

# **GRI CONTENT INDEX 2020**

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**Consumer  
Business Segment**

**Beiersdorf**

# GRI Content Index 2020

## Reporting According to GRI Standards

The Consumer Business Segment reports on the material environmental, societal and economic impacts of our business according to the GRI Standards framework established by the Global Reporting Initiative (GRI); this report was prepared in accordance with the “core” option. The Content Index complies with the GRI standards set out in 2016, in addition to the new GRI standards for Water and Wastewater (303, 2018), Occupational Health and Safety (403, 2018), and Tax (207, 2019). Figures for the previous year are included in the GRI Content Index 2019.

The Index also shows those of the GRI Indicators we have responded to that also cover one or more of the Ten Principles of the United Nations Global Compact (UNGC). It refers to our respective contributions to the United Nations Sustainable Development Goals (SDGs) as well.

<sup>1</sup> ++ completely reported  
 + partially reported

| Disclosure | GRI Standard Information | Status <sup>1</sup> | Reference | SDG | UNGC |
|------------|--------------------------|---------------------|-----------|-----|------|
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### GRI 102: GENERAL DISCLOSURES

#### ORGANIZATIONAL PROFILE

| 102-1                  | Name of the organization                   | ++                           | Beiersdorf AG  |                            |                 |                              |                              |                            |         |       |     |     |     |                        |       |     |     |     |               |     |   |     |     |               |       |   |     |     |                       |       |     |     |     |              |               |              |            |            |       |   |
|------------------------|--|------------------------------|--|----------------------------|-----------------|------------------------------|------------------------------|----------------------------|---------|-------|-----|-----|-----|------------------------|-------|-----|-----|-----|---------------|-----|---|-----|-----|---------------|-------|---|-----|-----|-----------------------|-------|-----|-----|-----|--------------|---------------|--------------|------------|------------|-------|---|
| 102-2                  | Activities, brands, products, and services | ++                           | Beiersdorf complies with existing laws and regulatory requirements in all markets. The product formulations may therefore vary from each other and certain products may be subject to limitations for sale in other markets.<br>Page 59, <a href="#">Non-financial Statement (NFS) Chapter Product Safety</a><br>Website: <a href="#">Beiersdorf Our Profile</a>   <a href="#">Beiersdorf Brands</a>   <a href="#">Beiersdorf FAQ</a>  |                            |                 |                              |                              |                            |         |       |     |     |     |                        |       |     |     |     |               |     |   |     |     |               |       |   |     |     |                       |       |     |     |     |              |               |              |            |            |       |   |
| 102-3                  | Location of headquarters                   | ++                           | Beiersdorf AG, Unnastrasse 48, 20245 Hamburg, Germany  |                            |                 |                              |                              |                            |         |       |     |     |     |                        |       |     |     |     |               |     |   |     |     |               |       |   |     |     |                       |       |     |     |     |              |               |              |            |            |       |   |
| 102-4                  | Location of operations                     | ++                           | Website: <a href="#">Beiersdorf Global Presence</a>  |                            |                 |                              |                              |                            |         |       |     |     |     |                        |       |     |     |     |               |     |   |     |     |               |       |   |     |     |                       |       |     |     |     |              |               |              |            |            |       |   |
| 102-5                  | Ownership and legal form                   | ++                           | Page 153, <a href="#">Annual Report (AR) Beiersdorf AG's Shareholdings</a>   |                            |                 |                              |                              |                            |         |       |     |     |     |                        |       |     |     |     |               |     |   |     |     |               |       |   |     |     |                       |       |     |     |     |              |               |              |            |            |       |   |
| 102-6                  | Markets served                             | ++                           | Page 108, <a href="#">AR Segment Reporting</a>   Page 108, <a href="#">AR Regional Reporting</a><br>Page 65, <a href="#">AR Results of Operations Consumer</a><br>Website: <a href="#">Beiersdorf Global Presence</a>   <a href="#">Beiersdorf Business Segments</a>   |                            |                 |                              |                              |                            |         |       |     |     |     |                        |       |     |     |     |               |     |   |     |     |               |       |   |     |     |                       |       |     |     |     |              |               |              |            |            |       |   |
| 102-7                  | Scale and size of the organization         | ++                           | In 2020 we sold around 3.7 billion consumer units globally.<br>Page 25, <a href="#">AR People at Beiersdorf</a>   Page 152, <a href="#">AR Ten Year Overview</a><br>Page 65, <a href="#">AR Results of Operations Consumer</a><br>Website: <a href="#">Beiersdorf Global Presence</a>  |                            |                 |                              |                              |                            |         |       |     |     |     |                        |       |     |     |     |               |     |   |     |     |               |       |   |     |     |                       |       |     |     |     |              |               |              |            |            |       |   |
| 102-8                  | Information on employees and other workers | ++                           | <table border="1"> <thead> <tr> <th></th> <th>Employees total</th> <th>Thereof temporary employees*</th> <th>Employees total female share</th> <th>Employees total male share</th> </tr> </thead> <tbody> <tr> <td>Germany</td> <td>4,082</td> <td>483</td> <td>49%</td> <td>51%</td> </tr> <tr> <td>Europe (excl. Germany)</td> <td>4,108</td> <td>302</td> <td>61%</td> <td>39%</td> </tr> <tr> <td>North America</td> <td>765</td> <td>2</td> <td>58%</td> <td>42%</td> </tr> <tr> <td>Latin America</td> <td>2,284</td> <td>9</td> <td>55%</td> <td>45%</td> </tr> <tr> <td>Africa/Asia/Australia</td> <td>4,351</td> <td>504</td> <td>51%</td> <td>49%</td> </tr> <tr> <td><b>Total</b></td> <td><b>15,590</b></td> <td><b>1,300</b></td> <td><b>54%</b></td> <td><b>46%</b></td> </tr> </tbody> </table> <p>*Temporary workers (regardless of the contracts duration)</p> <p>Types of worker: The majority of our workers are Beiersdorf employees. Only a small percentage of the organization’s work is performed by self-employed individuals or temporary workers.<br/>                     Seasonal variation: No significant variations in employment numbers exist.</p>   |                            | Employees total | Thereof temporary employees* | Employees total female share | Employees total male share | Germany | 4,082 | 483 | 49% | 51% | Europe (excl. Germany) | 4,108 | 302 | 61% | 39% | North America | 765 | 2 | 58% | 42% | Latin America | 2,284 | 9 | 55% | 45% | Africa/Asia/Australia | 4,351 | 504 | 51% | 49% | <b>Total</b> | <b>15,590</b> | <b>1,300</b> | <b>54%</b> | <b>46%</b> | 8, 10 | 6 |
|                        | Employees total                            | Thereof temporary employees* | Employees total female share   | Employees total male share |                 |                              |                              |                            |         |       |     |     |     |                        |       |     |     |     |               |     |   |     |     |               |       |   |     |     |                       |       |     |     |     |              |               |              |            |            |       |   |
| Germany                | 4,082                                      | 483                          | 49%  | 51%                        |                 |                              |                              |                            |         |       |     |     |     |                        |       |     |     |     |               |     |   |     |     |               |       |   |     |     |                       |       |     |     |     |              |               |              |            |            |       |   |
| Europe (excl. Germany) | 4,108                                      | 302                          | 61%  | 39%                        |                 |                              |                              |                            |         |       |     |     |     |                        |       |     |     |     |               |     |   |     |     |               |       |   |     |     |                       |       |     |     |     |              |               |              |            |            |       |   |
| North America          | 765  | 2                            | 58%  | 42%                        |                 |                              |                              |                            |         |       |     |     |     |                        |       |     |     |     |               |     |   |     |     |               |       |   |     |     |                       |       |     |     |     |              |               |              |            |            |       |   |
| Latin America          | 2,284                                      | 9                            | 55%  | 45%                        |                 |                              |                              |                            |         |       |     |     |     |                        |       |     |     |     |               |     |   |     |     |               |       |   |     |     |                       |       |     |     |     |              |               |              |            |            |       |   |
| Africa/Asia/Australia  | 4,351                                      | 504                          | 51%  | 49%                        |                 |                              |                              |                            |         |       |     |     |     |                        |       |     |     |     |               |     |   |     |     |               |       |   |     |     |                       |       |     |     |     |              |               |              |            |            |       |   |
| <b>Total</b>           | <b>15,590</b>                              | <b>1,300</b>                 | <b>54%</b>   | <b>46%</b>                 |                 |                              |                              |                            |         |       |     |     |     |                        |       |     |     |     |               |     |   |     |     |               |       |   |     |     |                       |       |     |     |     |              |               |              |            |            |       |   |
| 102-9                  | Supply chain                               | +                            | At Beiersdorf we are committed to ensuring competitive and sustainable growth. We are strengthening our position globally by systematically investing in the expansion and optimization of our manufacturing capacities and capabilities. In 2020 the most prominent projects in this area included the kickoff of the construction of a new production center (PCs) in Leipzig, Germany and the opening of a new Innovation Center including a Pilot Plant in Shanghai, China. Our two PCs in China were consolidated in our Shanghai PC, effective November 2020. All of these efforts are carried out with a clear commitment to sustainability in the individual regions.<br>As part of our <b>C.A.R.E.+</b> strategy we are focusing even more on local consumer needs. Our 17 production sites are located in the Europe, the Americas, Near East (incl. Africa), and Asia Pacific regions. They produce mainly for their local and regional markets, focusing on processing and filling activities. The production network is complemented by selected third-party manufacturers (3PMs).<br>Prime materials are sourced directly from our suppliers. To meet the needs of our consumers and run an increasingly agile supply chain, we perform ongoing supply network analyses and continuously update our supply network. Our production sites and 3PMs deliver goods through a network of warehouses and distribution centers to our customers. Most warehousing and transportation are purchased services; two warehouses are owned and operated by Beiersdorf. Last minute differentiation (co-packing) is mainly integrated into warehouse operations. |                            |                 |                              |                              |                            |         |       |     |     |     |                        |       |     |     |     |               |     |   |     |     |               |       |   |     |     |                       |       |     |     |     |              |               |              |            |            |       |   |

