

GRI CONTENT INDEX Supplement Key Performance Indicators 2023

The Worlée-Chemie Sustainability Report for the years 2021-2022 was compiled in compliance with the 2016 standards of the Global Reporting Initiative (GRI) with the Core option. An external audit was not carried out.

With this supplement some important key performance indicators for 2023 are added.

The following GRI content index shows the key performance indicators along with the corresponding GRI standards and page numbers in this supplement

GRI-Standards	Title	Page
102-45 to 102-56	GRI Content Index Supplement Key Performance Indicators 2023	1
Economy	Solid foundation	
204-1, 308-1, 308-2, 414-1, 414-2	Procurement practices	1, 2
204-1	Proportion of local suppliers	1
Ecology	High quality and environmental compatibility	
301-1, 301-2, 301-3	Materials	2
302-1, 302-3, 302-4, 303-1, 303-2, 303-3	Energy and water	2, 3
305-1, 305-2, 305-4	Emissions	3
306-1 bis -5	Sewage and waste	4
308-1, 308-2	Environmental assessment of suppliers	2
Social	Fairness in our relationships	
401-1a, 401-1b, 401-3a-e	Employment	5, 6
403-2 a, 403-2c	Occupational health and safety	7
405-1, 405-2, 406-1, 102-8	Diversity and equal opportunity, equal treatment	5, 6
414-1, 414-2	Social assessment of suppliers	2

KEY PERFORMANCE INDICATORS Economy

204-1 Local Suppliers: Our local suppliers are from the federal states Schleswig-Holstein, Hamburg, Lower Saxony, Bremen and Mecklenburg-West Pomerania in the northern half of Germany

Technical suppliers of the Lauenburg and Lübeck factories

Calendar year	Number of active suppliers	Local supplier	% local suppliers
2020	247	164	66,4 %
2021	314	214	68,2 %
2022	218	141	64,7 %
2023	313	216	69,0 %

Suppliers of raw materials/packaging for the Lauenburg and Lübeck factories and Worlée-Chemie Hamburg

Calendar year	Number of active suppliers	Local supplier	% local suppliers
2020	204	58	28,4 %
2021	209	52	24,9 %
2022	198	51	25,7 %
2023	179	78	43,0 %

102-9, 308-1, -2, 414-1, -2 Supply chain, procurement practices, environmental assessment, social assessment of suppliers

All our active suppliers for raw materials and packaging are asked to take part in an EcoVadis Assessment for proving their sustainability performance in the areas environment, labor and human rights, ethics and sustainable procurement. Furthermore we began asking technical suppliers and service providers to take part in Ecovadis Assessments. Up to now the results of **90.2 %** of the invited suppliers are available.

Status of the assessed suppliers:

- 1 % „outstanding“ (2022 + 2021: 0 %)
- 51 % „advanced“ (2022: 41 %, 2021: 36 %)
- 45 % „good“ (2022: 52 %, 2021: 54 %)
- 3 % „partial“ (2022: 7 %, 2021: 10 %)
- 0 % „insufficient“ (2022 + 2021: 0 %)

KEY PERFORMANCE INDICATORS Ecology

301-1, -2, -3 Material

Total weight of used materials	Value 2020	Value 2021	Value 2022	Value 2023
non-renewable raw materials [t]	21.967	21.710	14.753	14.269
renewable raw materials [t]	16.190	16.308	13,604	9.296
Portion of recycled raw materials [kg/kg]	0,022	0,029	0,036	0,018
Total	38.157	38.019	28.358	23.565

The materials contain only raw materials. Auxiliary and operating materials are not included. The quantities are based on measurements. Packaging materials are not recorded by weight. If possible under quality aspects, processed used packaging will be used. Raw material packaging and packaging used for internal purposes are mostly given for reprocessing. All raw materials are sourced from external suppliers.

