



it's Bionatic

Dont' print
me out, I'm
only digitally
sustainable!

Green-Report

„Act green and talk about it“

Environmental and personal measures of the Bionatic Group

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Greetings from Robert Czichos & Michael Brink

Since 2009, we have offered packaging solutions made from renewable, recycled, and recyclable raw materials for the food service industry. In recent years, we have grown out of the infancy of a pure e-commerce provider. This has led to the creation of the Bionatic Group, which combines e-commerce, production, and trade of disposable and reusable packaging and e-fulfillment with the development of digital solutions with positive eco-effects.

Sustainability has always been our driving force and the focus of our actions. Therefore, we try to avoid and reduce CO2 emissions wherever possible. Since 2017, we have compensated all unavoidable emissions from our operations and marketed packaging products on a Cradle-to-Grave basis, becoming the first in our industry to do so. This is not a given and is done on a voluntary basis. We like to make our efforts and endeavors in this area visible to all interested parties and stakeholders and show exactly what we are doing. Therefore, we present to you our first Green-Report, in which we report on our environmental and personnel-related activities.

To our delight, this is only an interim step on our way into the future. We will not stop on this path, constantly initiating new projects and innovations - always with a focus on sustainability. We would be very happy if you like our commitment, if you give us suggestions and feedback, and if we can inspire some of you to similar sustainable action.

Sincerely,



Managing Directors of the Bionatic Group



Objective of this report

This report provides a summary of how we align and shape our current entrepreneurial actions with respect to the environment and our employees. It includes both the strategies and the concrete measures implemented in the areas of processes, environment, society, and personnel development.

With our Green-Report, we not only look back on the past business year, but also into the future. Therefore, we also set new medium- and long-term goals with this report that will take us towards a more sustainable future.

Delimitation

This report refers to the fiscal year October 2021 to September 2022 of the Bionatic Group, which consists of the following companies:

- Bionatic GmbH & Co. KG
- Häppy Compagnie GmbH & Co. KG
- Greenbox GmbH & Co. KG
- Merways GmbH
- Ecoware GmbH & Co. KG

Not included are investments in Magnus Eco Concepts PLC and e-Logs GmbH

Our understanding of the term “sustainability“

Sustainability - a term currently used frequently, but one that carries different meanings and is used in a variety of ways, sometimes even contradictory. Sustainability manager Frederik Feuerhahn defines the perspective of the Bionatic Group on this term as follows:

“We understand sustainability as economic action that takes into account ecological compatibility, social justice, and at the same time economic performance, based on the definition of the Brundland report 1987. This, in our understanding is associated with the efficient use of resources in production, the observance and control of compliance with human rights and labor protection in the supply chain and additional commitment to reducing global greenhouse gas emissions. Only in this way can economic performance be maintained in the long term, in our conviction.“



Dipl.-Ing. Frederik Feuerhahn
Sustainability Manager Bionatic Group

Sustainability strategy for the Bionatic Group

The continuous monitoring of the business environment - consisting of customers, employees, suppliers and competitors - as well as the technological, political, legal and ecological environment is the basis for entrepreneurial decisions in the Bionatic Group.

Political decisions at the European and national levels regarding disposable and reusable packaging for the foodservice industry have a direct impact on our group of companies. They pose risks, for example, if bamboo, as a fast-growing, natural raw material is classified per definition in an EU regulation no longer as wood, but as grass and thus not available as a raw material for certain products. However, opportunities also arise, such as the legal obligation to offer reusable alternatives from January 1, 2023. The latter creates a new market for greenbox and ecoware and completely new applications, such as the digital reusable rental via app, for which a new company, Merways GmbH, was founded.

However, for us it is not sufficient to only fulfill the minimum requirements. The increase in natural disasters and resource shortages reinforce us daily to understand sustainability as the focus of our actions and to include ecological, economic, and social aspects in our strategy. Therefore, we aim to keep resource consumption and environmental pollution as low as possible, to reduce it if not avoidable, and to compensate the remaining amount in full through the purchase of CO2 certificates for climate protection projects.

We compensate the CO2 footprint of the company (Corporate Carbon Footprint, CCF) and products (Product

Carbon Footprint, PCF) using the Cradle-to-Grave concept. This includes raw materials, production and packaging, transport and storage, shipping to customers, and end-of-life disposal.

To compensate unavoidable CO2 emissions, we choose certified projects that not only make an important contribution to environmental protection but also enable people who are most threatened by the consequences of climate change to have a safer and more equitable future. The United Nations' sustainable development goals (SDGs) are an important benchmark for us when



selecting climate protection projects. In addition, we rely on collaboration with external companies and associations, such as amfori and SEDEX, which support us in implementing and continuously improving our sustainability strategy.