| Disclosure                    | GRI Standard Information                                     | Status <sup>1</sup> | Reference   | SDG | UNGC |
|-------------------------------|--|---------------------|---|-----|------|
| 102-10                        | Significant changes to the organization and its supply chain | ++                  | Page 13, <a href="#">AR Business and Strategy</a>   Page 119, <a href="#">AR Capital Structure</a><br>Page 153, <a href="#">AR Beiersdorf AG's Shareholdings</a><br>Page 115, <a href="#">Consolidated Group, Acquisitions, and Divestments</a>   |     |      |
| 102-11                        | Precautionary Principle or approach                          | ++                  | Page 77, <a href="#">AR Risk Report</a>   Page 77, <a href="#">AR Risks and Risk Management Principles</a>  |     |      |
| 102-12                        | External initiatives   | ++                  | <ul style="list-style-type: none"> <li>• Action for Sustainable Derivatives (ASD)</li> <li>• German Diversity Charter</li> <li>• German Corporate Governance Code (DCGK)</li> <li>• Hamburg initiative for better air quality: "Partnerschaft für Luftgüter und schadstoffarme Mobilität"</li> <li>• "Responsible Care Initiative" of the German Association of Chemical Industries (VCI)</li> <li>• Renewable Carbon Initiative</li> <li>• Ten Principles of the United Nations Global Compact (UNGC)</li> <li>• The Conventions of the International Labour Organization (ILO)</li> <li>• The Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises</li> <li>• The United Nations Universal Declaration of Human Rights</li> </ul>  |     |      |
| 102-13                        | Membership of associations                                   | ++                  | <p>Organizations with a focus on sustainability:</p> <ul style="list-style-type: none"> <li>• AIM-PROGRESS</li> <li>• European Aerosol Federation (FEA)</li> <li>• Forum for Sustainable Palm Oil (FONAP)</li> <li>• Global Shea Alliance (GSA)</li> <li>• Green Chemistry and Commerce Council (GC3)</li> <li>• Roundtable on Sustainable Palm Oil (RSPO)</li> <li>• Supplier Ethical Data Exchange (Sedex)</li> <li>• Sustainable Packaging Coalition (SPC)</li> <li>• United Nations Global Compact (UNGC)</li> <li>• Wirtschaft. Initiative. Engagement. (WIE)</li> </ul> <p>Industry associations in the cosmetics sector, including:</p> <ul style="list-style-type: none"> <li>• Cosmetics Europe</li> <li>• Consumer Goods Forum (CGF)</li> <li>• European Brands Association (AIM)</li> <li>• European Partnership on Alternative Approaches to Animal Testing (EPAA)</li> <li>• German Association of Chemical Industries (VCI)</li> <li>• Industrie Gemeinschaft Aerosole e.V. (IGA)</li> <li>• Industrieverband Körperpflege und Waschmittel (IKW)</li> </ul> |     |      |
| <b>STRATEGY</b>               |  |                     |   |     |      |
| 102-14                        | Statement from senior decision-maker                         | ++                  | Page 4f, <a href="#">AR Letter from the Chairman</a>  |     |      |
| <b>ETHICS AND INTEGRITY</b>   |  |                     |   |     |      |
| 102-16                        | Values, principles, standards, and norms of behavior         | ++                  | Page 57, <a href="#">NFS Chapter Compliance</a>   Page 56, <a href="#">NFS Chapter Human Rights</a><br>Website: <a href="#">Beiersdorf Our Core Values</a>   <a href="#">Beiersdorf Compliance Principles</a><br><a href="#">Beiersdorf Code of Conduct</a>   |     | 10   |
| <b>GOVERNANCE</b>             |  |                     |   |     |      |
| 102-18                        | Governance structure   | ++                  | Page 86, <a href="#">AR Corporate Governance Practices</a><br>Website: <a href="#">Beiersdorf Management Structure</a>   <a href="#">Beiersdorf Corporate Governance Statement</a>  |     |      |
| <b>STAKEHOLDER ENGAGEMENT</b> |  |                     |   |     |      |
| 102-40                        | List of stakeholder groups                                   | ++                  | Website: <a href="#">Beiersdorf Sustainability Stakeholder Engagement</a>   |     |      |
| 102-41                        | Collective bargaining agreements                             | ++                  | At Beiersdorf AG, 49% (2019: 49%) of employees are employed under collective agreements and 42% (2019: 42%) of the workforce are non-tariff employees. The remaining 9% (2019: 9%) of the workforce are executive staff. At the European level, the guidelines of the "European Dialogue" serve to promote cooperation on the basis of trust.   | 8   | 3    |
| 102-42                        | Identifying and selecting stakeholders                       | ++                  | Website: <a href="#">Beiersdorf Sustainability Stakeholder Engagement</a>   |     |      |
| 102-43                        | Approach to stakeholder engagement                           | +                   | Website: <a href="#">Beiersdorf Sustainability Stakeholder Engagement</a>   |     |      |
| 102-44                        | Key topics and concerns raised                               | +                   | Website: <a href="#">Beiersdorf FAQ</a>   |     |      |
| <b>REPORTING PRACTICE</b>     |  |                     |   |     |      |
| 102-45                        | Entities included in the consolidated financial statements   | ++                  | Page 153, <a href="#">AR Beiersdorf AG's Shareholdings</a><br>Website: <a href="#">Beiersdorf Global Presence</a>   |     |      |
| 102-46                        | Defining report content and topic boundaries                 | ++                  | Website: <a href="#">Beiersdorf Materiality Analysis</a>  |     |      |
| 102-47                        | List of material topics                                      | ++                  | Website: <a href="#">Beiersdorf Materiality Analysis</a>  |     |      |
| 102-48                        | Restatements of information                                  | +                   | We have restated our 2018 base year to include the newly acquired business COPPERTONE and to exclude the Wuhan production site, which was sold in 2019. We are restating the 2019 Scope 3 emissions due to change in measurement methods and improved data quality.   |     |      |

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|------------|--|---------------------|---|-----|------|
| 102-49     | Changes in reporting                                     | ++                  | Website: <a href="#">Beiersdorf Sustainability Materiality Analysis</a>   |     |      |
| 102-50     | Reporting period   | ++                  | The reporting period is the calendar year 2020.   |     |      |
| 102-51     | Date of most recent report                               | ++                  | Our last Sustainability Review 2019, along with the complementary GRI Content Index, was published in March 2020. |     |      |
| 102-52     | Reporting cycle  | ++                  | Beiersdorf AG has an annual reporting cycle.  |     |      |
| 102-53     | Contact point for questions regarding the report         | ++                  | Website: <a href="#">Beiersdorf Sustainability Organizational Structure Contact</a>                               |     |      |
| 102-54     | Claims of reporting in accordance with the GRI Standards | ++                  | This report has been prepared in accordance with the GRI Standards: Core Option.                                  |     |      |
| 102-55     | GRI Content Index  | ++                  | GRI Content Index 2020 Consumer Business Segment  |     |      |
| 102-56     | External assurance                                       | ++                  | Page 148, <a href="#">AR Assurance Report</a>   |     |      |

## 200 SERIES: ECONOMIC TOPICS

### GRI 201: ECONOMIC PERFORMANCE

|  |  |    |  |    |   |
|--|--|----|--|----|---|
| Management approach Economic performance |  | ++ | <a href="#">Annual Report: (Front page)</a>  |    |   |
| 201-1                                    | Direct economic value generated and distributed                                | ++ | <a href="#">AR Key Figures</a>   Page 65, <a href="#">AR Results of Operations Consumer</a>   Page 108, <a href="#">AR Regional Reporting</a> Page 104, <a href="#">AR Income Statement</a>   Page 135, <a href="#">AR Employees and Personnel Expenses</a>  | 8  |   |
| 201-2                                    | Financial implications and other risks and opportunities due to climate change | +  | The impact of climate change and the effort to combat climate change pose similar risks and opportunities to Beiersdorf, as they do to the entire cosmetics industry. Risks include climate-induced resource scarcity for renewable feedstocks caused by natural disasters affecting our supply chain, as well as regulatory risks such as emerging regulations on carbon pricing that could impact our cost base. The opportunities are mainly related to new or increased consumer demands. We are addressing these opportunities and risks as part of our <b>CARE BEYOND SKIN</b> Sustainability Agenda within our roadmaps towards circular resources and climate positive operations, as well as through our Group-wide risk management process.<br><a href="#">Page 77, AR Risk Management</a> | 13 | 7 |
| 201-3                                    | Defined benefit plan obligations and other retirement plans                    | ++ | Page 113, <a href="#">AR Beiersdorf Pension Provisions</a>   |    |   |
| 201-4                                    | Financial assistance received from government                                  | ++ | No material governmental financial assistance was received in 2020.  |    |   |

### GRI 205: ANTI-CORRUPTION

|                                     |  |    |   |  |    |
|-------------------------------------|--|----|---|--|----|
| Management approach Anti-corruption |  | ++ | Page 57, <a href="#">NFS Chapter Compliance</a><br>Website: <a href="#">Beiersdorf About Us Our Profile Core Values</a>   <a href="#">Beiersdorf Investors Compliance</a>   |  | 10 |
| 205-1                               | Operations assessed for risks related to corruption                      | +  | Although the Beiersdorf business model is not considered to be very prone to corruption, corruption-related risks were identified, mainly relating to setting up new businesses, gifts and invitations to/from business partners, and contact with public officials.<br>"Compliance Risk Assessments" (CRA) are carried out regularly as a key element of our Compliance Management System. The assessment of compliance risks is fundamental to developing an adequate compliance program. Corruption is one of the key compliance risks identified in our CRA process.<br><a href="#">Page 57, NFS Chapter Compliance</a>   |  | 10 |
| 205-2                               | Communication and training about anti-corruption policies and procedures | +  | In individual potentially risk-prone cases, business partners are informed about our anti-corruption policies and procedures. A standardized procedure for communication to business partners has not yet been implemented; however, our Code of Conduct (CoC) for suppliers includes specific anti-corruption requirements.<br>Anti-corruption policies and procedures as part of the "Beiersdorf Corruption Prevention Program" have been communicated comprehensively to governance-body members worldwide. Our employees have been informed comprehensively about anti-corruption policies and procedures worldwide. Corruption prevention training courses as part of the "Beiersdorf Corruption Prevention Program" have been rolled out Group-wide.<br><a href="#">Page 57, NFS Chapter Compliance</a> |  | 10 |
| 205-3                               | Confirmed incidents of corruption and actions taken                      | +  | Acting in compliance with applicable laws, regulations, and other requirements is inherent to our management principles as well as our company values <b>Trust</b> and <b>Care</b> .<br>For confidentiality reasons we do not provide any information on potential corruption incidents, sanctions, or contract terminations.   |  | 10 |

### GRI 206: ANTI-COMPETITIVE BEHAVIOR

|   |   |    |   |  |  |
|---|---|----|---|--|--|
| Management approach Anti-competitive behavior |   | ++ | Page 57, <a href="#">NFS Chapter Compliance</a><br>Website: <a href="#">Beiersdorf About Us Our Profile Core Values</a><br><a href="#">Beiersdorf Investors Compliance</a>  |  |  |
| 206-1   | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | +  | Acting in compliance with applicable laws, regulations, and other requirements is inherent to our management principles as well as our company values <b>Trust</b> and <b>Care</b> .<br>For confidentiality reasons we do not provide any information on potential legal actions against anti-competitive behavior. |  |  |

| Disclosure          | GRI Standard Information   | Status <sup>1</sup> | Reference   | SDG   | UNGC |
|---------------------|--|---------------------|---|-------|------|
| <b>GRI 207: TAX</b> |  |                     |   |       |      |
|                     | Management approach<br>Tax                                       | ++                  | <p>Beiersdorf stands for reliable brands with high quality standards. Acting responsibly is an inherent part of our corporate culture and the basis of the trust that customers, consumers and stakeholders bestow upon us. We are convinced that this includes the compliance with applicable tax laws and regulations. Beiersdorf considers itself a responsible tax payer.</p> <p>All activities must be in line with the Corporate Code of Conduct, the Core Principles of Beiersdorf Finance and the applicable (tax) laws and regulations in all markets and jurisdictions we operate in. This applies to all entities of the Beiersdorf AG Group.</p> <p>We follow these principles while developing our business successfully, ensuring competitive growth and increasing shareholder value.</p> <p>Due to the high complexity, taxes involve various risks. Beiersdorf has implemented internal control systems to identify and manage these tax risks.</p> <p>Website: <a href="#">Beiersdorf Code of Conduct</a>   <a href="#">Beiersdorf Our Core Values</a>   <a href="#">Beiersdorf Compliance Principles</a></p>   |       |      |
| 207-1               | Approach to tax  | ++                  | <p>The trust of consumers and employees, our business partners as well as our stakeholders is the basis for our success. Compliance is an indispensable foundation for this trust and our basis for sustainable growth.</p> <p>We comply with all applicable tax laws and regulations in all markets and jurisdictions we operate in. This includes the commitment to paying the fair amount of tax and disclosing all relevant facts and circumstances to the tax authorities. Beiersdorf further seeks to comply with the letter and spirit of the law. Overall, we have a low risk appetite and a low tolerance towards tax risks. We do not undertake tax planning designed to artificially shift profits away from the underlying business activity. In line with this approach, we do not make use of tax havens in the meaning of the EU list of non-cooperative tax jurisdictions or secrecy jurisdictions to avoid taxes.</p> <p>Beiersdorf has implemented a Tax Compliance Management System based on the Group-wide Compliance Management System (see page 57, <a href="#">NFS Compliance</a>).</p> <p>Furthermore, our Business Partner Code of Conduct defines that all Business Partners must comply with applicable tax laws and must not participate in artificial business practices or transactions that have been established purely for tax-evasion purposes.</p> <p>All these principles are embedded in our tax strategy. Various guidelines and frameworks ensure the uniform understanding and implementation throughout the whole affiliated Group. In jurisdictions where Beiersdorf is already required to publish the tax strategy, the tax strategy is already publicly available (e.g. in the UK).</p> <p>The tax strategy is part of the overall business strategy and lies with the Executive Board.</p>   | 1, 10 |      |
| 207-2               | Tax governance, control, and risk management                     | ++                  | <p>The Executive Board of Beiersdorf AG is responsible for ensuring adequate tax governance in the Beiersdorf Group. The Executive Board is advised and supervised by the Finance Committee, who monitor corporate policy regarding tax and other finance areas.</p> <p>The appropriateness and compliance of the tax governance and control framework is evaluated regularly by the Global Head of Tax and Customs as well as Corporate Auditing together with the Executive Board.</p> <p>Corporate governance is a high priority at Beiersdorf and shapes the attitude we take in arranging our tax affairs. Close cooperation between local entities of the Beiersdorf AG Group and headquarters, as well as the local entities of the ultimate parent company maxingvest AG, open corporate communication, proper accounting and auditing, and responsible risk management provide the basis of the company's tax procedures.</p> <p>We consider governance of our tax affairs to be an ongoing and evolving process which we continue to track carefully in order to adapt to future developments.</p> <p>Risk management is an integral part of central and local procedures. Our tax risk management and control processes conform to consistent standards across the Group to identify tax risks and capture those risks in a structured manner. In addition to corporate reporting processes (see page 77, <a href="#">GB Risk Management</a>, page 57, <a href="#">NFS Compliance</a>), we operate a Tax and Customs Compliance Reporting process to monitor the compliance with tax laws and regulations of all companies of Beiersdorf group.</p> <p>If non-compliance with tax regulations is suspected, various internal and external reporting mechanisms and channels are operated including an external Ombudsman and the incident reporting platform "Speak up. We care."</p> <p>Taxes are part of the annual statutory audit of financial statements (see GRI 102-56).</p> <p>Link: <a href="#">"Speak up. We care." Platform</a></p> | 1, 10 |      |
| 207-3               | Stakeholder engagement and management of concerns related to tax | ++                  | <p>Key elements for tax compliance are transparency and appropriate documentation. We communicate openly and trustfully with our stakeholders, especially with all required statutory authorities. We maintain a professional and transparent relationship with all statutory authorities, whereby information is submitted freely and in a spirit of cooperative compliance. We monitor legislative developments in the countries where we are active to react appropriately to them as well as to prevailing discussions of various stakeholders relevant for the tax area. Beiersdorf actively participates in tax committees of respective institutions which aim for reflection of business needs along with the payment of fair shares of tax.</p>  | 1, 10 |      |

