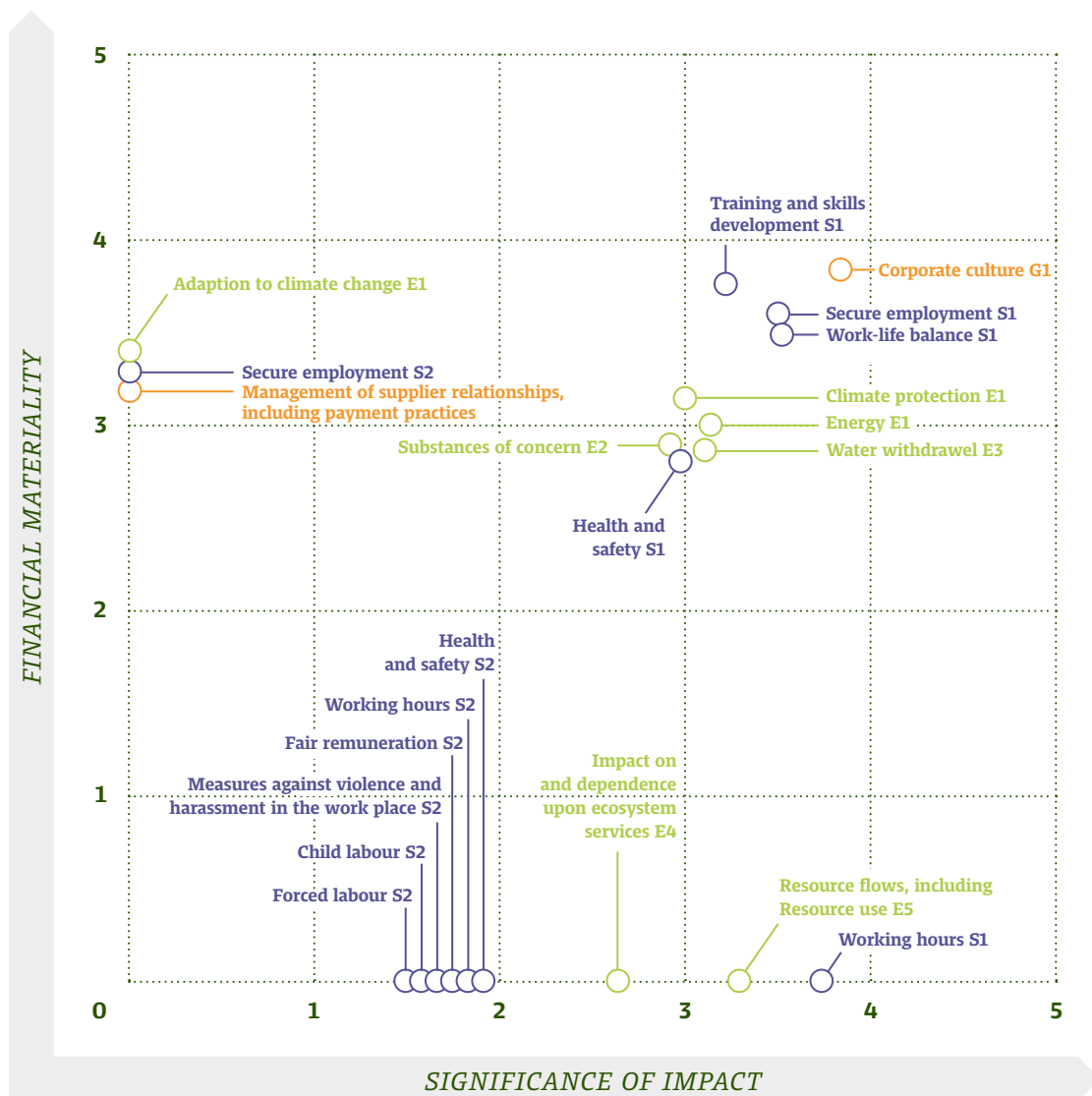
interviews using 43 evaluation questions. In terms of sustainability, the impact on people and the environment as well as financial opportunities and risks for our business activities. Risks, opportunities and impacts were considered and taken into account not only in terms of content but also in terms of time.

Based on these assessments, we created a structured matrix for double materiality, which confirms and refines our strategic sustainability priorities. This approach confirmed the topics that we consider to be of utmost importance in our business activities.