Standards for sustainability

Our sustainability strategy works together with a range of national and international laws, standards and regulations that we consistently adhere to. In addition, the following standards and regulations are particularly relevant to us in terms of ecology and society:



In choosing delivery companies, we rely on amfori, the world's leading company association for sustainable and open trade. Together with over 2,400 companies from more than 40 countries, it is aware of its social responsibility and bases its actions in its global supply chains on the criteria of the amfori Code of Conduct. This aims to implement the eleven principles for fair working conditions and the highest occupational health and safety standards, especially in countries with high risk in Asia, Africa and South America. To make sustainability in global supply chains verifiable, amfori has created the Business Social Compliance Initiative (BSCI).

The amfori BSCI Code of Conduct describes eleven social fundamental principles that a company must fulfill to be qualified for BSCI. The code is intended to protect the rights of workers. It is based on various international labor legislation such as the ILO core labor standards, the UNO principles for business and human rights and the OECD guidelines for multinational companies. Participating companies and their partners commit to implementing these fundamental principles throughout their entire supply and processing chain.



We also want to ensure that our products are manufactured under conditions that meet all the criteria of the Code of Conduct. Therefore, we choose new suppliers based on whether they are audited or certified according to BSCI, SEDEX or SA8000. We regularly have companies in amfori-defined risk countries audited by independent auditors according to BSCI criteria.



The accounting and calculation of our carbon footprint is based on the Greenhouse Gas Protocol (GHG Protocol). The GHG Protocol defines the principles of relevance, completeness, consistency, transparency and accuracy in the determination of CO2 emissions. The coordination of the work is in the hands of the World Business Council for Sustainable Development (WBCSD) and the World Resources Institute (WRI).



Code of Conduct: Our Guiding Principles

The following general code of conduct applies to all companies in the Bionatic Group concerning laws, the environment, safety, business partners, suppliers, tolerance, corruption, politics and religion:

All employees are aware of their role in society and their responsibility towards business partners and employees. Therefore, we are committed to clear principles that form the framework for our entrepreneurial and social actions.



As an internationally active and multinational company group, it is our top priority to observe and comply with the laws and regulations of all countries in which we operate. In situations where there is no legal regulation, the values of this code of conduct always apply.



As a company, we strive to treat our business partners with the same dignity and respect that we show our employees. We are committed to supporting and respecting the protection of international human rights in our operation, partnerships and supply chain. We do not tolerate any form of forced or child labor and are dedicated to ensuring that all workers are treated fairly and with respect.



We do not tolerate corruption or bribery in any form. In the course of our business activities, we do not permit the demand, acceptance, offer, or grant of any personal advantages, gifts or invitations. Exceptions may be made for customary occasional or advertising gifts that align with the customs and politeness of the country. We are committed to conducting all of our business dealings with integrity and transparency.



Environmental awareness is not a business obligation for us, but the most important core point of our corporate philosophy. This is reflected in our products as well as in our organizational structure and our communication with the outside and inside.



The basis for our actions and the handling and selection of suppliers is the amfori BSCI Code of Conduct.



In our business activities, we maintain political and religious neutrality and do not support or participate in political or religious activities. We believe that this is important in order to avoid conflicts of interest and ensure that we can serve all of our customers and partners fairly and without bias.



A crucial part of responsible action for us is to avoid dangers to people and the environment. We make everyone responsible for the safety of their work environment. All employees are sensitized and trained regularly on this matter.



We are an open and tolerant company. We do not disadvantage anyone based on gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social or ethnic origin or other personal characteristics.



Essential impacts

For the Bionatic Group, which primarily deals with packaging, the selection of raw materials used in production, the energy used and the choice of suppliers are of particular importance to ensure business operations and avoid negative environmental impacts. This is particularly true compared to the low CO2 emissions caused by the two locations (CCF). These aspects are therefore regularly monitored and measured.

The use of renewable raw materials and the use of waste products and recycled materials have a positive impact on the climate balance, reduce resource consumption and help reduce waste. The most important raw materials in our production are therefore cardboard, followed by paper and bagasse (sugarcane waste).

Cardboard and paper are made from recycled paper to a large extent. When we use fresh wood fibers, we use FSC-certified wood from sustainable forestry. Bagasse uses the waste products from sugarcane production, specifically the pressed sugarcane stalks. The raw material is therefore a pure waste product, as are the palm leaves of the Areca palms, which are planted to cultivate the palm fruit, called the betel nut.

Our packaging is made from natural resources whenever possible. In addition, we ensure that it is suitable for transfer to the circular economy.