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### 300 SERIES: ENVIRONMENTAL TOPICS

#### GRI 301: MATERIALS

| Management approach<br>Materials             | ++                                 | Page 45, <a href="#">NFS Product Sustainability</a> |   |                |  |      |                            |         |   |  |         |   |       |        |   |          |    |   |                       |        |   |          |        |   |  |       |   |                                      |        |   |                        |        |   |       |         |
|--|------------------------------------|---|---|----------------|--|------|----------------------------|---------|---|--|---------|---|-------|--------|---|----------|----|---|-----------------------|--------|---|----------|--------|---|--|-------|---|--------------------------------------|--------|---|------------------------|--------|---|-------|---------|
| 301-1  | Materials used by weight or volume | +   | <table border="1"> <thead> <tr> <th colspan="2">Materials used</th> <th>unit</th> </tr> </thead> <tbody> <tr> <td><b>Packaging materials</b></td> <td>162,576</td> <td>t</td> </tr> <tr> <td><b>Non-renewable packaging materials</b></td> <td>138,914</td> <td>t</td> </tr> <tr> <td>Glass</td> <td>49,826</td> <td>t</td> </tr> <tr> <td>Tinplate</td> <td>56</td> <td>t</td> </tr> <tr> <td>Aluminum/Other metals</td> <td>17,700</td> <td>t</td> </tr> <tr> <td>Plastics</td> <td>66,846</td> <td>t</td> </tr> <tr> <td>Carton composite for liquid or pasty product</td> <td>4,485</td> <td>t</td> </tr> <tr> <td><b>Renewable packaging materials</b></td> <td>23,662</td> <td>t</td> </tr> <tr> <td>Paper/Cardboard/Carton</td> <td>23,662</td> <td>t</td> </tr> </tbody> </table> | Materials used |  | unit | <b>Packaging materials</b> | 162,576 | t | <b>Non-renewable packaging materials</b> | 138,914 | t | Glass | 49,826 | t | Tinplate | 56 | t | Aluminum/Other metals | 17,700 | t | Plastics | 66,846 | t | Carton composite for liquid or pasty product | 4,485 | t | <b>Renewable packaging materials</b> | 23,662 | t | Paper/Cardboard/Carton | 23,662 | t | 8, 12 | 7, 8, 9 |
| Materials used                               |                                    | unit  |   |                |  |      |                            |         |   |  |         |   |       |        |   |          |    |   |                       |        |   |          |        |   |  |       |   |                                      |        |   |                        |        |   |       |         |
| <b>Packaging materials</b>                   | 162,576                            | t   |   |                |  |      |                            |         |   |  |         |   |       |        |   |          |    |   |                       |        |   |          |        |   |  |       |   |                                      |        |   |                        |        |   |       |         |
| <b>Non-renewable packaging materials</b>     | 138,914                            | t   |   |                |  |      |                            |         |   |  |         |   |       |        |   |          |    |   |                       |        |   |          |        |   |  |       |   |                                      |        |   |                        |        |   |       |         |
| Glass  | 49,826                             | t   |   |                |  |      |                            |         |   |  |         |   |       |        |   |          |    |   |                       |        |   |          |        |   |  |       |   |                                      |        |   |                        |        |   |       |         |
| Tinplate                                     | 56                                 | t   |   |                |  |      |                            |         |   |  |         |   |       |        |   |          |    |   |                       |        |   |          |        |   |  |       |   |                                      |        |   |                        |        |   |       |         |
| Aluminum/Other metals                        | 17,700                             | t   |   |                |  |      |                            |         |   |  |         |   |       |        |   |          |    |   |                       |        |   |          |        |   |  |       |   |                                      |        |   |                        |        |   |       |         |
| Plastics                                     | 66,846                             | t   |   |                |  |      |                            |         |   |  |         |   |       |        |   |          |    |   |                       |        |   |          |        |   |  |       |   |                                      |        |   |                        |        |   |       |         |
| Carton composite for liquid or pasty product | 4,485                              | t   |   |                |  |      |                            |         |   |  |         |   |       |        |   |          |    |   |                       |        |   |          |        |   |  |       |   |                                      |        |   |                        |        |   |       |         |
| <b>Renewable packaging materials</b>         | 23,662                             | t   |   |                |  |      |                            |         |   |  |         |   |       |        |   |          |    |   |                       |        |   |          |        |   |  |       |   |                                      |        |   |                        |        |   |       |         |
| Paper/Cardboard/Carton                       | 23,662                             | t   |   |                |  |      |                            |         |   |  |         |   |       |        |   |          |    |   |                       |        |   |          |        |   |  |       |   |                                      |        |   |                        |        |   |       |         |

#### GRI 302: ENERGY

|                               |  |   |   |           |         |
|-------------------------------|--|---|---|-----------|---------|
| Management approach<br>Energy | ++   | Page 42, <a href="#">NFS Chapter Climate and Energy</a> |   |           |         |
| 302-1                         | Energy consumption within the organization | ++  | <p>The tables show our Scope 1 and 2 energy consumption (own production, leased/owned offices, leased/owned vehicles). Sold energy is not applicable. Mobile energy data refers to available fuel consumption data. Distance-based vehicle data is included in emission calculations only.</p> <p>Page 42, <a href="#">NFS Chapter Climate and Energy</a></p> | 8, 12, 13 | 7, 8, 9 |

##### Scope 1

| Stationary direct energy                   | PCs            | Offices*      | unit      |
|--|----------------|---------------|-----------|
| Natural gas                                | 436,105        | 82,448        | GJ        |
| Liquid petroleum gas, stationary use (LPG) | 11,884         | 472           | GJ        |
| Petrol/gasoline (for generators)           | 0              | 0             | GJ        |
| Diesel (for generators)                    | 3,203          | 1,461         | GJ        |
| Fuel oil                                   | 0              | 131           | GJ        |
| Renewable fuel                             | 0              | 0             | GJ        |
| Renewable energy produced on site          | 11,034         | 1,148         | GJ        |
| <b>Total</b>                               | <b>462,225</b> | <b>85,659</b> | <b>GJ</b> |

##### Scope 1

| Mobile energy      | PCs          | Offices*       | unit      |
|--------------------|--------------|----------------|-----------|
| Non-renewable fuel | 8,437        | 106,964        | GJ        |
| Renewable fuel     | 335          | 3,138          | GJ        |
| <b>Total</b>       | <b>8,772</b> | <b>110,102</b> | <b>GJ</b> |

##### Scope 2

| Stationary indirect energy | PCs            | Offices*      | unit      |
|----------------------------|----------------|---------------|-----------|
| Electricity purchased      | 416,368        | 51,540        | GJ        |
| District heating purchased | 0              | 1,699         | GJ        |
| Steam purchased            | 20,117         | 0             | GJ        |
| District cooling purchased | 0              | 612           | GJ        |
| <b>Total</b>               | <b>436,485</b> | <b>53,851</b> | <b>GJ</b> |

\* The offices always include LA PRAIRIE

| 302-2                        | Energy consumption outside of the organization | +    | <p>The table shows our Scope 3 energy consumption from the relevant material scope 3 categories. Finished goods manufacturing belongs to the category purchased goods and services. Finished goods transport and warehousing are from upstream transportation and distribution. The data is extrapolated if only part of the primary data is available.</p> <p>Page 42, <a href="#">NFS Chapter Climate and Energy</a></p> | 8, 12, 13                  | 7, 8, 9 |      |                              |         |    |                          |           |    |             |        |    |  |  |
|------------------------------|--|------|--|----------------------------|---------|------|------------------------------|---------|----|--------------------------|-----------|----|-------------|--------|----|--|--|
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| Energy Consumption Scope 3   |  | unit |  |                            |         |      |                              |         |    |                          |           |    |             |        |    |  |  |
| Finished goods manufacturing | 399,423  | GJ   |  |                            |         |      |                              |         |    |                          |           |    |             |        |    |  |  |
| Finished goods transport     | 1,370,743                                      | GJ   |  |                            |         |      |                              |         |    |                          |           |    |             |        |    |  |  |
| Warehousing                  | 91,296   | GJ   |  |                            |         |      |                              |         |    |                          |           |    |             |        |    |  |  |

| 302-3                          | Energy intensity | ++        | <p>Results refer to Scope 1 and 2 energy consumption as reported in 302-1 Energy consumption within the organization. References (ratio denominator) are shown in the tables.</p>  | 8, 12, 13 | 7, 8, 9 |      |                              |        |    |                                |        |    |                              |               |           |  |  |
|--------------------------------|------------------|-----------|--|-----------|---------|------|------------------------------|--------|----|--------------------------------|--------|----|------------------------------|---------------|-----------|--|--|
|                                |                  |           | <table border="1"> <thead> <tr> <th colspan="2">PCs</th> <th>unit</th> </tr> </thead> <tbody> <tr> <td>Direct energy/1,000 products</td> <td>156.85</td> <td>MJ</td> </tr> <tr> <td>Indirect energy/1,000 products</td> <td>148.11</td> <td>MJ</td> </tr> <tr> <td><b>Energy/1,000 products</b></td> <td><b>304.96</b></td> <td><b>MJ</b></td> </tr> </tbody> </table> | PCs       |         | unit | Direct energy/1,000 products | 156.85 | MJ | Indirect energy/1,000 products | 148.11 | MJ | <b>Energy/1,000 products</b> | <b>304.96</b> | <b>MJ</b> |  |  |
| PCs                            |                  | unit      |  |           |         |      |                              |        |    |                                |        |    |                              |               |           |  |  |
| Direct energy/1,000 products   | 156.85           | MJ        |  |           |         |      |                              |        |    |                                |        |    |                              |               |           |  |  |
| Indirect energy/1,000 products | 148.11           | MJ        |  |           |         |      |                              |        |    |                                |        |    |                              |               |           |  |  |
| <b>Energy/1,000 products</b>   | <b>304.96</b>    | <b>MJ</b> |  |           |         |      |                              |        |    |                                |        |    |                              |               |           |  |  |