Ultimately, we identified ten ESG focus topics across the three areas of Environment, Social, and Governance. We applied a threshold value of 66 %, meaning a topic was considered material if its average importance rating on the interview scale reached at least 66 %. Topics that were neither clearly above nor below this threshold were defined as borderline and underwent an additional management review and were then either included or excluded. These focus topics form the foundation of our sustainability report and are detailed below using key figures and KPIs.

With regards to the environment, our focus topics are: adaptation to climate change, climate protection, energy and resources. In the social area, our focus is on our own employees for the topics of secure employment, working hours, work-life balance, health and safety, and training and skills development. In the area of governance, the focus is on our corporate culture.

## VISUALISATION OF THE MATERIAL TOPICS



### ENVIRONMENT

- 🍃 Adaption to climate change
- 🍃 Climate protection
- 🍃 Energy
- 🍃 Resource flows, including resource use

### SOCIAL

- 🍃 Secure employment
- 🍃 Working hours
- 🍃 Work-life balance
- 🍃 Health and safety
- 🍃 Training and skills development

### GOVERNANCE

- 🍃 Corporate culture

In the course of the materiality analysis, potential risks had previously undergone a qualitative assessment by the respective departments. This enables us to assess which issues pose financial risks or opportunities and which issues have a significant impact on people and the environment. The matrix clearly shows that individual issues affect both

dimensions. Then a quantitative assessment is incorporated into the strategy and then taken into account at the appropriate point.

The extent to which targets have been derived is described below for the respective key figures. (C4, 57, 58)





# SUSTAINABILITY IN FIGURES

*In the following section, we present the key figures relating to environmental, social and corporate governance issues. The figures are aggregated for the Hops and Natural Ingredients divisions and take into account the system boundaries defined for this report. The aim is to provide a transparent and comprehensible overview of the key ESG aspects of the 2023/24 financial year.*

## ENVIRONMENT

### Energy and greenhouse gas emissions

Energy consumption and greenhouse gas emissions are central to our sustainability strategy, as they contribute significantly to our company's environmental footprint and are often directly linked. We record and monitor these

key figures in detail in order to identify specific efficiency potential and continuously implement improvements in production.

**Table 2: Overview of energy consumption (aggregated)**

		Hop business	Natural ingredients
Electricity (kWh)	Renewable	10,629,235	2,491,031
	Non-renewable	1,621,689	-
Fuels (kWh)		11,135,465	6,000,672

There is a particular focus on increasing the share of renewable energies. In the reporting year, we already achieved a share of 87% renewable energies in the hops sector and even 100% in the natural substances sector. This is made possible primarily by the purchase of certified green electricity and represents an important milestone that we would like to build on further. Our greenhouse gas accounting is carried out in accordance with the Greenhouse Gas Protocol and covers the main sources of emissions. While Scope 3 emissions have not yet been recorded in the natural substances sector, accounting in the hops sector is already more comprehensive. In addition to Scope 1 and 2, this includes in particular those emissions that are relevant to us as a company.

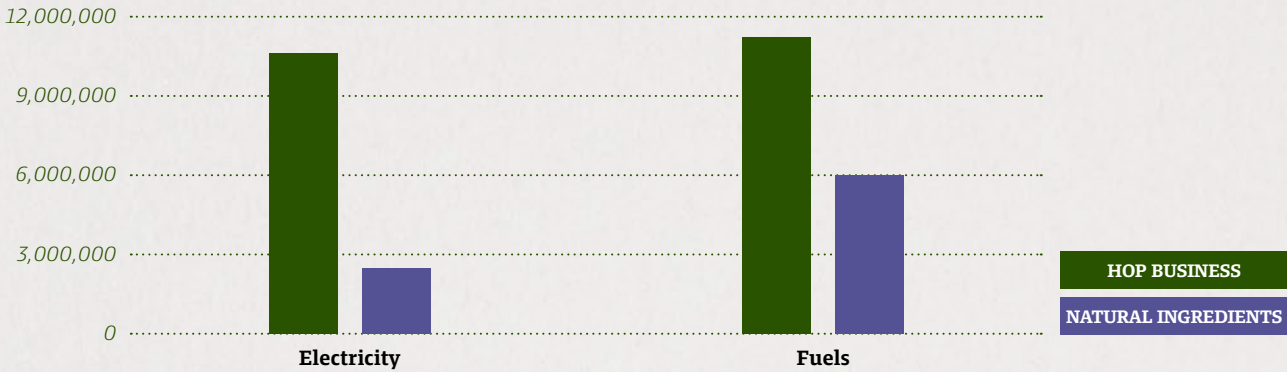
As traders of agricultural goods, we take into account the most relevant Scope 3 categories, "purchased goods and services," with a focus on this area. In addition, other categories such as upstream energy-related activities, transport, waste, business travel and employee mobility are also included in the accounting. Where possible, we use primary data; in other cases, we rely on recognised average values and public databases (e.g. Federal Environment Agency).