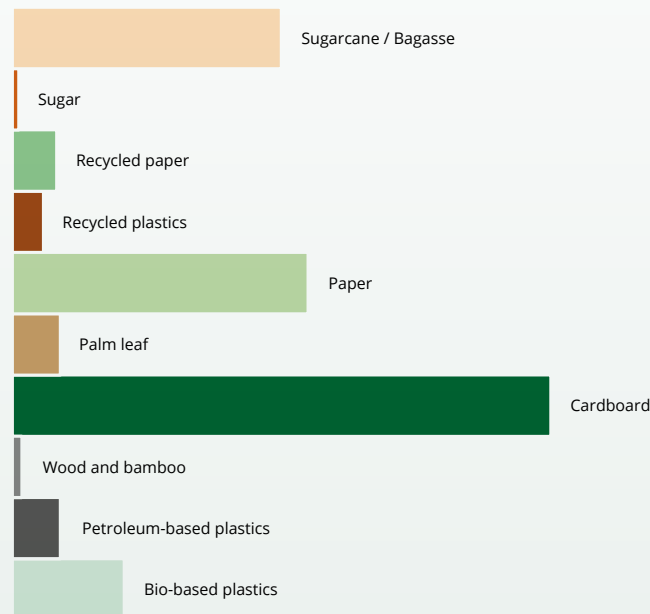
This protects the environment and ensures that the materials used can remain in the value chain for as long as possible. Cardboard and paper have a very high recycling rate and when developing our reusable range, we have also placed value on recyclability. The reusable containers made of 98% bio-compound can therefore be returned to us for recycling.

In addition to the choice of raw materials, the ability to deliver is particularly important for our customers in B2B business. As supply streams become more uncertain, the importance of warehousing and the selection of suppliers with short delivery routes, e.g. from companies based in Europe or better yet, in Germany, increases. As an ecological bonus, shorter transport routes reduce the resulting CO2 emissions.

The following figure shows the delivery volumes as circles in the respective delivery countries. In total, the Bionatic Group receives articles from 19 countries. More than 50% of this comes from the EU.

During crises such as the Russian attack on Ukraine, manufacturers can fail, raw materials can become scarce, or procurement routes can be blocked, resulting in changes to transport routes. Therefore, an adjustment of supply chains to ensure long-term delivery capabilities may be required at any time.