| Disclosure                                  | GRI Standard Information  | Status <sup>1</sup>     | Reference  | SDG   | UNGC      |                         |      |                                     |           |         |                |              |        |        |                |               |   |   |                |          |   |   |                |              |                  |                |                      |  |  |
|---|---|-------------------------|--|---|-----------|-------------------------|------|-------------------------------------|-----------|---------|----------------|--------------|--------|--------|----------------|---------------|---|---|----------------|----------|---|---|----------------|--------------|------------------|----------------|----------------------|--|--|
| <b>GRI 303: WATER</b>                       |   |                         |  |   |           |                         |      |                                     |           |         |                |              |        |        |                |               |   |   |                |          |   |   |                |              |                  |                |                      |  |  |
|   | Management approach Water   | ++                      | Page 49, <a href="#">NFS Chapter Water</a>   |   |           |                         |      |                                     |           |         |                |              |        |        |                |               |   |   |                |          |   |   |                |              |                  |                |                      |  |  |
| 303-1                                       | Interactions with water as a shared resource  | +                       | Page 49, <a href="#">NFS Chapter Water</a>   | 6, 10                                       | 7, 8, 9   |                         |      |                                     |           |         |                |              |        |        |                |               |   |   |                |          |   |   |                |              |                  |                |                      |  |  |
| 303-2                                       | Management of water discharge-related impacts   | +                       | Page 49, <a href="#">NFS Chapter Water</a>   | 6   | 7, 8, 9   |                         |      |                                     |           |         |                |              |        |        |                |               |   |   |                |          |   |   |                |              |                  |                |                      |  |  |
| 303-3                                       | Water withdrawal  | +                       | The table shows water withdrawal volume from our production centers. We withdraw only freshwater ( $\leq 1,000$ mg/l Total Dissolved Solids).  | 6   | 7, 8, 9   |                         |      |                                     |           |         |                |              |        |        |                |               |   |   |                |          |   |   |                |              |                  |                |                      |  |  |
|   |   |                         | <table border="1"> <thead> <tr> <th><b>Water withdrawal</b></th> <th>All areas</th> <th>Areas with water stress</th> <th>unit</th> </tr> </thead> <tbody> <tr> <td>Third-party water</td> <td>1,615,288</td> <td>802,701</td> <td>m<sup>3</sup></td> </tr> <tr> <td>Ground water</td> <td>82,004</td> <td>2,203</td> <td>m<sup>3</sup></td> </tr> <tr> <td>Surface water</td> <td>0</td> <td>0</td> <td>m<sup>3</sup></td> </tr> <tr> <td>Seawater</td> <td>0</td> <td>0</td> <td>m<sup>3</sup></td> </tr> <tr> <td><b>Total</b></td> <td><b>1,697,292</b></td> <td><b>804,904</b></td> <td><b>m<sup>3</sup></b></td> </tr> </tbody> </table>                  | <b>Water withdrawal</b>                     | All areas | Areas with water stress | unit | Third-party water                   | 1,615,288 | 802,701 | m <sup>3</sup> | Ground water | 82,004 | 2,203  | m <sup>3</sup> | Surface water | 0 | 0 | m <sup>3</sup> | Seawater | 0 | 0 | m <sup>3</sup> | <b>Total</b> | <b>1,697,292</b> | <b>804,904</b> | <b>m<sup>3</sup></b> |  |  |
| <b>Water withdrawal</b>                     | All areas   | Areas with water stress | unit   |   |           |                         |      |                                     |           |         |                |              |        |        |                |               |   |   |                |          |   |   |                |              |                  |                |                      |  |  |
| Third-party water                           | 1,615,288   | 802,701                 | m <sup>3</sup>   |   |           |                         |      |                                     |           |         |                |              |        |        |                |               |   |   |                |          |   |   |                |              |                  |                |                      |  |  |
| Ground water                                | 82,004  | 2,203                   | m <sup>3</sup>   |   |           |                         |      |                                     |           |         |                |              |        |        |                |               |   |   |                |          |   |   |                |              |                  |                |                      |  |  |
| Surface water                               | 0   | 0                       | m <sup>3</sup>   |   |           |                         |      |                                     |           |         |                |              |        |        |                |               |   |   |                |          |   |   |                |              |                  |                |                      |  |  |
| Seawater                                    | 0   | 0                       | m <sup>3</sup>   |   |           |                         |      |                                     |           |         |                |              |        |        |                |               |   |   |                |          |   |   |                |              |                  |                |                      |  |  |
| <b>Total</b>                                | <b>1,697,292</b>  | <b>804,904</b>          | <b>m<sup>3</sup></b>   |   |           |                         |      |                                     |           |         |                |              |        |        |                |               |   |   |                |          |   |   |                |              |                  |                |                      |  |  |
| 303-4                                       | Water discharge   | ++                      | We do not differentiate between planned and unplanned water discharges. Therefore, the amounts indicated refer to measured and estimated discharges based on invoices of water suppliers for our PCs. The methods of our internal wastewater treatment plants fulfill local legal requirements concerning discharge parameters. All discharged water is other water.   | 6   | 7, 8, 9   |                         |      |                                     |           |         |                |              |        |        |                |               |   |   |                |          |   |   |                |              |                  |                |                      |  |  |
|   |   |                         | <table border="1"> <thead> <tr> <th><b>Total water discharge by destination</b></th> <th>All areas</th> <th>Areas with water stress</th> <th>unit</th> </tr> </thead> <tbody> <tr> <td>Third-party water</td> <td>829,016</td> <td>422,951</td> <td>m<sup>3</sup></td> </tr> <tr> <td>Ground water</td> <td>74,031</td> <td>26,998</td> <td>m<sup>3</sup></td> </tr> <tr> <td>Surface water</td> <td>0</td> <td>0</td> <td>m<sup>3</sup></td> </tr> <tr> <td>Seawater</td> <td>0</td> <td>0</td> <td>m<sup>3</sup></td> </tr> <tr> <td><b>Total</b></td> <td><b>903,047</b></td> <td><b>449,949</b></td> <td><b>m<sup>3</sup></b></td> </tr> </tbody> </table> | <b>Total water discharge by destination</b> | All areas | Areas with water stress | unit | Third-party water                   | 829,016   | 422,951 | m <sup>3</sup> | Ground water | 74,031 | 26,998 | m <sup>3</sup> | Surface water | 0 | 0 | m <sup>3</sup> | Seawater | 0 | 0 | m <sup>3</sup> | <b>Total</b> | <b>903,047</b>   | <b>449,949</b> | <b>m<sup>3</sup></b> |  |  |
| <b>Total water discharge by destination</b> | All areas   | Areas with water stress | unit   |   |           |                         |      |                                     |           |         |                |              |        |        |                |               |   |   |                |          |   |   |                |              |                  |                |                      |  |  |
| Third-party water                           | 829,016   | 422,951                 | m <sup>3</sup>   |   |           |                         |      |                                     |           |         |                |              |        |        |                |               |   |   |                |          |   |   |                |              |                  |                |                      |  |  |
| Ground water                                | 74,031  | 26,998                  | m <sup>3</sup>   |   |           |                         |      |                                     |           |         |                |              |        |        |                |               |   |   |                |          |   |   |                |              |                  |                |                      |  |  |
| Surface water                               | 0   | 0                       | m <sup>3</sup>   |   |           |                         |      |                                     |           |         |                |              |        |        |                |               |   |   |                |          |   |   |                |              |                  |                |                      |  |  |
| Seawater                                    | 0   | 0                       | m <sup>3</sup>   |   |           |                         |      |                                     |           |         |                |              |        |        |                |               |   |   |                |          |   |   |                |              |                  |                |                      |  |  |
| <b>Total</b>                                | <b>903,047</b>  | <b>449,949</b>          | <b>m<sup>3</sup></b>   |   |           |                         |      |                                     |           |         |                |              |        |        |                |               |   |   |                |          |   |   |                |              |                  |                |                      |  |  |
| 303-5                                       | Water consumption   | ++                      | The table shows water consumption data, which is calculated as water withdrawal minus water discharge.   | 6   | 7, 8, 9   |                         |      |                                     |           |         |                |              |        |        |                |               |   |   |                |          |   |   |                |              |                  |                |                      |  |  |
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| <b>Water consumption</b>                    | All areas   | Areas with water stress | unit   |   |           |                         |      |                                     |           |         |                |              |        |        |                |               |   |   |                |          |   |   |                |              |                  |                |                      |  |  |
| Production centers and headquarters         | 794,245   | 354,955                 | m <sup>3</sup>   |   |           |                         |      |                                     |           |         |                |              |        |        |                |               |   |   |                |          |   |   |                |              |                  |                |                      |  |  |
| <b>GRI 304: BIODIVERSITY</b>                |   |                         |  |   |           |                         |      |                                     |           |         |                |              |        |        |                |               |   |   |                |          |   |   |                |              |                  |                |                      |  |  |
|   | Management approach Biodiversity  | ++                      | Page 45, <a href="#">NFS Product Sustainability</a>  |   |           |                         |      |                                     |           |         |                |              |        |        |                |               |   |   |                |          |   |   |                |              |                  |                |                      |  |  |
| 304-1                                       | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | ++                      | None of our operations are in or adjacent to protected areas, or areas of high biodiversity value outside protected areas.   | 14, 15                                      |           |                         |      |                                     |           |         |                |              |        |        |                |               |   |   |                |          |   |   |                |              |                  |                |                      |  |  |
| 304-2                                       | Significant impacts of activities, products, and services on biodiversity   | +                       | Page 45, <a href="#">NFS Product Sustainability</a>  | 14, 15                                      |           |                         |      |                                     |           |         |                |              |        |        |                |               |   |   |                |          |   |   |                |              |                  |                |                      |  |  |
| 304-3                                       | Habitats protected or restored  | +                       | Page 45, <a href="#">NFS Product Sustainability</a><br>Website: <a href="#">Beiersdorf Sustainability Sustainable Land Use</a>   | 14, 15                                      |           |                         |      |                                     |           |         |                |              |        |        |                |               |   |   |                |          |   |   |                |              |                  |                |                      |  |  |
| 304-4                                       | IUCN Red List species and national conservation list species with habitats in areas affected by operations                                | ++                      | There are no IUCN Red List species affected by Beiersdorf operations.  | 14, 15                                      |           |                         |      |                                     |           |         |                |              |        |        |                |               |   |   |                |          |   |   |                |              |                  |                |                      |  |  |