Our goal is to continuously increase the transparency and informative value of our energy and emissions data and to use this to derive measures for further reducing our ecological footprint.



# SUSTAINABILITY IN FIGURES

## OVERVIEW ENERGY



## Overview of emissions by scope and business area

	Hop business t CO <sub>2</sub> e	Natural ingredients t CO <sub>2</sub> e
Scope 1	2,297	1,134
Scope 2	417	–
Scope 3	72,318	n.a.

The location-based Scope 2 emissions for the hops segment amount to: 3,178 tonnes of CO<sub>2</sub>e for the natural substances segment (location-based): 722 tonnes of CO<sub>2</sub>e. The high proportion of renewable energies in the electricity purchased is clearly evident here (in comparison to the market-based presentation above).



■ Scope 1    ■ Scope 2    ■ Scope 3



**286**

t CO<sub>2</sub>e / million € turnover



**0.00349**

million € turnover / t CO<sub>2</sub>e





# SUSTAINABILITY IN FIGURES

We are aware that recording and continuously improving the accuracy and completeness of our greenhouse gas balance sheet is an ongoing process. Since 2019, we have been systematically recording our emissions and continuously improving both the data quality and the scope of our accounting. We have already set an ambitious reduction target for Scope 1 and 2 greenhouse gas emissions for the 2019 financial year: we aim to reduce these emissions by 50 % by 2030. As things stand, we have already achieved a reduction of around 40 %.

Annual emissions are subject to natural fluctuations, which are primarily influenced by harvest volumes. To make developments easier to compare, we also use supplementary indicators such as emissions per turnover. Our goal is to further refine our accounting, regularly review our targets and extend them to Scope 3. (B3, 29, 30, 31, C2 50, 51, 51, C3, 54)

## Air, water and soil pollution

The BarthHaas Group is currently not subject to any legal or other national regulations requiring the reporting of pollutant emissions to the relevant authorities. Our business activities do not generate any relevant emissions into the air, water or soil that require recording or reporting in accordance with environmental management systems. Therefore, no specific pollutant quantities are disclosed. However, the requirements of the Federal Immission Control Act (BImSchG) apply to the shares in production in Germany. The corresponding reports are submitted to the competent district office in a timely and complete manner. The responsible business unit has established internal processes and technical precautions to ensure compliance. (B4, 32)

## Biodiversity

Biodiversity is a key issue, particularly in agriculture. Hop cultivation, which is characterised by perennial crop rotations, presents particular challenges in this regard. We have been working for years on measures to promote soil health and biodiversity, for example through intercropping.

The Nuremberg site lies near the Pegnitztal Ost Nature Reserve, but is distinctly separated from it by existing infrastructure. As it is used as an office location, there are no relevant ecological interactions. The other German sites, Mainburg, Wolnzach and St. Johann, are located in agricultural regions with no sensitive protected areas in the immediate vicinity. The UK sites in Paddock Wood and Huntingdon are also not in the immediate vicinity of national or international protected areas; the nearest ecologically relevant areas are several kilometres away. The site in Beijing-Tongzhou is also urban and is not located in a biodiversity-sensitive area. (B5, 33)

## Water

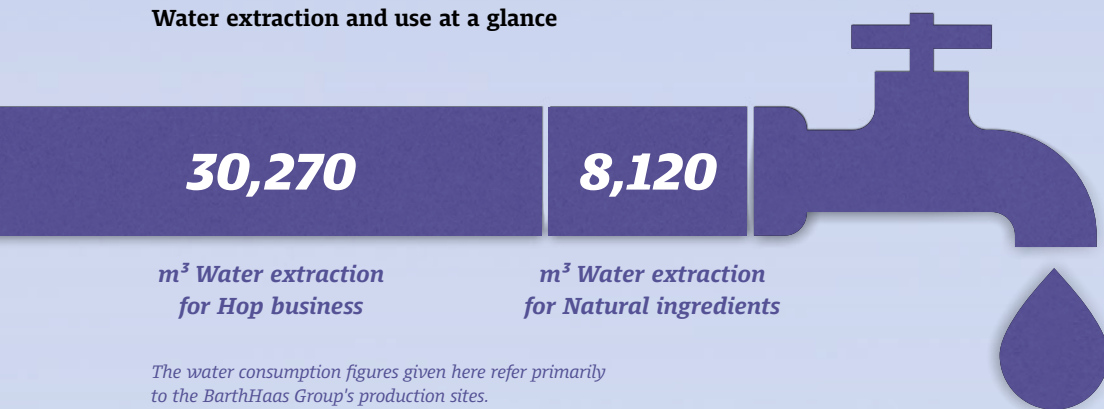
Water is an essential factor in agriculture. Currently, around 20 % of the agricultural areas in our supply chain use irrigation. However, this mainly affects the upstream value chain and is beyond our direct sphere of influence. In our own production, water consumption is mainly attributable to cleaning processes. We systematically record water consumption and report it below. Overall, water is an important sustainability issue for us, but not a critical one at present.