Raw material groups for the trading range



Geographical distribution of suppliers

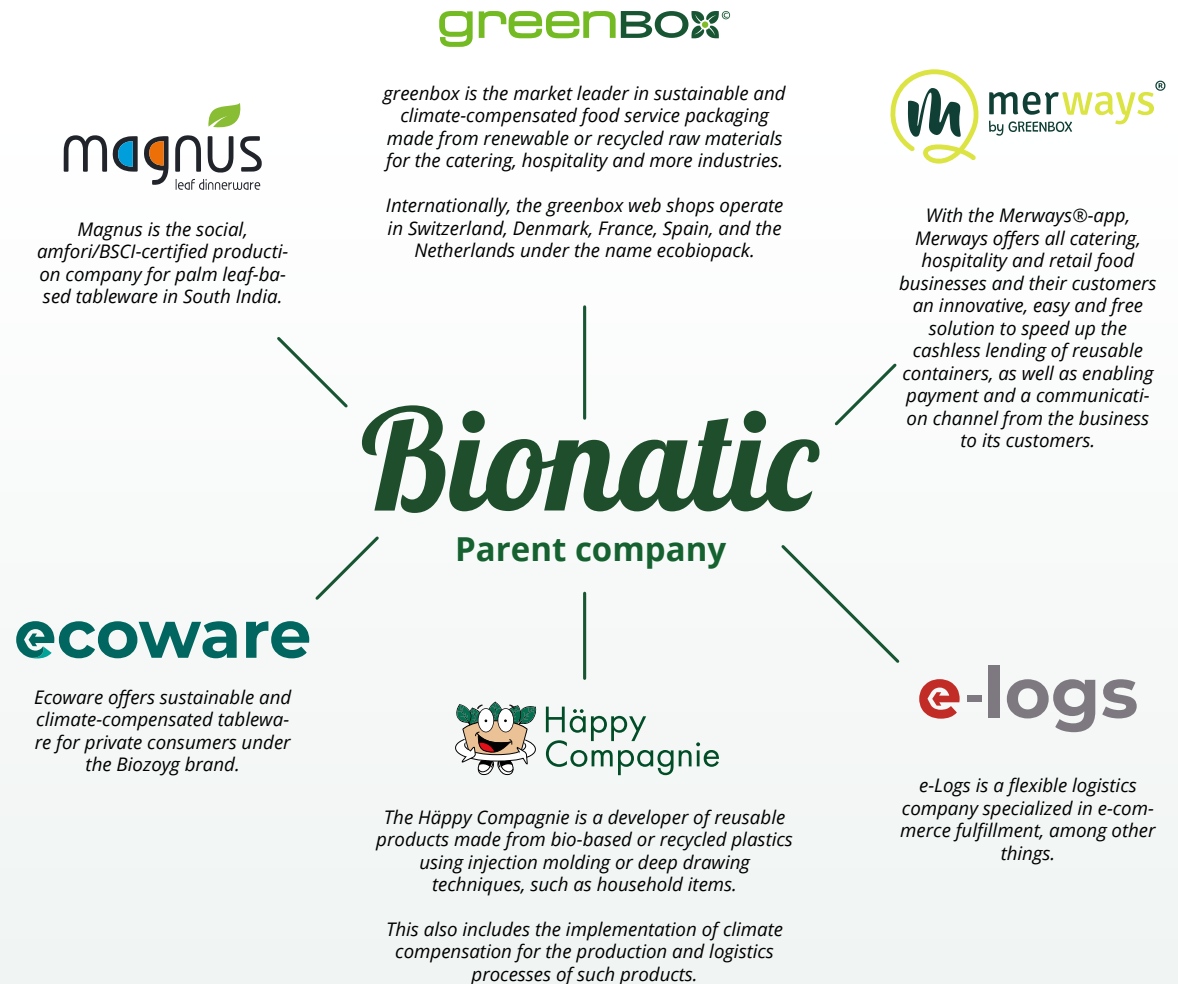


Responsibility and involvement

The central responsibility for sustainable action within the Bionatic Group is borne by the managing directors of the respective companies. The decisions and processes for controlling the sustainability strategy are also located in the management. Operatively, the product development, product range management, purchasing, logistics and organization departments are particularly involved. Product development, together with product range management, ensures that renewable and alternative raw materials are used as much as possible and that the suppliers meet the corresponding criteria. Purchasing and logistics pay attention, among other things, to short transport routes, as well as, if possible, CO2-compensated freight and storage.

Involvement in the sense of informing other groups such as media and the general public takes place, among other things, through interviews, regular press releases and via the Bionatic Group's website. Customers are surveyed annually on various topics and a monthly newsletter informs them about current issues.

Scientific expert exchange and the use of materials science knowledge, for example from paper production, are ensured by cooperation in joint scientific research projects.

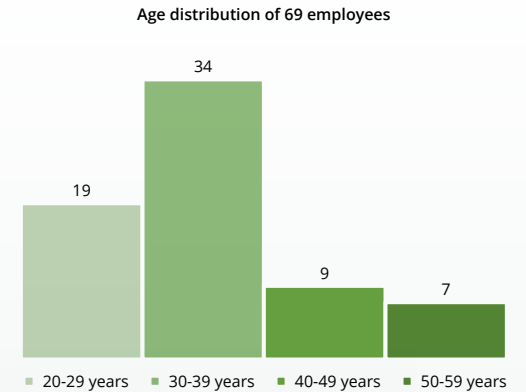
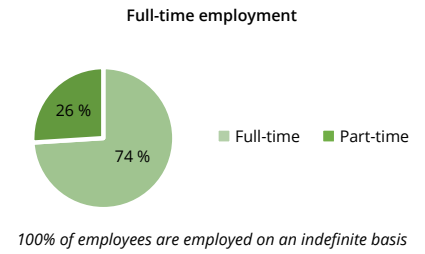
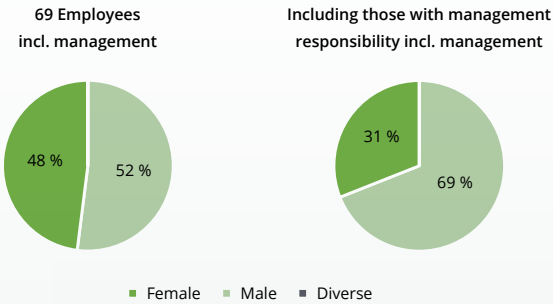


Personnel measures

The commitment to conducting business in an environmentally conscious manner unites the 69 employees of the Bionatic Group. Their dedication, knowledge and skills are the foundation for economic success and strategic development of the companies.

Work in the Bionatic Group is characterized by a values-oriented, collegial leadership style and a positive team spirit. Meaningful and challenging work, open feedback and development opportunities not only guarantee entrepreneurial success, they also promote the motivation and satisfaction of employees.

This aspect is particularly important in the context of demographic change and in times of a shortage of qualified personnel. In addition, the Bionatic Group has grown steadily in recent years through the development of new products (reusable) and applications (Merways). It is therefore all the more important to retain and support competent and motivated employees. In the Bionatic Group, this is supported, among other things, by the measures described on the following pages.