| Disclosure  | GRI Standard Information                | Status <sup>1</sup> | Reference  | SDG   | UNGC    |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
|---|---|---------------------|--|---|---------|------|------------------------------|------|---------------------|--------------------------------|------|-----------------------|------------|-------|-------------------|--|-----|-----|-------------------|----------------------------------|-------|---|-------------------|----------------------------|-----|-----|-------------------|------------------------------------|---|----|-------------------|--------------|---------------|--------------|-------------------------|---|--|--|--|--|-----|---------|------|-----------------------|--------|-------|-------------------|----------------------------|---------|-----|-------------------|-----------------|-------|---|-------------------|----------------------------|---|---|-------------------|------------------------------------|----|---|-------------------|--------------|---------------|--------------|-------------------------|-------------------|---------|
| <b>GRI 305: EMISSIONS</b>                               |   |                     |  |   |         |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
|   | Management approach Emissions           | ++                  | Page 42, <a href="#">NFS Chapter Climate and Energy</a>  |   |         |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
| 305-1   | Direct (Scope 1) GHG emissions          | +                   | <p>The table shows our Scope 1 GHG emissions (own production, leased/owned offices) referring to the direct energy consumptions reported in 302-1. Company vehicle emissions are based on fuel consumptions reported in 302-1. The amounts are reported in carbon equivalents. The figures are based on primary data, without extrapolation.</p> <p>Page 42, <a href="#">NFS Chapter Climate and Energy</a></p> <table border="1"> <thead> <tr> <th colspan="4"><b>Scope 1 - GHG emissions stationary direct energy</b></th> </tr> <tr> <th></th> <th>PCs</th> <th>Offices</th> <th>unit</th> </tr> </thead> <tbody> <tr> <td>Natural gas</td> <td>24,533</td> <td>4,638</td> <td>tCO<sub>2e</sub></td> </tr> <tr> <td>Liquid petroleum gas, stationary use (LPG)</td> <td>752</td> <td>30</td> <td>tCO<sub>2e</sub></td> </tr> <tr> <td>Petrol/gasoline (for generators)</td> <td>0</td> <td>0</td> <td>tCO<sub>2e</sub></td> </tr> <tr> <td>Diesel (for generators)</td> <td>239</td> <td>109</td> <td>tCO<sub>2e</sub></td> </tr> <tr> <td>Fuel oil</td> <td>0</td> <td>10</td> <td>tCO<sub>2e</sub></td> </tr> <tr> <td><b>Total</b></td> <td><b>25,523</b></td> <td><b>4,787</b></td> <td><b>tCO<sub>2e</sub></b></td> </tr> </tbody> </table><br><table border="1"> <thead> <tr> <th colspan="4"><b>Scope 1 - GHG emissions mobile energy</b></th> </tr> <tr> <th></th> <th>PCs</th> <th>Offices</th> <th>unit</th> </tr> </thead> <tbody> <tr> <td>Company car Emissions</td> <td>609</td> <td>8,010</td> <td>tCO<sub>2e</sub></td> </tr> </tbody> </table>   | <b>Scope 1 - GHG emissions stationary direct energy</b> |         |      |                              |      | PCs                 | Offices                        | unit | Natural gas           | 24,533     | 4,638 | tCO <sub>2e</sub> | Liquid petroleum gas, stationary use (LPG) | 752 | 30  | tCO <sub>2e</sub> | Petrol/gasoline (for generators) | 0     | 0 | tCO <sub>2e</sub> | Diesel (for generators)    | 239 | 109 | tCO <sub>2e</sub> | Fuel oil                           | 0 | 10 | tCO <sub>2e</sub> | <b>Total</b> | <b>25,523</b> | <b>4,787</b> | <b>tCO<sub>2e</sub></b> | <b>Scope 1 - GHG emissions mobile energy</b>    |  |  |  |  | PCs | Offices | unit | Company car Emissions | 609    | 8,010 | tCO <sub>2e</sub> | 3, 12, 13, 14, 15          | 7, 8, 9 |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
| <b>Scope 1 - GHG emissions stationary direct energy</b> |   |                     |  |   |         |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
|   | PCs                                     | Offices             | unit   |   |         |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
| Natural gas   | 24,533                                  | 4,638               | tCO <sub>2e</sub>  |   |         |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
| Liquid petroleum gas, stationary use (LPG)              | 752                                     | 30                  | tCO <sub>2e</sub>  |   |         |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
| Petrol/gasoline (for generators)                        | 0                                       | 0                   | tCO <sub>2e</sub>  |   |         |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
| Diesel (for generators)                                 | 239                                     | 109                 | tCO <sub>2e</sub>  |   |         |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
| Fuel oil  | 0                                       | 10                  | tCO <sub>2e</sub>  |   |         |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
| <b>Total</b>  | <b>25,523</b>                           | <b>4,787</b>        | <b>tCO<sub>2e</sub></b>  |   |         |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
| <b>Scope 1 - GHG emissions mobile energy</b>            |   |                     |  |   |         |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
|   | PCs                                     | Offices             | unit   |   |         |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
| Company car Emissions                                   | 609                                     | 8,010               | tCO <sub>2e</sub>  |   |         |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
| 305-2   | Energy indirect (Scope 2) GHG emissions | +                   | <p>The table shows our Scope 2 GHG emissions (own production, leased/owned offices, leased/owned vehicles) referring to the indirect energy consumptions reported in 302-1. The amounts are reported in carbon equivalents. Figures are based on primary data from energy bills and meters without extrapolation.</p> <p>Page 42, <a href="#">NFS Chapter Climate and Energy</a></p> <table border="1"> <thead> <tr> <th colspan="4"><b>Scope 2 - GHG emissions (market-based)</b></th> </tr> <tr> <th></th> <th>PCs</th> <th>Offices</th> <th>unit</th> </tr> </thead> <tbody> <tr> <td>Electricity purchased</td> <td>0</td> <td>0</td> <td>tCO<sub>2e</sub></td> </tr> <tr> <td>District heating purchased</td> <td>0</td> <td>115</td> <td>tCO<sub>2e</sub></td> </tr> <tr> <td>Steam purchased</td> <td>1,110</td> <td>0</td> <td>tCO<sub>2e</sub></td> </tr> <tr> <td>District cooling purchased</td> <td>0</td> <td>3</td> <td>tCO<sub>2e</sub></td> </tr> <tr> <td>Electric company vehicle emissions</td> <td>0</td> <td>0</td> <td>tCO<sub>2e</sub></td> </tr> <tr> <td><b>Total</b></td> <td><b>1,110</b></td> <td><b>118</b></td> <td><b>tCO<sub>2e</sub></b></td> </tr> </tbody> </table><br><table border="1"> <thead> <tr> <th colspan="4"><b>Scope 2 - GHG emissions (location-based)</b></th> </tr> <tr> <th></th> <th>PCs</th> <th>Offices</th> <th>unit</th> </tr> </thead> <tbody> <tr> <td>Electricity purchased</td> <td>50,504</td> <td>5,617</td> <td>tCO<sub>2e</sub></td> </tr> <tr> <td>District heating purchased</td> <td>0</td> <td>115</td> <td>tCO<sub>2e</sub></td> </tr> <tr> <td>Steam purchased</td> <td>1,110</td> <td>0</td> <td>tCO<sub>2e</sub></td> </tr> <tr> <td>District cooling purchased</td> <td>0</td> <td>3</td> <td>tCO<sub>2e</sub></td> </tr> <tr> <td>Electric company vehicle emissions</td> <td>92</td> <td>0</td> <td>tCO<sub>2e</sub></td> </tr> <tr> <td><b>Total</b></td> <td><b>51,705</b></td> <td><b>5,735</b></td> <td><b>tCO<sub>2e</sub></b></td> </tr> </tbody> </table> | <b>Scope 2 - GHG emissions (market-based)</b>           |         |      |                              |      | PCs                 | Offices                        | unit | Electricity purchased | 0          | 0     | tCO <sub>2e</sub> | District heating purchased                 | 0   | 115 | tCO <sub>2e</sub> | Steam purchased                  | 1,110 | 0 | tCO <sub>2e</sub> | District cooling purchased | 0   | 3   | tCO <sub>2e</sub> | Electric company vehicle emissions | 0 | 0  | tCO <sub>2e</sub> | <b>Total</b> | <b>1,110</b>  | <b>118</b>   | <b>tCO<sub>2e</sub></b> | <b>Scope 2 - GHG emissions (location-based)</b> |  |  |  |  | PCs | Offices | unit | Electricity purchased | 50,504 | 5,617 | tCO <sub>2e</sub> | District heating purchased | 0       | 115 | tCO <sub>2e</sub> | Steam purchased | 1,110 | 0 | tCO <sub>2e</sub> | District cooling purchased | 0 | 3 | tCO <sub>2e</sub> | Electric company vehicle emissions | 92 | 0 | tCO <sub>2e</sub> | <b>Total</b> | <b>51,705</b> | <b>5,735</b> | <b>tCO<sub>2e</sub></b> | 3, 12, 13, 14, 15 | 7, 8, 9 |
| <b>Scope 2 - GHG emissions (market-based)</b>           |   |                     |  |   |         |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
|   | PCs                                     | Offices             | unit   |   |         |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
| Electricity purchased                                   | 0                                       | 0                   | tCO <sub>2e</sub>  |   |         |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
| District heating purchased                              | 0                                       | 115                 | tCO <sub>2e</sub>  |   |         |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
| Steam purchased   | 1,110                                   | 0                   | tCO <sub>2e</sub>  |   |         |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
| District cooling purchased                              | 0                                       | 3                   | tCO <sub>2e</sub>  |   |         |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
| Electric company vehicle emissions                      | 0                                       | 0                   | tCO <sub>2e</sub>  |   |         |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
| <b>Total</b>  | <b>1,110</b>                            | <b>118</b>          | <b>tCO<sub>2e</sub></b>  |   |         |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
| <b>Scope 2 - GHG emissions (location-based)</b>         |   |                     |  |   |         |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
|   | PCs                                     | Offices             | unit   |   |         |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
| Electricity purchased                                   | 50,504                                  | 5,617               | tCO <sub>2e</sub>  |   |         |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
| District heating purchased                              | 0                                       | 115                 | tCO <sub>2e</sub>  |   |         |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
| Steam purchased   | 1,110                                   | 0                   | tCO <sub>2e</sub>  |   |         |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
| District cooling purchased                              | 0                                       | 3                   | tCO <sub>2e</sub>  |   |         |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
| Electric company vehicle emissions                      | 92                                      | 0                   | tCO <sub>2e</sub>  |   |         |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
| <b>Total</b>  | <b>51,705</b>                           | <b>5,735</b>        | <b>tCO<sub>2e</sub></b>  |   |         |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
| 305-3   | Other indirect (Scope 3) GHG emissions  | +                   | Scope 3 emissions are disclosed in the annual report. Page 42, <a href="#">NFS Chapter Climate and Energy</a>  | 3, 12, 13, 14, 15                                       | 7, 8, 9 |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
| 305-4   | GHG emissions intensity                 | +                   | <p>All ratios are based on genuinely covered and measured data.</p> <table border="1"> <thead> <tr> <th colspan="2"><b>PCs</b></th> <th>unit</th> </tr> </thead> <tbody> <tr> <td>Direct energy/1,000 products</td> <td>8.87</td> <td>kg CO<sub>2e</sub></td> </tr> <tr> <td>Indirect energy/1,000 products</td> <td>0.38</td> <td>kg CO<sub>2e</sub></td> </tr> </tbody> </table>   | <b>PCs</b>  |         | unit | Direct energy/1,000 products | 8.87 | kg CO <sub>2e</sub> | Indirect energy/1,000 products | 0.38 | kg CO <sub>2e</sub>   | 13, 14, 15 |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
| <b>PCs</b>  |   | unit                |  |   |         |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
| Direct energy/1,000 products                            | 8.87                                    | kg CO <sub>2e</sub> |  |   |         |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
| Indirect energy/1,000 products                          | 0.38                                    | kg CO <sub>2e</sub> |  |   |         |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |
| 305-5   | Reduction of GHG emissions              | +                   | Page 42, <a href="#">NFS Chapter Climate and Energy</a>  | 13, 14, 15  | 7, 8, 9 |      |                              |      |                     |                                |      |                       |            |       |                   |  |     |     |                   |                                  |       |   |                   |                            |     |     |                   |                                    |   |    |                   |              |               |              |                         |   |  |  |  |  |     |         |      |                       |        |       |                   |                            |         |     |                   |                 |       |   |                   |                            |   |   |                   |                                    |    |   |                   |              |               |              |                         |                   |         |