302-1, -3, -4 Energy

Energy consumption within the organization	Value 2020	Value 2021	Value 2022	Value 2023
Fuel consumption from nonrenewable sources (calorific value) [kWh]	20.148.585	18.024.579	16.675.414	16.017.242
Fuel consumption from renewable sources (calorific value) [kWh]	0	0	0	0
Annual electricity consumption [kWh]	8.708.503	8.402.366	7.978.296	7.325.805
Annual heating energy consumption [kWh]	512.090	1.837.546	1.173.163	917.452
Total annual energy consumption [GJ]	105.729	101.752	92.976	87.338
Energy intensity quotient [kWh/kg]	0,564	0,537	0,660	0,728

Fuel consumption includes natural gas, heating oil, liquefied petroleum gas, car fuels of company cars and the solvent resin mixture (HLMG) from cleaning processes, which is incinerated in our thermal post-combustion unit. Due to the lack of analyses and constantly changing composition, the value of heavy heating oil was taken as calorific value of the HLMG.

The calorific value of the natural gas used was taken from the information provided by the supplier. The conversion factors for determining the calorific value of other fuels are taken from the Allocation Regulation 2012 (UBA).

Supplement Key Performance Indicators 2023

The heating energy consumption includes only heat sourced from outside which is the amount of process heat drawn from a biogas plant at the Lauenburg site.

The energy intensity includes only the total energy consumption within the organization and refers to the production volume

303-1, -2, -3 Water

Water extraction by source	Value 2020	Value 2021	Value 2022	Value 2023
Rainwater (Annual amount) [m ³]	1.283	1.393	1.386	1.693
Portable water consumption [m ³]	45.750	37.239	41.013	33.979
Total	47.033	38.632	42.399	35.672

No water is taken from surface waters and no groundwater. At the Lauenburg site, rainwater is collected on roof surfaces and used as cooling water.

The extracted drinking water is used for sanitary purposes and after treatment (softening) as cooling water, boiler feed water and as a solvent for products.

The cooling water is recooled and reused after use. How often the cooling water is reused cannot be determined. The evaporation and desalination losses in the cooling towers are replaced by rainwater and treated drinking water.

305-1, 2, 4 Emissions

GHG Emissions	Value 2020	Value 2021	Value 2022	Value 2023
Direct (Scope 1) Gross volume, [t]	4.286	3.731	3.834	3.909
Indirect (Scope 2) Gross volume, [t]	36,60	17,65	15,58	27,80
Specific Intensity of GHG emissions Intensity quotient Annual amount of GHG emissions/ Annual production volume [kg/kg]	0,083	0,071	0,098	0,118

The calculation of direct CO₂ emissions includes all fuels with their CO₂ equivalent. The production processes produce no GHG. Worlée-Chemie is not subject to emissions trading.

The emission factor of the HLMG is that for heavy fuel oil. The emission factors for other fuels come from the Allocation Ordinance 2012 (UBA).

Since 2017, electricity has mainly been purchased from renewable sources. Only minor site connections are supplied with grey electricity. The specific GHG emissions are calculated from the sum of the GHG emissions Scope 1 and Scope 2 and relate to the production quantity.

The slight increase in GHG emissions from fuels is due to the fuel switch to light heating oil as a result of the Ukraine war.

306-1 bis -5 Sewage and waste

Annual volume of sewage	Value 2020	Value 2021	Value 2022	Value 2023
Sewage discharge by quality and point of discharge [m ³]	27.613	17.474	23.613	21.658
Annual volume of waste				
Waste, total Waste by type and disposal method Hazardous waste - total weight [t]	6.789	6.860	6.292	4.295
Hazardous waste for recycling Waste by type and disposal method Hazardous waste Recycling [t]	2.020	2.667	2.699	861
Hazardous waste recovery Waste by type and disposal method Hazardous waste Recovery, including Energy recovery [t]	1.642	931	614	532
Non-hazardous waste Waste by type and disposal method Non-hazardous waste - total weight [t]	264,3	242,1	351,9	295,4
External disposal - recycling Waste by type and disposal method Hazardous waste Waste incineration [t]	2.773	2.932	2.479	1.749
Annual volume of waste	Value 2020	Value 2021	Value 2022	Value 2023
External disposal - removal Waste by type and disposal method Hazardous waste Landfill [t]	354,3	329,6	499,9	1.153
Transported hazardous waste [t]	4.883	5.686	5.326	3.468

The wastewater is fed into the municipal sewage treatment plants of the respective locations. The quantities were determined by subtracting the quantities of water that evaporate in the cooling towers or are used as solvents for products from the fresh water supply.