Promoting health through fitness offerings

Sports can play a significant role in promoting the health of employees. Sedentary activities at the computer can strain the back. In order to offer a balance, employees of the Bionatic Group can use EGYM Wellpass to access various sports and health facilities nationwide. The cost of membership is partially covered by the Bionatic Group. Currently, 28 employees are using this option, which represents 40% of the workforce.

In addition to the fitness offerings, some employees also participate in public running events such as the Bremen Late Shift Corporate Run and the Trail Relay, a cross-country / off-road running event, annually. This further contributes to their overall health and well-being.

Ergonomics at the workplace

There are many books on screen work and back pain that provide tips and advice on how to avoid discomfort and strain. One of these tips is to work standing up in phases rather than sitting all day. To make this possible for our employees, around 90% of desks can be adjusted in height so that standing work is possible. All employees can receive an adjustable desk on request if they want to switch up their working posture. This can help to prevent back pain and promote better overall health.

Job-Rad (bike leasing)

In order to encourage more employees to cycle to work, the Bionatic Group offers the leasing of high-quality bicycles and e-bikes through Job-Rad. Not only do bicycles and e-bikes provide two opportunities for movement per day, but they also avoid environmentally harmful CO2 emissions. The offer is currently being utilized by 15 employees who have found it to be a convenient and eco-friendly option for their daily commute.



Company fleet

Various employees have company vehicles. There are a total of seven vehicles in the company group that are assigned to fixed employees or are available as pool vehicles. The Bionatic Group's vehicle fleet consists of pure electric or hybrid vehicles. The goal is to use exclusively electric vehicles in the medium term.

Qualification & Training

The further qualification of employees is an essential requirement in a technological, economic and legal market environment that is dynamically developing and changing. The Bionatic Group takes this into account by actively supporting or offering personnel development and further training as needed. Internally, training on climate neutrality and product and range development is carried out, for example. There are external trainings on the use of software, such as the use of planning, work management and ticket software Jira. Vocational training, such as a specialist in procurement, is also supported. In order to continuously promote new talent and contribute to more qualified personnel, active training of young people is needed. In the Bionatic Group, two trainees have therefore started their professional qualification as wholesale merchants or media designers in the 2022/2023 training year. Trainees are supported by mentors who competently advise and accompany them in the integration process and on a professional level.

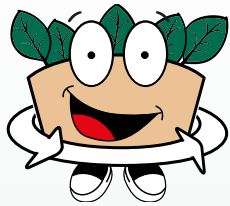


Apprentice Tobi (Media Designer) and his mentor Henning

Environmental measures

In this section, the measures that have direct environmental impacts are presented. These include innovations and research and development work at Häppy Compagnie, product range design, selection of suppliers, and measures to compensate emissions caused by operation and production.

Research and product development at Häppy Compagnie



In order to make the product range of Bionatic Group even more sustainable, national and international institutes and research institutions such as the Technical University of Dresden, Bureau

Veritas, Intertec and SGS are being worked with in the development process. This collaboration allows us to explore and implement new technologies and materials that can help us achieve our sustainability goals.

One example of this collaboration is the development of an innovative composite material that consists of up to 98% renewable raw materials, which can be used and recycled multiple times. This bio-compound is used to produce reusable cutlery and containers, which are legally required for German restaurants and caterers starting on January 1, 2023. The feedback and requests from the catering industry have helped us to continuously develop and improve the reusable product range at Häppy Compagnie. In addition to the sustainability and recyclability of the products, the focus is on their handling and usability, as reusable alternatives can only

be successful and contribute to reducing packaging waste if they meet the requirements of the food service industry and its customers.

Product range design and supplier selection for greenbox and ecoware

As mentioned in the “Key impacts” section, the choice of suppliers not only affects availability but also the length of the transport routes, the means of transport used and the resulting CO2 emissions. In the past five years, active collaboration with manufacturers from Germany and its neighboring countries has significantly reduced the share of imports from Asia.

To achieve this, manufacturers were given purchase obligations that enabled them to acquire the necessary machinery and production tools and utilize them to capacity.

The reusable product range is exclusively manufactured in the EU and largely produced in Germany.

Over 50% of all goods now come from Europe, which is accompanied by a significant reduction in transport-related CO2 emissions compared to previous years.



Climate neutrality: Measuring and compensating climate-relevant emissions

The primary goal of the Bionatic Group is to avoid or reduce CO2 emissions. Only after that, the non-reducible emissions are fully compensated by investments in verified and certified climate protection projects according to the Gold Standard. In order to do this, the emissions caused are balanced according to international standards.