| Disclosure  | GRI Standard Information   | Status <sup>1</sup> | Reference   | SDG              | UNGC                |                 |      |                            |        |     |   |             |     |   |   |            |    |   |   |              |       |       |   |              |               |              |          |  |  |
|---|--|---------------------|---|------------------|---------------------|-----------------|------|----------------------------|--------|-----|---|-------------|-----|---|---|------------|----|---|---|--------------|-------|-------|---|--------------|---------------|--------------|----------|--|--|
| <b>GRI 306: EFFLUENTS AND WASTE</b>               |  |                     |   |                  |                     |                 |      |                            |        |     |   |             |     |   |   |            |    |   |   |              |       |       |   |              |               |              |          |  |  |
|   | Management approach<br>Effluents and waste                           | +                   | Page 49, <a href="#">NFS Chapter Water</a>   Page 45, <a href="#">NFS Product Sustainability</a>  |                  | 7, 8, 9             |                 |      |                            |        |     |   |             |     |   |   |            |    |   |   |              |       |       |   |              |               |              |          |  |  |
| 306-1   | Water discharge by quality and destination                           | +                   | See 303-4   | 3, 6, 12, 14     | 7, 8, 9             |                 |      |                            |        |     |   |             |     |   |   |            |    |   |   |              |       |       |   |              |               |              |          |  |  |
| 306-2   | Waste by type and disposal method                                    | +                   | Our internal waste-disposal standards determine the waste-disposal methods, under consideration of local legal requirements. The amounts indicated are based on invoices, estimations and SAP reports for our PCs and offices.  | 3, 6, 12         | 7, 8, 9             |                 |      |                            |        |     |   |             |     |   |   |            |    |   |   |              |       |       |   |              |               |              |          |  |  |
|   |  |                     | <table border="1"> <thead> <tr> <th>PCs</th> <th>Non-hazardous waste</th> <th>Hazardous waste</th> <th>unit</th> </tr> </thead> <tbody> <tr> <td>Recycling</td> <td>13,157</td> <td>313</td> <td>t</td> </tr> <tr> <td>Landfilling</td> <td>608</td> <td>0</td> <td>t</td> </tr> <tr> <td>Composting</td> <td>83</td> <td>0</td> <td>t</td> </tr> <tr> <td>Incineration</td> <td>7,801</td> <td>1,324</td> <td>t</td> </tr> <tr> <td><b>Total</b></td> <td><b>23,140</b></td> <td><b>1,848</b></td> <td><b>t</b></td> </tr> </tbody> </table> | PCs              | Non-hazardous waste | Hazardous waste | unit | Recycling                  | 13,157 | 313 | t | Landfilling | 608 | 0 | t | Composting | 83 | 0 | t | Incineration | 7,801 | 1,324 | t | <b>Total</b> | <b>23,140</b> | <b>1,848</b> | <b>t</b> |  |  |
| PCs   | Non-hazardous waste  | Hazardous waste     | unit  |                  |                     |                 |      |                            |        |     |   |             |     |   |   |            |    |   |   |              |       |       |   |              |               |              |          |  |  |
| Recycling   | 13,157   | 313                 | t   |                  |                     |                 |      |                            |        |     |   |             |     |   |   |            |    |   |   |              |       |       |   |              |               |              |          |  |  |
| Landfilling                                       | 608  | 0                   | t   |                  |                     |                 |      |                            |        |     |   |             |     |   |   |            |    |   |   |              |       |       |   |              |               |              |          |  |  |
| Composting  | 83   | 0                   | t   |                  |                     |                 |      |                            |        |     |   |             |     |   |   |            |    |   |   |              |       |       |   |              |               |              |          |  |  |
| Incineration                                      | 7,801  | 1,324               | t   |                  |                     |                 |      |                            |        |     |   |             |     |   |   |            |    |   |   |              |       |       |   |              |               |              |          |  |  |
| <b>Total</b>                                      | <b>23,140</b>  | <b>1,848</b>        | <b>t</b>  |                  |                     |                 |      |                            |        |     |   |             |     |   |   |            |    |   |   |              |       |       |   |              |               |              |          |  |  |
|   |  |                     | <table border="1"> <thead> <tr> <th>Beiersdorf</th> <th>Non-hazardous waste</th> <th>Hazardous waste</th> <th>unit</th> </tr> </thead> <tbody> <tr> <td>Disposal of finished goods</td> <td>7,774</td> <td>750</td> <td>t</td> </tr> </tbody> </table>  | Beiersdorf       | Non-hazardous waste | Hazardous waste | unit | Disposal of finished goods | 7,774  | 750 | t |             |     |   |   |            |    |   |   |              |       |       |   |              |               |              |          |  |  |
| Beiersdorf  | Non-hazardous waste  | Hazardous waste     | unit  |                  |                     |                 |      |                            |        |     |   |             |     |   |   |            |    |   |   |              |       |       |   |              |               |              |          |  |  |
| Disposal of finished goods                        | 7,774  | 750                 | t   |                  |                     |                 |      |                            |        |     |   |             |     |   |   |            |    |   |   |              |       |       |   |              |               |              |          |  |  |
| 306-3   | Significant spills   | ++                  | There were no significant spills in 2020.   | 3, 6, 12, 14, 15 | 7, 8, 9             |                 |      |                            |        |     |   |             |     |   |   |            |    |   |   |              |       |       |   |              |               |              |          |  |  |
| 306-4   | Transport of hazardous waste   | ++                  | In 2020 we did not transport, import, export, or treat hazardous waste as defined under the Basel Convention (Annexes I, II, III, and VIII).  | 3, 12, 14        | 7, 8, 9             |                 |      |                            |        |     |   |             |     |   |   |            |    |   |   |              |       |       |   |              |               |              |          |  |  |
| <b>GRI 307: ENVIRONMENTAL COMPLIANCE</b>          |  |                     |   |                  |                     |                 |      |                            |        |     |   |             |     |   |   |            |    |   |   |              |       |       |   |              |               |              |          |  |  |
|   | Management approach<br>Environmental compliance                      | ++                  | Page 57, <a href="#">NFS Chapter Compliance</a>   Page 56, <a href="#">NFS Chapter Human Rights</a>   |                  | 7, 8, 9             |                 |      |                            |        |     |   |             |     |   |   |            |    |   |   |              |       |       |   |              |               |              |          |  |  |
| 307-1   | Non-compliance with environmental laws and regulations               | ++                  | We were not subject to any significant fines or non-monetary sanctions in 2020.   |                  | 7, 8, 9             |                 |      |                            |        |     |   |             |     |   |   |            |    |   |   |              |       |       |   |              |               |              |          |  |  |
| <b>GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT</b> |  |                     |   |                  |                     |                 |      |                            |        |     |   |             |     |   |   |            |    |   |   |              |       |       |   |              |               |              |          |  |  |
|   | Management approach<br>Supplier environmental assessment             | ++                  | Page 56, <a href="#">NFS Chapter Human Rights</a><br>Website: <a href="#">Beiersdorf Sustainability Responsibility in the Supply Chain</a>  |                  | 7, 8, 9             |                 |      |                            |        |     |   |             |     |   |   |            |    |   |   |              |       |       |   |              |               |              |          |  |  |
| 308-1   | New suppliers that were screened using environmental criteria        | ++                  | 100% of our suppliers are covered by our initial risk screening.<br>Page 56, <a href="#">NFS Chapter Human Rights</a><br>Website: <a href="#">Beiersdorf Sustainability Responsibility in the Supply Chain</a><br><a href="#">Beiersdorf Sustainability Human Rights Engagement</a>   |                  | 7, 8, 9             |                 |      |                            |        |     |   |             |     |   |   |            |    |   |   |              |       |       |   |              |               |              |          |  |  |
| 308-2   | Negative environmental impacts in the supply chain and actions taken | +                   | In 2020 there were no cases of supplier-relationship termination due to a major breach of our Business Partner CoC.<br>Page 56, <a href="#">NFS Chapter Human Rights</a><br>Website: <a href="#">Beiersdorf Sustainability Responsibility in the Supply Chain</a><br><a href="#">Beiersdorf Sustainability Human Rights Engagement</a>  |                  | 7, 8, 9             |                 |      |                            |        |     |   |             |     |   |   |            |    |   |   |              |       |       |   |              |               |              |          |  |  |

| Disclosure | GRI Standard Information | Status <sup>1</sup> | Reference | SDG | UNGC |
|------------|--------------------------|---------------------|-----------|-----|------|
|------------|--------------------------|---------------------|-----------|-----|------|

### 400 SERIES SOCIAL TOPICS

#### GRI 401: EMPLOYMENT

| Management approach<br>Employment   |  | ++ | Page 50, <a href="#">NFS Chapter Employees</a>   |                | 6                   |   |     |                        |    |                          |    |                                    |    |                        |    |                          |    |  |     |                        |    |                          |    |   |     |                        |    |                          |    |  |  |
|---|--|----|--|----------------|---------------------|---|-----|------------------------|----|--------------------------|----|------------------------------------|----|------------------------|----|--------------------------|----|--|-----|------------------------|----|--------------------------|----|---|-----|------------------------|----|--------------------------|----|--|--|
| 401-2   | Benefits provided to full-time employees that are not provided to temporary or part-time employees | +  | Wherever we operate around the world, our responsibility to our employees extends far beyond legal requirements. We offer our employees extensive additional benefits, independent of their hierarchical level. These benefits vary from affiliate to affiliate, but are at a very high level overall. Employees on temporary contracts receive partial discretionary and social benefits.   | 3, 8           | 6                   |   |     |                        |    |                          |    |                                    |    |                        |    |                          |    |  |     |                        |    |                          |    |   |     |                        |    |                          |    |  |  |
| 401-3   | Parental leave   | ++ | The return-to-work rate after parental leave for women is 92% and 98% for men (based on all employees of Hamburg affiliates who returned from parental leave in 2020). The retention rate after parental leave is 99% for women and 97% for men (retention rate is for minimum continuance of twelve months at Beiersdorf after parental leave; based on employees who returned from parental leave in 2019).  | 5, 8           | 6                   |   |     |                        |    |                          |    |                                    |    |                        |    |                          |    |  |     |                        |    |                          |    |   |     |                        |    |                          |    |  |  |
|   |  |    | <table border="1"> <thead> <tr> <th>Parental leave</th> <th>Number of employees</th> </tr> </thead> <tbody> <tr> <td><b>Employees entitled to parental leave</b></td> <td>110</td> </tr> <tr> <td>thereof male employees</td> <td>36</td> </tr> <tr> <td>thereof female employees</td> <td>74</td> </tr> <tr> <td><b>Employees on parental leave</b></td> <td>94</td> </tr> <tr> <td>thereof male employees</td> <td>20</td> </tr> <tr> <td>thereof female employees</td> <td>74</td> </tr> <tr> <td><b>Employees returned after parental leave</b></td> <td>137</td> </tr> <tr> <td>thereof male employees</td> <td>56</td> </tr> <tr> <td>thereof female employees</td> <td>81</td> </tr> <tr> <td><b>Employees returned after parental leave and still employed after 12 months</b></td> <td>124</td> </tr> <tr> <td>thereof male employees</td> <td>37</td> </tr> <tr> <td>thereof female employees</td> <td>87</td> </tr> </tbody> </table> | Parental leave | Number of employees | <b>Employees entitled to parental leave</b> | 110 | thereof male employees | 36 | thereof female employees | 74 | <b>Employees on parental leave</b> | 94 | thereof male employees | 20 | thereof female employees | 74 | <b>Employees returned after parental leave</b> | 137 | thereof male employees | 56 | thereof female employees | 81 | <b>Employees returned after parental leave and still employed after 12 months</b> | 124 | thereof male employees | 37 | thereof female employees | 87 |  |  |
| Parental leave  | Number of employees  |    |  |                |                     |   |     |                        |    |                          |    |                                    |    |                        |    |                          |    |  |     |                        |    |                          |    |   |     |                        |    |                          |    |  |  |
| <b>Employees entitled to parental leave</b>                                       | 110  |    |  |                |                     |   |     |                        |    |                          |    |                                    |    |                        |    |                          |    |  |     |                        |    |                          |    |   |     |                        |    |                          |    |  |  |
| thereof male employees  | 36   |    |  |                |                     |   |     |                        |    |                          |    |                                    |    |                        |    |                          |    |  |     |                        |    |                          |    |   |     |                        |    |                          |    |  |  |
| thereof female employees  | 74   |    |  |                |                     |   |     |                        |    |                          |    |                                    |    |                        |    |                          |    |  |     |                        |    |                          |    |   |     |                        |    |                          |    |  |  |
| <b>Employees on parental leave</b>  | 94   |    |  |                |                     |   |     |                        |    |                          |    |                                    |    |                        |    |                          |    |  |     |                        |    |                          |    |   |     |                        |    |                          |    |  |  |
| thereof male employees  | 20   |    |  |                |                     |   |     |                        |    |                          |    |                                    |    |                        |    |                          |    |  |     |                        |    |                          |    |   |     |                        |    |                          |    |  |  |
| thereof female employees  | 74   |    |  |                |                     |   |     |                        |    |                          |    |                                    |    |                        |    |                          |    |  |     |                        |    |                          |    |   |     |                        |    |                          |    |  |  |
| <b>Employees returned after parental leave</b>                                    | 137  |    |  |                |                     |   |     |                        |    |                          |    |                                    |    |                        |    |                          |    |  |     |                        |    |                          |    |   |     |                        |    |                          |    |  |  |
| thereof male employees  | 56   |    |  |                |                     |   |     |                        |    |                          |    |                                    |    |                        |    |                          |    |  |     |                        |    |                          |    |   |     |                        |    |                          |    |  |  |
| thereof female employees  | 81   |    |  |                |                     |   |     |                        |    |                          |    |                                    |    |                        |    |                          |    |  |     |                        |    |                          |    |   |     |                        |    |                          |    |  |  |
| <b>Employees returned after parental leave and still employed after 12 months</b> | 124  |    |  |                |                     |   |     |                        |    |                          |    |                                    |    |                        |    |                          |    |  |     |                        |    |                          |    |   |     |                        |    |                          |    |  |  |
| thereof male employees  | 37   |    |  |                |                     |   |     |                        |    |                          |    |                                    |    |                        |    |                          |    |  |     |                        |    |                          |    |   |     |                        |    |                          |    |  |  |
| thereof female employees  | 87   |    |  |                |                     |   |     |                        |    |                          |    |                                    |    |                        |    |                          |    |  |     |                        |    |                          |    |   |     |                        |    |                          |    |  |  |

#### GRI 402: LABOR/MANAGEMENT RELATIONS

|   |  |    |  |   |   |
|---|--|----|--|---|---|
| Management approach<br>Labor/management relations |  | ++ | Page 50, <a href="#">NFS Chapter Employees</a>   |   | 3 |
| 402-1   | Minimum notice periods regarding operational changes | +  | As an employer, Beiersdorf keeps employee representative bodies informed of significant operational changes in compliance with corporate and legal regulations. In Germany we provide timely information to employee representatives in the respective committees of the company's Works Council. For cross-border matters within Europe, the guidelines of the European Dialogue govern our working relationships with employees. | 8 | 3 |