# SUSTAINABILITY IN FIGURES

## Water extraction and use at a glance



*The water consumption figures given here refer primarily to the BarthHaas Group's production sites.*

When it comes to water stress (water extraction exceeding 40 % of the available renewable water supply), the picture is mixed: the German sites are located in regions with very low water stress. The nationwide Water Exploitation Index is around 10 %, which is well below the international threshold of 40 %. The production sites also use water primarily for cleaning and cooling, without placing any significant impact

on local resources. The situation is different in the United Kingdom: according to environmental authorities, both Kent and Cambridgeshire are considered "seriously water stressed", which requires increased sensitivity in the use of water. The situation is particularly critical in Beijing, where, according to WRI Aqueduct, there is extremely high water stress. (B6, 35, 36)







# SUSTAINABILITY IN FIGURES

## Resource use, circular economy and waste management

At BarthHaas, we pursue a holistic approach to the circular economy based on waste prevention rather than recycling. Our top priority is to reduce unnecessary waste and resource consumption, followed by the reuse of materials, especially transport packaging, and temporary storage at production sites during manufacturing.

Agricultural goods are our main raw material. Conserving these resources is essential for us, we strive to close biological

cycles, for example by using by-products and biological waste products for fertilisation, as animal feed or for energy recovery. In the area of energy, we focus on synergies and efficiency, including through the use of combined heat and power (CHP) or waste heat recovery from existing process heat.

## Waste statistics by hazard class

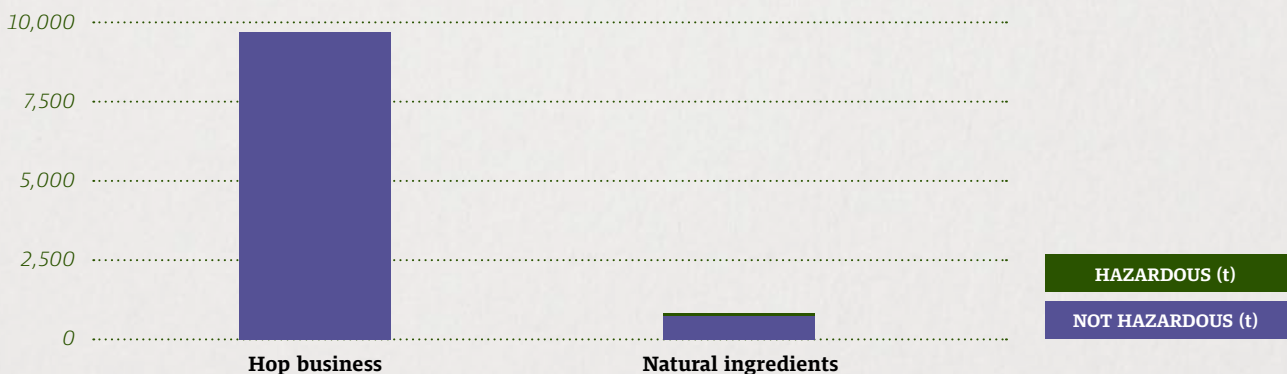
	Hop business	Natural ingredients
Hazardous (t)	< 1	9.07
Not hazardous (t)	9,672.44	734.53

*The waste quantities stated here primarily relate to the BarthHaas Group's production sites.*

Due to the high proportion of biological waste and, in some cases, by-products, as well as the wide range of options for returning materials to the cycle or for further recycling, our recycling rate is just under 99%. The proportion of hazardous waste is extremely low. It is mainly limited to

small quantities from the laboratory, especially in relation to the total amount of material processed. The waste quantities stated relate in particular to the operational processes at the production sites, as this is where the majority of the waste is generated. (B7 37, 38)