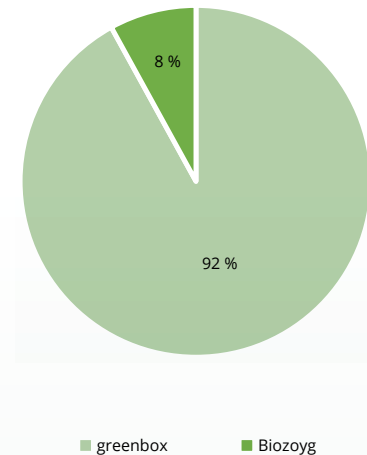
The Häppy Compagnie determines the greenhouse gas (GHG) emissions according to the Cradle-to-Grave principle for the Bionatic companies, following the Greenhouse Gas (GHG) Protocol. Ecoware is excluded from this, using the service of the company ClimatePartner to determine and compensate for the resulting CO2 emissions.



The Greenhouse Gas Protocol defines three areas of application (Scopes) that are all captured:

- **Scope 1** captures the direct CO2 emissions of the company's own production facilities, offices, etc., as well as, if applicable, its own energy generation facilities.
- **Scope 2** refers to the indirect CO2 emissions that occur at the energy producers where the company buys energy for production or operation of company buildings.
- **Scope 3** includes all other CO2 emissions caused along the value chain, e.g. during delivery and transport, in the use phase of the products and their disposal.

CO2 emissions 2021



Source: Bionatic 2022



One of the key projects of 2022 was the transition of activities for the accounting and offsetting of CO2 emissions caused by the Bionatic Group. Previously, successful collaboration with the company ClimatePartner has been achieved.

As of January 1, 2022, the accounting of the CO2 footprint for companies and products (CCF and PCF) of the greenbox will be carried out in-house by the Häppy Compagnie and presented online in a transparent manner on climatesafe360.de under the Climate Safe 360° label.

Climate Safe 360° stands for the comprehensive capture and calculation of climate impacts of companies. The Climate Safe 360° logo fully identifies CO2-compensated products and companies that meet the corresponding requirements.

How does the Bionatic Group compensate CO2 emissions?

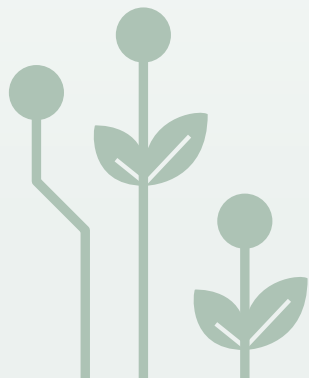
For the Bionatic Group, CO2 offset projects represent more than just compensation for CO2 emissions. These projects have a positive impact on the environment and the people involved, especially through the fulfillment of additional UN Sustainable Development Goals (SDG).

For the CO2 emissions generated by the Bionatic Group in calendar year 2021, a total of 12,580 tons of CO2 were compensated through climate protection investments in the following VCS-certified projects in India and Namibia:

- The International Small Group and Tree Planting Program (TIST) in Tamil Nadu, India
- Solar energy in Omaheke, Namibia

In calendar year 2022, we will support our CO2 compensation with two Gold Standard-certified projects in Guatemala and Nigeria:

- Ecofiltro Guatemala Improved Stoves and Water Purification Project
- Promoting Improved Cooking practices in Nigeria



Ecofiltro Guatemala

One of the main causes of deforestation in Guatemala is the use of wood for cooking, heating, and water treatment. This not only has significant ecological effects, but also has negative impacts on the health of those who use traditional wood stoves. In addition, many Guatemalan women and children spend a significant amount of their time collecting wood, which could be spent on other activities. To address this problem, this project promotes the distribution of improved, energy-saving wood stoves and safe water treatment equipment in Guatemala.

The project partners with local organizations such as Socorro Maya and Ecofiltro to reach rural and urban households with more efficient cooking and water treatment technologies. These technologies reduce fuel consumption and improve health outcomes for the families who use them. The project sells the improved stoves and water treatment equipment, and invests the proceeds from carbon financing in subsidies, social marketing, and the development of robust distribution channels. This ensures that the stoves and water treatment equipment are affordable and accessible to households in all eight regions and 22 departments of Guatemala.

Project results

Since 2012, this project has been active and has been working towards reducing CO2 emissions. By the end of 2019, it had already installed 3,504 CO2-saving stoves. Another 240 of these stoves are planned for 2022. These 240 stoves alone are expected to save the need for burning 2,380 trees.

Additionally, 97% of households use wood to boil drinking water. In 2022, approximately 25,300 additional water filters will be distributed, which will no longer require boiling drinking water over open fireplaces. This is expected to save 146,853 t CO2 emissions in 2022, making a significant impact on reducing CO2 emissions.