At the Lauenburg site, in addition to sanitary wastewater, only salted water from water softening is discharged. Other industrial wastewater is not produced in Lauenburg.

All waste is disposed of in accordance with the applicable laws and regulations. No waste has been shipped abroad.

No harmful substances were released in significant quantities during the reporting period.

KEY PERFORMANCE INDICATORS Social

102-8 Percentage of employees per employee category in each of the following diversity categories: gender, age brackets: under 30 years of age, 30–50 years of age, over 50 years of age

405-1a, 406-1 Percentage of persons in management bodies of an organization in the category specified above
The stated percentage is in relation to total employment in the respective region

	Employees as per 31.12.	m	%	w	%	<30	%	30-50	%	>50	%
Lauenburg	223	172	77,15	51	22,87	39	17,49	109	58,88	75	33,63
Hamburg	51	18	37,25	32	62,75	2	3,92	35	68,63	14	27,45
Lübeck	37	31	83,78	6	16,22	4	10,81	10	27,03	23	62,16
2020 total	311	222	71,38	89	28,62	45	14,47	154	49,52	112	36,01
% in management bodies			72,29		27,71		1,2		44,37		54,43
Lauenburg	227	170	74,89	57	25,11	37	16,30	112	49,34	78	34,36
Hamburg	40	15	37,50	25	62,50	2	5,00	26	65,00	12	30,00
Lübeck	38	32	84,21	6	15,79	4	10,53	11	28,95	23	60,53
2021 total	305	217	71,15	88	28,85	43	14,10	149	48,85	113	37,05
% in management bodies			65,00		35,00		0		48,33		51,66
Lauenburg	218	166	76,15	52	23,85	30	13,76	109	50,00	79	36,24
Hamburg	38	16	42,11	22	57,89	2	5,26	23	60,33	13	34,21
Lübeck	41	35	85,37	6	14,63	3	7,32	15	36,59	23	56,10
2022 total	297	217	73,06	80	26,94	35	11,78	147	49,49	115	38,72
% in management bodies			71,74		28,26		2,17		41,31		56,52
Lauenburg	226	169	74,78	57	25,22	34	15,04	115	50,88	77	34,07
Hamburg	35	15	42,86	20	57,14	5	14,29	21	60,00	9	25,71
Lübeck	38	32	84,21	6	15,79	3	7,89	14	36,84	21	55,26
2023 total	299	216	72,24	83	27,76	42	14,05	150	50,17	107	35,79
% in management bodies			72		28		2		41		57

401-1a: Total number and percentage of new employees broken down by age bracket, gender and region.
The stated percentage is in relation to total employment in the respective region