## OVERVIEW OF WASTE



# SUSTAINABILITY IN FIGURES

## SOCIAL

### Focus on our employees

As our double materiality analysis confirms, our own workforce is at the heart of our social activities. We see it as our corporate responsibility to create an attractive, supportive and forward-thinking working environment and to live our values in our daily interactions. We continuously promote employee well-being and a positive working atmosphere for our employees. This includes numerous benefits such as enhanced health care options, subsidised public transport costs, flexible working hours for a better work-life balance, and other additional benefits. Our corporate

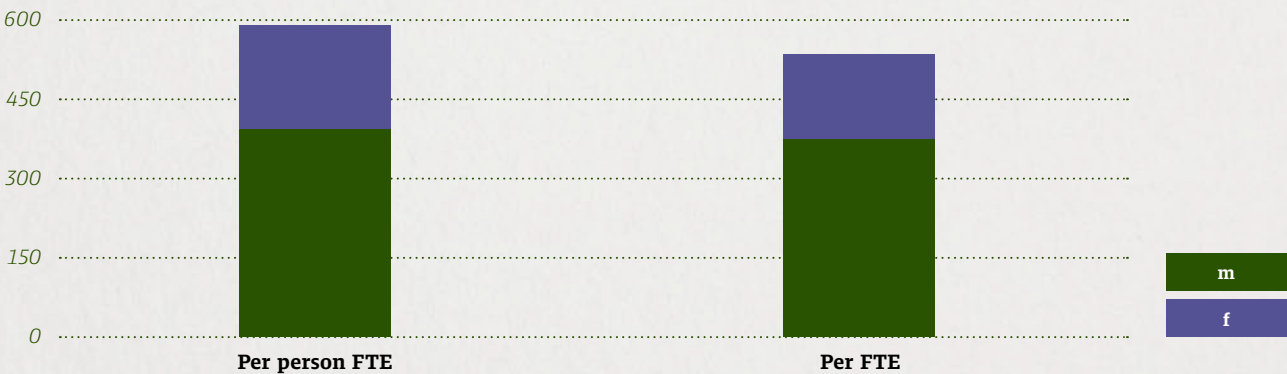
culture is characterised by recognition, equality and open mindedness.

Our efforts were evaluated through independent and external platforms: we were named a "Top Company 2024" on kununu and are among the top 5 % of employers in the industry. And in the UK, were amongst The Times 100 Best Places to Work 2024 which affirms our approach to social responsibility.

### Overview of employees per person and per FTE

	M	F
Per person	396	196
FTE	373.8	159.78

### GENDER RATIO OF EMPLOYEES



(B8, 39a-c, 40; C5, 59, 60)



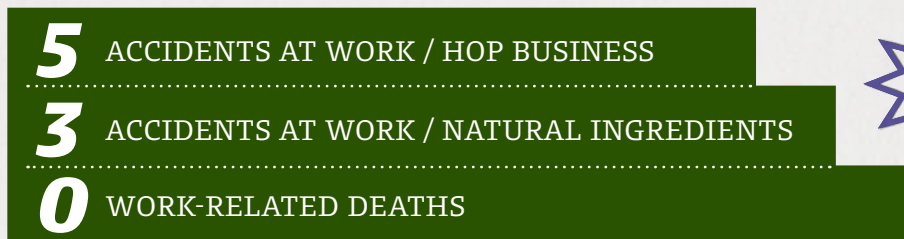


## SUSTAINABILITY IN FIGURES

In the reporting year, we recorded a very low number of reportable accidents at work and no work-related fatalities. The turnover rate ranged between 2.78 % and 22 % depending on location and division, which is attributable, among other things, to age-related retirements. The proportion of fixed term employment contracts is less than 1.5 %; the proportion of self-employed persons is around

0.1 %. The evaluation did not distinguish between hop and non-hop divisions, as the workforce performs many cross-divisional functions. The management level is currently approximately 69 % male and 31 % female. The country of the employment contract is Germany, the UK or China, depending on the location.