Water filter



Image: Copyright Ecofiltro

Supported Sustainable Development Goals

In addition to reducing CO2 emissions through Domestic Energy Efficiency, this project also supports the following Sustainable Development Goals:

- **SDG 1 No Poverty:**
Financial savings through the use of the efficient stove and time savings that can be invested in other activities to reduce poverty.
- **SDG 3 Good Health and Well-being:**
Elimination of 99.99% of disease-causing agents to prevent waterborne illnesses.
- **SDG 3 Good Health and Well-being:**
Improvement of air quality, reduction of respiratory diseases and air pollution.
- **SDG 6 Clean Water and Sanitation:**
The water filter allows the Guatemalan population to have general and equitable access to safe and affordable drinking water.
- **SDG 7 Affordable and Clean Energy:**
The high-quality, improved stoves replace inefficient traditional three-stone fires and ensure access to affordable energy for cooking.
- **SDG 8 Decent Work and Economic Growth:**
Ecofiltro provides employment, economic growth, and decent work.

- **SDG 12 Responsible Consumption and Production:**
More efficient use of natural resources through the saving of almost 70% of wood consumption in the efficient stove.
- **SDG 13 Climate Action:**
The project can save an average of 214,032 t CO2 emissions per year by taking measures against the impacts of climate change.
- **SDG 15 Life on Land:**
Reducing wood consumption will reduce the rate of deforestation and the associated threat to biodiversity. This can also minimize the risk of landslides and the negative impacts of soil erosion on agricultural yields.

CO2-saving oven

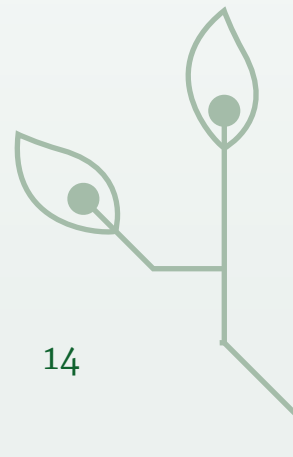


Image: Copyright Ecofiltro

Water filter



Image: Copyright Ecofiltro



Cooking practices in Nigeria

The project activity includes replacing the existing inefficient cooking stoves used by the majority of the Nigerian population with highly efficient Toyola stoves. Over 71% of the Nigerian population, particularly poor people, cook with solid fuels in inefficient traditional stoves and open fires, leading to significant indoor air pollution. As a result, Nigeria has the highest number of deaths from indoor air pollution, averaging 64,000 per year, mostly women and children from poor families (source: Clean Cooking Alliance).

The project involves the manufacture and distribution of efficient wood charcoal stoves to replace the currently used inefficient stoves in Nigeria. The project will help thousands of families and small and medium enterprises in Nigeria and reduce greenhouse gas emissions. The aim is to sell the stoves at affordable prices in all 36 Nigerian states.

Project results

Between October 2017 and the end of July 2021, 226,573 cookstoves of five different sizes (from Small Household (HS) to Large Community (CL)) were produced and sold. 96% (207,615) of users reported having lower fuel consumption.

Supported Sustainable Development Goals

In addition to reducing CO2 emissions through daily savings from improved stoves, this project also supports the following Sustainable Development Goals:

- **SDG 1 No Poverty:**
This is measured by the number of households using improved stoves, saving time and money on fuel and its procurement, thereby reducing poverty. User surveys showed that about 86% of the stoves are still in operation after six years of use.
- **SDG 7 Affordable and Clean Energy:**
This SDG outcome is represented by the estimated efficiency of the improved stoves distributed as part of the project activities. The value of the efficiency improvement is approximately 35%.
- **SDG 13 Climate Action:**
The net greenhouse gas reduction through project activities is approximately 713,294 t CO2 per year after corrective deductions.

Toyola ovens



Image: Toyola Energy Service Ltd.

Traditional cooking station



ISO and Eco-Audit by EcoStep

EcoStep audits and certifies greenbox every two years regarding the implementation and adherence to the most important standards in the areas of quality management, environmental management, and occupational health and safety. ecostep-online.de

ISO-Audit: Quality management encompasses all organized measures that serve to improve products, processes or services of any kind. Quality management is therefore a core management task.

Eco-Audit: An environmental management system is a system in which the responsibilities, behaviors, processes and guidelines for implementing the company's environmental measures are structured and defined.

Occupational health and safety refers to the measures, means and methods for protecting employees from work-related safety and health risks. The aim is to prevent accidents and protect employees at the workplace.

Support from Associations and Memberships

At the association level, the Bionatic Group aims to ensure that the topics of the circular economy and the balancing of economic and ecological interests receive societal and political attention. To this end, it belongs to, among others, the following associations and supports them in their work:

- Allianz für Entwicklung und Klima
(Allianz for Development and Climate):
allianz-entwicklung-klima.de
- amfori / BSCI Business Compliance Social Initiative:
amfori.org/content/amfori-bsci
- BNW Bundesverband nachhaltige Wirtschaft
(BNW Federal Association for Sustainable Economy):
bnw-bundesverband.de
- Indo-German Chamber of Commerce:
indien.ahk.de
- Umwelt Unternehmen Bremen
(Environment Companies Bremen):
umwelt-unternehmen.bremen.de

The goal is to engage and support the company in order to not defame environmental interests as fundamentally contrary to economic interests.