#### GRI 403: OCCUPATIONAL HEALTH AND SAFETY

|   |  |    |  |   |   |
|---|--|----|--|---|---|
| Management approach<br>Occupational health and safety |  | ++ | Page 52, <a href="#">NFS Chapter Occupational Safety</a><br>Website: <a href="#">Beiersdorf Sustainability Engagement for Occupational Safety</a>  |   | 3 |
| 403-1   | Occupational health and safety management system                   | +  | The foundations of our management system rest on internationally recognized standards such as ISO 45001 and the recommendations of the International Labor Organization (ILO). Our Health & Safety management system scope covers every activity undertaken by a direct Beiersdorf employee as well as business partners' employees while on our company premises. Third-party manufacturing facilities are not directly part of our scope, being covered by our Business Partner Code of Conduct.<br>Page 52, <a href="#">NFS Chapter Occupational Safety</a><br>Website: <a href="#">Beiersdorf Sustainability Engagement for Occupational Safety</a>  |   | 3 |
| 403-2   | Hazard identification, risk assessment, and incident investigation | +  | Globally Beiersdorf has set overall requirements for identifying the hazards to every activity, including non-routine and emergency ones. Each site is responsible for conducting its own risk assessments.<br>Beiersdorf empowers every employee to take action when identifying an unsafe condition or at-risk behavior, and also provides clear guidance on how to avoid hazardous situations and resolve them immediately.<br>Every major accident, high-risk or critical incident within Beiersdorf is reported and fully analyzed by a multifunctional team until the root cause and/or contributing factors have been identified and actions can be taken to improve and eliminate any chance of recurrence.<br>Page 52, <a href="#">NFS Chapter Occupational Safety</a><br>Website: <a href="#">Beiersdorf Sustainability Engagement for Occupational Safety</a> | 8 |   |

| Disclosure  | GRI Standard Information  | Status <sup>1</sup> | Reference  | SDG      | UNGC |   |  |  |      |   |  |      |  |   |  |      |  |                             |  |      |  |                    |      |  |   |                     |     |  |  |            |   |  |  |  |     |  |  |  |    |  |  |              |            |  |   |
|---|---|---------------------|--|----------|------|---|--|--|------|---|--|------|--|---|--|------|--|-----------------------------|--|------|--|--------------------|------|--|---|---------------------|-----|--|--|------------|---|--|--|--|-----|--|--|--|----|--|--|--------------|------------|--|---|
| 403-3   | Occupational health services  | ++                  | Health-related hazards are part of every risk assessment at our production centers. Beiersdorf also has the GOOD FOR ME program, which focuses on employee wellbeing as well as work-force social and medical topics.<br><a href="#">Page 50, NFS Chapter Employees</a>  | 8        |      |   |  |  |      |   |  |      |  |   |  |      |  |                             |  |      |  |                    |      |  |   |                     |     |  |  |            |   |  |  |  |     |  |  |  |    |  |  |              |            |  |   |
| 403-4   | Worker participation, consultation, and communication on occupational health and safety                       | ++                  | At Beiersdorf we encourage the active participation of every employee by not only reporting risk behaviors or conditions, but also providing input to the overall management system and continuous improvement cycle. Based on their local requirements, our production centers establish different councils; one of their objectives is to represent the employees' needs regarding health and safety and to support Beiersdorf in continuously promoting a healthier and safer workplace. As an organization we encourage not only the involvement of committees but of every employee who can positively contribute to our health and safety journey.   | 8        |      |   |  |  |      |   |  |      |  |   |  |      |  |                             |  |      |  |                    |      |  |   |                     |     |  |  |            |   |  |  |  |     |  |  |  |    |  |  |              |            |  |   |
| 403-5   | Worker training on occupational health and safety   | ++                  | Every site, based on its needs, provides training sessions to its employees regarding the management of Health and Safety as well as hazard recognition and awareness.   | 8        |      |   |  |  |      |   |  |      |  |   |  |      |  |                             |  |      |  |                    |      |  |   |                     |     |  |  |            |   |  |  |  |     |  |  |  |    |  |  |              |            |  |   |
| 403-6   | Promotion of worker health  | ++                  | The Beiersdorf Core Value of <b>Care</b> and our Sustainability Agenda CARE BEYOND SKIN enable us to be proactive in offering different initiatives according to the main necessities of a specific location.<br><a href="#">Page 50, NFS Chapter Employees</a>  | 3        |      |   |  |  |      |   |  |      |  |   |  |      |  |                             |  |      |  |                    |      |  |   |                     |     |  |  |            |   |  |  |  |     |  |  |  |    |  |  |              |            |  |   |
| 403-7   | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | ++                  | As part of our strategy we strive to mitigate any occupational hazard to our employees and those likely to impact business relationships. We adapt quickly based on our continuous improvement process and the H&S Management System.<br><a href="#">Page 52, NFS Chapter Occupational Safety</a>  | 8        |      |   |  |  |      |   |  |      |  |   |  |      |  |                             |  |      |  |                    |      |  |   |                     |     |  |  |            |   |  |  |  |     |  |  |  |    |  |  |              |            |  |   |
| 403-9   | Work-related injuries   | +                   | Beiersdorf calculates its Accident Frequency Rate based on 1,000,000 hours worked. The accidents included in the calculation are Lost Time Accidents (>1 day) involving any Beiersdorf employee or contractor-supervised workers. Non-directly supervised contractors are excluded from this calculation, but those are reported and analyzed in the same way as the cases mentioned above. High-consequence injuries are those that result in a fatality or an irreversible injury (such as severed limbs) or have the potential to become one of those two. At the Beiersdorf production centers, there were no high-consequence injuries in 2020.   | 3, 8     |      |   |  |  |      |   |  |      |  |   |  |      |  |                             |  |      |  |                    |      |  |   |                     |     |  |  |            |   |  |  |  |     |  |  |  |    |  |  |              |            |  |   |
| <table border="1"> <thead> <tr> <th colspan="3">Global Accident Reporting (PCs and Offices)</th> <th>unit</th> </tr> </thead> <tbody> <tr> <td>Accident Frequency Rate (AFR 1 million)</td> <td></td> <td>1.27</td> <td></td> </tr> <tr> <td>GRI Accident Frequency Rate (AFR 200,000)</td> <td></td> <td>0.25</td> <td></td> </tr> <tr> <td>Lost Day Rate (LDR 200,000)</td> <td></td> <td>8.12</td> <td></td> </tr> <tr> <td>Absentee Rate (AR)</td> <td>0.03</td> <td></td> <td>%</td> </tr> <tr> <td>Commuting Accidents</td> <td>101</td> <td></td> <td></td> </tr> <tr> <td>Fatalities</td> <td>0</td> <td></td> <td></td> </tr> <tr> <td>Number of occupational accidents NOT resulting in absenteeism of more than one working day (Minor Accidents)</td> <td>398</td> <td></td> <td></td> </tr> <tr> <td>Number of occupational accidents resulting in absenteeism of more than one working day (Major Accidents)</td> <td>35</td> <td></td> <td></td> </tr> <tr> <td>Time of work</td> <td>27,506,891</td> <td></td> <td>h</td> </tr> </tbody> </table> |   |                     |  |          |      | Global Accident Reporting (PCs and Offices) |  |  | unit | Accident Frequency Rate (AFR 1 million) |  | 1.27 |  | GRI Accident Frequency Rate (AFR 200,000) |  | 0.25 |  | Lost Day Rate (LDR 200,000) |  | 8.12 |  | Absentee Rate (AR) | 0.03 |  | % | Commuting Accidents | 101 |  |  | Fatalities | 0 |  |  | Number of occupational accidents NOT resulting in absenteeism of more than one working day (Minor Accidents) | 398 |  |  | Number of occupational accidents resulting in absenteeism of more than one working day (Major Accidents) | 35 |  |  | Time of work | 27,506,891 |  | h |
| Global Accident Reporting (PCs and Offices)   |   |                     | unit   |          |      |   |  |  |      |   |  |      |  |   |  |      |  |                             |  |      |  |                    |      |  |   |                     |     |  |  |            |   |  |  |  |     |  |  |  |    |  |  |              |            |  |   |
| Accident Frequency Rate (AFR 1 million)   |   | 1.27                |  |          |      |   |  |  |      |   |  |      |  |   |  |      |  |                             |  |      |  |                    |      |  |   |                     |     |  |  |            |   |  |  |  |     |  |  |  |    |  |  |              |            |  |   |
| GRI Accident Frequency Rate (AFR 200,000)   |   | 0.25                |  |          |      |   |  |  |      |   |  |      |  |   |  |      |  |                             |  |      |  |                    |      |  |   |                     |     |  |  |            |   |  |  |  |     |  |  |  |    |  |  |              |            |  |   |
| Lost Day Rate (LDR 200,000)   |   | 8.12                |  |          |      |   |  |  |      |   |  |      |  |   |  |      |  |                             |  |      |  |                    |      |  |   |                     |     |  |  |            |   |  |  |  |     |  |  |  |    |  |  |              |            |  |   |
| Absentee Rate (AR)  | 0.03  |                     | %  |          |      |   |  |  |      |   |  |      |  |   |  |      |  |                             |  |      |  |                    |      |  |   |                     |     |  |  |            |   |  |  |  |     |  |  |  |    |  |  |              |            |  |   |
| Commuting Accidents   | 101   |                     |  |          |      |   |  |  |      |   |  |      |  |   |  |      |  |                             |  |      |  |                    |      |  |   |                     |     |  |  |            |   |  |  |  |     |  |  |  |    |  |  |              |            |  |   |
| Fatalities  | 0   |                     |  |          |      |   |  |  |      |   |  |      |  |   |  |      |  |                             |  |      |  |                    |      |  |   |                     |     |  |  |            |   |  |  |  |     |  |  |  |    |  |  |              |            |  |   |
| Number of occupational accidents NOT resulting in absenteeism of more than one working day (Minor Accidents)  | 398   |                     |  |          |      |   |  |  |      |   |  |      |  |   |  |      |  |                             |  |      |  |                    |      |  |   |                     |     |  |  |            |   |  |  |  |     |  |  |  |    |  |  |              |            |  |   |
| Number of occupational accidents resulting in absenteeism of more than one working day (Major Accidents)  | 35  |                     |  |          |      |   |  |  |      |   |  |      |  |   |  |      |  |                             |  |      |  |                    |      |  |   |                     |     |  |  |            |   |  |  |  |     |  |  |  |    |  |  |              |            |  |   |
| Time of work  | 27,506,891  |                     | h  |          |      |   |  |  |      |   |  |      |  |   |  |      |  |                             |  |      |  |                    |      |  |   |                     |     |  |  |            |   |  |  |  |     |  |  |  |    |  |  |              |            |  |   |
| <b>GRI 404: TRAINING AND EDUCATION</b>  |   |                     |  |          |      |   |  |  |      |   |  |      |  |   |  |      |  |                             |  |      |  |                    |      |  |   |                     |     |  |  |            |   |  |  |  |     |  |  |  |    |  |  |              |            |  |   |
|   | Management approach Training and education  | ++                  | <a href="#">Page 50, NFS Chapter Employees</a>   |          | 6    |   |  |  |      |   |  |      |  |   |  |      |  |                             |  |      |  |                    |      |  |   |                     |     |  |  |            |   |  |  |  |     |  |  |  |    |  |  |              |            |  |   |
| 404-2   | Programs for upgrading employee skills and transition assistance programs                                     | +                   | All employees, whether they work in projects or in a functional or managerial role, can opt for ongoing training. Affiliates offer local training courses open to all employees. Additionally, Beiersdorf has a corporate training program with seminars offered to certain groups of employees (e.g. for senior leaders) on a global scale. Beiersdorf offers specific local training exclusively targeting staff aged 50 or older. In 2019 Beiersdorf implemented a global Learning Management System to give the employees a better opportunity and more transparency about the trainings we offer. In addition to local classroom training, we have a number of e-learning programs developed and published by our functional academies, e.g. in Finance, R&D, Quality, Procurement, True Blue, Plan and Compliance. Beiersdorf offers employees a long-term working-time account that provides the opportunity to leave work before retirement. Beiersdorf offers a portfolio of employee health services, ranging from movement and relaxation programs, stress management to nutrition tips. These preventive measures have the purpose of maintaining good basic health and employability. | 8        | 6    |   |  |  |      |   |  |      |  |   |  |      |  |                             |  |      |  |                    |      |  |   |                     |     |  |  |            |   |  |  |  |     |  |  |  |    |  |  |              |            |  |   |
| 404-3   | Percentage of employees receiving regular performance and career development reviews                          | ++                  | In an annual review, all our employees receive a performance appraisal and feedback about the scope for their development; this form of employee review has been conducted at Beiersdorf for over 40 years. Since 2006 the performance appraisal has been complemented worldwide with a uniform process to identify and promote potential. Beiersdorf continuously improves the respective processes to make sure its objectives remain in line with the overall Beiersdorf strategy.  | 5, 8, 10 | 6    |   |  |  |      |   |  |      |  |   |  |      |  |                             |  |      |  |                    |      |  |   |                     |     |  |  |            |   |  |  |  |     |  |  |  |    |  |  |              |            |  |   |