### Number of reportable accidents at work



(B9, 41a-b)

BarthHaas' remuneration is consistently above the applicable minimum wage in the countries in which we operate. There is no collective agreement or wage agreement. Remuneration is controlled by an external, neutral evaluation system that takes qualifications and job descriptions into account. This is the Hay evaluation system,

which is appropriately neutral. The percentage wage gap between male and female employees is 0 for equivalent positions. During the reporting period, the average number of training hours per employee was recorded. On average, we see 3.46 hours per person here. (B10, 42a-d)

### RATIO OF MANAGERS



(C5, 59)

# SUSTAINABILITY IN FIGURES

## GOVERNANCE

As a company that has been family-run for generations, we are committed to social responsibility: among other things, we have a voluntary supervisory board. The diversity ratio on our voluntary supervisory board is 20% women to 80% men. Our governance structure promotes transparency, integrity and reliability, both internally and towards our stakeholders.

In the 2023/24 financial year, there were no violations of corruption or money laundering regulations, nor were any fines imposed on us. The number of convictions is zero. No sanctions were imposed on us.

Our sales revenues in potentially risky sectors such as fossil fuels, chemical production, tobacco and weapons is also

zero, which underlines our positioning outside particularly sensitive industries.

With a Code of Conduct that addresses key issues such as human rights, discrimination, child labour, forced labour and occupational safety, we have established binding guidelines for employees and stakeholders. This is supplemented by an internal anonymous whistleblower system that is easy to understand and accessible. No noteworthy reports were received in the reporting year. (B11, 43; C6, 61; C7, 62; C8, 63, 64; C9, 65)

## OUR NEXT STEPS

True to our motto, "thriving together in an everchanging world," we move forward with purpose and ambition. We are convinced that we can only successfully navigate the changes ahead by working closely with our global partners, customers and employees. We hope for increasing

clarity by further developing our regulatory framework to further strengthen our sustainability work. Our goal is to continuously optimise our measures. The next milestone in our sustainability strategy will be the reducing our emissions.





# APPENDIX

*The appendix provides explanations of important terms and abbreviations used in the document. It also contains further information and data sources.*

## OVERVIEW OF TOPICS

Description	Page
Basis for preparation	B1 5, 8, 9
Practices, policies and future initiatives for the transition to a more sustainable economy	B2 6, 8
Energy and greenhouse gas emissions	B3 11-13
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Resource use, circular economy and waste management	B7 15
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Workforce – Remuneration, collective bargaining and training	B10 17
Convictions and fines for corruption and bribery	B11 18
Strategy: Business Model and Sustainability – Related Initiatives	C1 6
Description of practices, policies and future initiatives for transitioning towards a more sustainable economy	C2 6, 8, 13
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Additional (general) workforce characteristics	C5 16, 17
Additional own workforce information – Human rights policies and processes	C6 18
Severe negative human rights incidents	C7 18
Revenue from certain sectors and exclusion from EU reference benchmarks	C8 18
Gender diversity ratio in the governance body	C9 18









# APPENDIX

## FURTHER INFORMATION

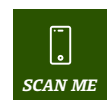
### Breakdown of other shareholdings

The following BarthHaas companies are not significant operating locations. They either perform administrative functions or are already integrated into the processes and structures of significant locations:

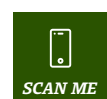
- **The Greenhouse GmbH & Co. KG** (Germany, Freiligrathstraße 7–9, 90482 Nuremberg)
- **The Greenhouse Verwaltungs-GmbH** (Germany, Freiligrathstraße 7–9, 90482 Nuremberg)
- **BarthHaas Ingredients GmbH** (Germany, Freiligrathstraße 7–9, 90482 Nuremberg)
- **BarthHaas AG** (Switzerland, Dufourstraße, 4052 Basel)
- **Bahop Inc.** (USA, 2711 Centerville Road, Suite 400, City of Wilmington, DE 19808, Delaware, County of New Castle)
- **Bahop Financing Inc.** (USA, 2711 Centerville Road, Suite 400, City of Wilmington, DE 19808, Delaware, County of New Castle)
- **Noris Hopfenverwaltungs-GmbH** (Germany, Freiligrathstraße 7–9, 90482 Nuremberg)
- **Barth Immobilien GmbH** (Germany, Freiligrathstraße 7–9, 90482 Nuremberg)
- **Simply Hops Ltd.** (United Kingdom)

## REFERENCES

**GHG Protocol. (2025). Product Standard.** Retrieved April 9, 2025, from <https://ghgprotocol.org/product-standard>



**VSME. (2024). Voluntary reporting standard for SMEs (VSME),** from <https://www.efrag.org/en/projects/voluntary-reporting-standard-for-smes-vsme/concluded>



# APPENDIX

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