Indo-German Chamber of Commerce
Deutsch-Indische Handelskammer
Mumbai · Delhi · Kolkata · Chennai
Bengaluru · Pune · Düsseldorf



Summary and outlook

We are on the right track. Our entrepreneurial decisions not only take into account the environmental impact of our actions but also several other factors in the interest of sustainability. We have not yet achieved all of our goals. We still have various tasks to be completed in the medium and long term and decisions to be made from a sustainability perspective. However, we are confident that we will give preference to the more sustainable solution wherever possible.

Below are the specific goals of the Bionatic Group for the 2022/2023 financial year.

Expansion of reusable solutions

In order to make the use of reusable packaging for catering businesses and their customers more attractive, we are constantly working on expanding reusable solutions in our product range. In the coming financial year, further containers will be developed to meet the needs of caterers.

Merways mobile app

The Merways mobile app will be launched in the 2022/2023 financial year. The app facilitates the use of reusable containers in catering. Merways can be used free of charge by caterers and their customers. It allows for the rental of reusable containers without a deposit. Further features such as cashless payment provide an additional incentive for the use of reusable containers. The introduction of the app is intended to promote the

use of reusable containers and reduce waste from disposable packaging. In addition, 1 kg of CO₂ is compensated for each use.

greenbox reusable instalment purchase

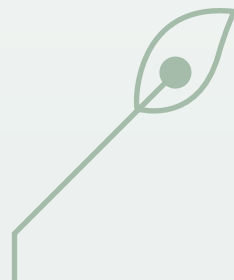
The introduction of a legal requirement to offer a reusable alternative in addition to disposable packaging (VerpackG § 33 & 34 - German federal law on packaging) poses a challenge to many caterers. Not only the question of the appropriate reusable packaging but also the purchase costs put a lot of strain on catering businesses. greenbox has these challenges in mind and will now offer instalment purchases for its reusable packaging over a period of 12 months. This makes it easier to implement the reusable obligation, as the often high initial investments are eliminated. The collection of a constant monthly price should also provide additional relief for caterers.

Return and recycling of Häppy Box[®] reusable products

The Häppy Box reusable containers can be returned to greenbox for recycling when damaged or worn out. This allows for the pure recycling of the bio-compound (composite material made of wood fiber and plastic) used. The recycled material will be used in the recycling cycle for new products. This saves raw materials and keeps the materials used in the value chain for as long as possible. In the 2022/2023 business year, the return portal will be expanded and new uses for the recycled bio-compound will be found. According to EU regulations, recycled material cannot be used for food contact to protect consumers.

Expansion of electric mobility

At the new Bionatic Group location on Schwachhauser Heerstraße 266b in Bremen, six charging stations will be installed in the first step. In the second step, additional charging stations are planned to charge not only company vehicles, but also employees and visitors to the company. This is not only a first step towards replacing the company's hybrid vehicles with electric vehicles, but also encourages employees who commute by car to switch to electric vehicles.



Bicycle-friendly employer

The Bionatic Group is committed to becoming a bicycle-friendly employer and is aiming for certification by the Allgemeine Deutsche Fahrrad-Club (ADFC - *General German Bicycle Club*) for the 2022/2023 business year. In addition to our existing bike leasing offer (Job-Rad), we will be setting up a bike storage facility at our new company location to provide another incentive for our employees to switch to cycling. This will not only lead to further CO2 savings but also promote the health and well-being of our employees. We believe that investing in sustainable transportation options is not only good for the environment but also for the overall health and productivity of our workforce.

Reduction of air and car travel

Business trips at the Bionatic Group are already frequently taken using public transport. In the coming business year, efforts will continue to avoid air and car travel. A travel guideline that specifies using public transport and long-distance trains for business trips will further restrict air and car travel. This will enable further CO2 savings.

Flexible work models

Compulsory home office phases during the pandemic have shown us that performance and success are not dependent on being present at the office location. However, they also confirmed how important regular team meetings are. Based on these experiences, we will continue to rethink work environment and structure. As of

the new business year, employees will have the option to work part of their time from their home office. This allows employees more flexibility to combine their professional and private lives as best as possible.

Working from home also has another advantage: by eliminating commuting, less CO2 is emitted. Depending on the route and mode of transport, this saves more than 20% of CO2 emissions per person and day.

- As of September 2022 -