| Disclosure   | GRI Standard Information   | Status <sup>1</sup> | Reference  | SDG  | UNGC |
|--|--|---------------------|--|------|------|
| <b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY</b>                  |  |                     |  |      |      |
|  | Management approach<br>Diversity and equal opportunities   | ++                  | Page 50, <a href="#">NFS Chapter Employees</a>   |      | 6    |
| 405-1  | Diversity of governance bodies and employees   | +                   | Our Executive Board currently comprises 86% men and 14% women. Our Supervisory Board currently comprises 58% men and 42% women. Website: <a href="#">Beiersdorf Sustainability Diversity</a>   | 5, 8 | 6    |
| <b>GRI 406: NON-DISCRIMINATION</b>                               |  |                     |  |      |      |
|  | Management approach<br>Non-discrimination  | ++                  | Page 57, <a href="#">NFS Chapter Compliance</a>   Page 56, <a href="#">NFS Chapter Human Rights</a><br>Page 50, <a href="#">NFS Chapter Employees</a>  |      | 6    |
| 406-1  | Incidents of discrimination and corrective actions taken   | +                   | Under our strong commitment to diversity, we do not tolerate any form of discrimination, whether due to gender, age, physical appearance or origin. This antidiscrimination principle is firmly established in our company-wide Human Resources policy and Employee Code of Conduct. Possible individual cases of discrimination are investigated with the utmost rigor and if substantiated, rapid countermeasures are taken. However, global figures are not available. In 2020 there were no incidents of discrimination at our Hamburg headquarters. Page 50, <a href="#">Annual Report Chapter People at Beiersdorf</a> | 5, 8 | 6    |
| <b>GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b> |  |                     |  |      |      |
|  | Management approach<br>Freedom of association and collective bargaining  | ++                  | Page 56, <a href="#">NFS Chapter Human Rights</a><br>Website: <a href="#">Beiersdorf Sustainability Responsibility in the Supply Chain</a><br><a href="#">Beiersdorf Sustainability Human Rights Engagement</a>   <a href="#">Beiersdorf Code of Conduct</a>   |      | 2, 3 |
| 407-1  | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | ++                  | Page 56, <a href="#">NFS Chapter Human Rights</a><br>Website: <a href="#">Beiersdorf Sustainability Responsibility in the Supply Chain</a><br><a href="#">Beiersdorf Sustainability Human Rights Engagement</a>   <a href="#">Beiersdorf Code of Conduct</a>   | 8    | 2, 3 |
| <b>GRI 408: CHILD LABOR</b>                                      |  |                     |  |      |      |
|  | Management approach<br>Child labor   | ++                  | Page 56, <a href="#">NFS Chapter Human Rights</a><br>Website: <a href="#">Beiersdorf Sustainability Responsibility in the Supply Chain</a><br><a href="#">Beiersdorf Sustainability Human Rights Engagement</a>   <a href="#">Beiersdorf Code of Conduct</a>   |      | 5    |
| 408-1  | Operations and suppliers at significant risk for incidents of child labor                                      | ++                  | Page 56, <a href="#">NFS Chapter Human Rights</a><br>Website: <a href="#">Beiersdorf Sustainability Responsibility in the Supply Chain</a><br><a href="#">Beiersdorf Sustainability Human Rights Engagement</a>   <a href="#">Beiersdorf Code of Conduct</a>   | 8    | 5    |
| <b>GRI 409: FORCED OR COMPULSORY LABOR</b>                       |  |                     |  |      |      |
|  | Management approach<br>Forced and compulsory labor   | ++                  | Page 56, <a href="#">NFS Chapter Human Rights</a><br>Website: <a href="#">Beiersdorf Sustainability Responsibility in the Supply Chain</a><br><a href="#">Beiersdorf Sustainability Human Rights Engagement</a>   <a href="#">Beiersdorf Code of Conduct</a>   |      | 4    |
| 409-1  | Operations and suppliers at significant risk for incidents of forced or compulsory labor                       | ++                  | Page 56, <a href="#">NFS Chapter Human Rights</a><br>Website: <a href="#">Beiersdorf Sustainability Responsibility in the Supply Chain</a><br><a href="#">Beiersdorf Sustainability Human Rights Engagement</a>   <a href="#">Beiersdorf Code of Conduct</a>   | 8    | 4    |
| <b>GRI 412: HUMAN RIGHTS ASSESSMENT</b>                          |  |                     |  |      |      |
|  | Management approach<br>Human rights assessment   | ++                  | Page 56, <a href="#">NFS Chapter Human Rights</a><br>Website: <a href="#">Beiersdorf Sustainability Responsibility in the Supply Chain</a><br><a href="#">Beiersdorf Sustainability Human Rights Engagement</a>   <a href="#">Beiersdorf Code of Conduct</a>   |      | 1    |
| 412-1  | Operations that have been subject to human rights reviews or impact assessments                                | ++                  | In 2020 we conducted a human rights assessment via a SMETA 4-pillar audit at our production site in Mexico.  |      | 1    |
| 412-2  | Employee training on human rights policies or procedures   | +                   | We do not have a specific human rights training course, but have included human rights topics in our Code of Conduct training. We also provide an orientation session for new Beiersdorf employees that covers the CoC for employees. In addition, our Procurement staff are trained annually on the Business Partner CoC via the "Procurement Academy" course. Page 56, <a href="#">NFS Chapter Human Rights</a><br>Website: <a href="#">Beiersdorf Sustainability Responsibility in the Supply Chain</a><br><a href="#">Beiersdorf Sustainability Human Rights Engagement</a>  |      | 1    |
| <b>GRI 413: LOCAL COMMUNITIES</b>                                |  |                     |  |      |      |
|  | Management approach<br>Local communities   | +                   | Page 54, <a href="#">NFS Chapter Society</a><br>Website: <a href="#">Beiersdorf Sustainability Sustainable Land Use</a>  |      |      |
| 413-1  | Operations with local community engagement, impact assessments, and development programs                       | +                   | Page 54, <a href="#">NFS Chapter Society</a><br>Page 45, <a href="#">NFS Product Sustainability</a>  |      |      |
| 413-2  | Operations with significant actual and potential negative impacts on local communities                         | ++                  | None of our operations have a negative impact on local communities.  | 1, 2 |      |

| Disclosure                                 | GRI Standard Information  | Status <sup>1</sup> | Reference   | SDG  | UNGC |
|--|---|---------------------|---|------|------|
| <b>GRI 414: SUPPLIER SOCIAL ASSESSMENT</b> |   |                     |   |      |      |
|  | Management approach<br>Supplier social assessment   | ++                  | Page 56, <a href="#">NFS Chapter Human Rights</a><br>Website: <a href="#">Beiersdorf Sustainability Responsibility in the Supply Chain</a><br><a href="#">Beiersdorf Sustainability Human Rights Engagement</a>   |      | 2    |
| 414-1                                      | New suppliers that were screened using social criteria  | ++                  | 100% of our suppliers are covered by our initial risk screening.<br>Page 56, <a href="#">NFS Chapter Human Rights</a><br>Website: <a href="#">Beiersdorf Sustainability Responsibility in the Supply Chain</a><br><a href="#">Beiersdorf Sustainability Human Rights Engagement</a>   | 5, 8 | 2    |
| 414-2                                      | Negative social impacts in the supply chain and actions taken                                 | +                   | In 2020 we did not have any cases of supplier relationship termination due to a major breach of our Business Partner CoC.<br>Page 56, <a href="#">NFS Chapter Human Rights</a><br>Website: <a href="#">Beiersdorf Sustainability Responsibility in the Supply Chain</a><br><a href="#">Beiersdorf Sustainability Human Rights Engagement</a>  | 5, 8 | 2    |
| <b>GRI 416: CUSTOMER HEALTH AND SAFETY</b> |   |                     |   |      |      |
|  | Management approach<br>Customer health and safety   | ++                  | Page 59, <a href="#">NFS Chapter Product Safety</a>   |      |      |
| 416-1                                      | Assessment of the health and safety impacts of product and service categories                 | ++                  | 100% of our finished cosmetic products must obtain approval for release by product safety experts.<br>Page 59, <a href="#">NFS Chapter Product Safety</a>   |      |      |
| 416-2                                      | Incidents of non-compliance concerning the health and safety impacts of products and services | ++                  | Due to a microbiological non-compliance of some dressing-length plasters in Europe, a precautionary consumer recall in was initiated in affected countries. No serious consumer-related undesirable effects were observed related to this case. Authorities were informed and confirmed the measures initiated by Beiersdorf as fully sufficient.   |      |      |
| <b>GRI 417: MARKETING AND LABELLING</b>    |   |                     |   |      |      |
|  | Management approach<br>Marketing and labeling   | ++                  | Consumer and customer satisfaction is the basis of our business success. Consumers from all our markets around the world can reach us via various communication channels such as Internet-based social media, e-mail, and telephone hotlines. We use an active network of Consumer Interaction Managers to guarantee compliance with our uniformly high quality standards regarding consumer contact in their markets. In addition, we evaluate complaints worldwide centrally, analyze their causes, and implement optimization measures.<br>Page 59, <a href="#">NFS Chapter Product Safety</a>   |      |      |
| 417-1                                      | Requirements for product and service information and labeling                                 | +                   | Our procedures for product and service information and labeling consider the following information: The sourcing of components; contents, particularly with regard to substances that might produce an environmental or social impact; safe use of the products; disposal of the product and any further potential environmental or social impacts.<br>We comply with all legal regulations regarding necessary product and service information.<br>Page 59, <a href="#">NFS Chapter Product Safety</a>   | 12   |      |
| 417-2                                      | Incidents of non-compliance concerning product and service information and labeling           | ++                  | We did not face any non-compliance incidents in this area.  |      |      |
| 417-3                                      | Incidents of non-compliance concerning marketing communications                               | ++                  | We did not face any non-compliance incidents in this area.  |      |      |
| <b>GRI 418: CUSTOMER PRIVACY</b>           |   |                     |   |      |      |
|  | Management approach<br>Customer privacy   | ++                  | We have set up a comprehensive Data Protection Management System within the EU to ensure and demonstrate compliance with the EU General Data Protection Regulation (GDPR).<br>Page 57, <a href="#">NFS Chapter Compliance</a>   |      |      |
| 418-1                                      | Substantiated complaints concerning breaches of customer privacy and losses of customer data  | ++                  | For confidentiality reasons we do not provide any information on potential data protection incidents.   |      |      |
| <b>GRI 419: SOCIOECONOMIC COMPLIANCE</b>   |   |                     |   |      |      |
|  | Management approach<br>Socioeconomic compliance   | ++                  | For Beiersdorf, <b>Care</b> is not limited to the aspect of skin care alone but is one of our four Core Values and therefore inherent to our culture. It encompasses caring for our employees, but also for the communities in which we operate - in short, caring for people. These programs are bundled within our Sustainability Agenda CARE BEYOND SKIN.<br>Website: <a href="#">Beiersdorf Sustainability Society</a><br>Acting lawfully is an inherent part of Beiersdorf's corporate culture and is anchored in one of our Core Values: <b>Trust</b> . The Beiersdorf CoC was established as a binding guideline for each individual employee as well as the Executive Board in order to integrate these company values into everyday working life.<br>Website: <a href="#">Beiersdorf Code of Conduct</a>   <a href="#">Beiersdorf Compliance Principles</a><br>Wherever we operate production plants we ensure that our environmental and safety measures meet or exceed statutory and industry standards through our Group-wide "Environmental Protection and Safety Management Audit Scheme" (ESMAS).<br>Website: <a href="#">Beiersdorf Sustainability Engagement for Occupational Safety</a><br>Comprehensive internal anti-corruption and competition compliance guidelines, including respective training programs, are implemented locally and are subject to internal auditing.<br>Page 57, <a href="#">NFS Chapter Compliance</a> |      |      |
| 419-1                                      | Non-compliance with laws and regulations in the social and economic area                      | +                   | Acting in compliance with applicable laws, regulations, and other requirements is inherent to our management principles as well as our Core Values <b>Trust</b> and <b>Care</b> .<br>Page 77, <a href="#">AR Risk Report</a>  |      |      |

# Beiersdorf

## **BEIERSDORF AKTIENGESELLSCHAFT**

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