	New employees	%	m	%	w	%	<30	%	30-50	%	>50	%
Lauenburg	5	9,80	3	1,35	2	0,90	3	1,35	1	0,45	1	1,86
Hamburg	0	0	0	0	0	0	0	0	0	0	0	0
Lübeck	0	0	0	0	0	0	0	0	0	0	0	0
2020 total	5	1,61	3	0,96	2	0,64	3	0,96	1	0,32	1	0,45
Lauenburg	22	9,84	13	5,73	9	3,96	8	3,52	12	5,29	2	0,88
Hamburg	2	9,65	0	0,00	2	5,00	1	2,50	1	2,50	0	0,00
Lübeck	6	5,0	6	15,79	0	0,00	1	2,63	4	10,63	1	2,63
2021 total	30	15,79	19	6,23	11	3,61	10	4,41	17	5,57	3	0,98
Lauenburg	7	3,21	6	2,75	1	0,46	3	1,38	4	1,83	0	0,00
Hamburg	3	7,89	1	2,63	2	5,26	0	0,00	3	7,89	0	0,00
Lübeck	5	12,20	5	12,20	0	0,00	1	2,44	4	9,76	0	0,00
2022 total	15	5,05	12	4,04	3	1,01	4	1,83	11	3,70	0	0,00
Lauenburg	20	8,85	14	6,10	6	2,65	13	5,75	7	3,10	0	0,00
Hamburg	6	17,14	0	0	6	17,14	4	11,43	2	5,71	0	0,00
Lübeck	0	0	0	0	0	0	0	0	0	0	0	0,00
2023 total	26	8,7	14	6,19	12	4,01	17	7,52	9	3,01	0	0,00

Supplement Key Performance Indicators 2023

401-1b: Total number and percentage of employee fluctuation during the reporting period, broken down by age bracket, gender and region. The stated percentage is in relation to total employment in the respective region

	Resignation	%	m	%	w	%	<30	%	30-50	%	>50	%
Lauenburg	14	6,28	11	4,93	3	1,35	0	0	4	1,79	10	4,48
Hamburg	4	7,84	2	3,92	2	3,92	1	1,96	2	3,92	1	1,96
Lübeck	0	0	0	0	0	0	0	0	0	0	0	0
2020 total	18	5,79	13	4,18	5	1,61	1	0,32	6	1,93	11	3,54
Lauenburg	18	7,93	14	6,17	4	1,76	8	3,52	7	3,08	3	1,32
Hamburg	13	32,50	4	10,11	9	22,50	1	2,50	8	20,60	4	10,00
Lübeck	5	13,16	5	13,16	0	0,00	1	2,63	2	5,26	2	5,26
2021 total	36	11,8	23	7,54	13	4,26	10	3,28	17	5,57	9	2,95
Lauenburg	15	5,77	11	5,05	4	1,83	3	1,38	6	2,75	6	2,75
Hamburg	6	15,70	0	0,00	6	15,79	1	2,63	5	13,16	0	0,00
Lübeck	4	1	4	9,76	0	0,00	1	2,44	1	2,44	2	4,88
2022 total	25	5,00	15	5,05	10	3,37	5	1,68	12	4,04	8	2,69
Lauenburg	14	6,19	11	4,87	3	1,33	6	2,65	5	2,21	3	1,33
Hamburg	7	20,00	1	2,86	6	17,14	0	0,00	3	8,57	4	11,43
Lübeck	3	7,89	3	7,89	0	0,00	1	2,63	0	0,00	2	5,26
2023 total	24	8,03	15	5,02	9	3,01	7	2,34	8	2,68	9	3,01

401-3-a to e:
Total number of employees
Without entitlement to parental leave according
to gender

	Gesamtzahl	m	w
2020	12	10	2
Lauenburg	8	8	0
Hamburg	3	1	2
Lübeck	1	1	0
2021	7	7	0
Lauenburg	6	6	0
Hamburg	1	1	0
Lübeck	0	0	0
2022	10	9	1
Lauenburg	6	6	0
Hamburg	1	0	1
Lübeck	3	3	0
2023	10	7	3
Lauenburg	5	4	1
Hamburg	3	1	2
Lübeck	2	2	0

401-3-a to e:
Total number of employees,
parental leave by gender

	Gesamtzahl	m	w
2020	8	6	2
Lauenburg	5	5	0
Hamburg	3	1	2
Lübeck	0	0	0
2021	8	7	1
Lauenburg	6	6	0
Hamburg	1	0	1
Lübeck	1	1	0
2022	8	7	1
Lauenburg	5	5	0
Hamburg	1	0	1
Lübeck	2	2	0
2023	10		
Lauenburg	5	4	1
Hamburg	3	1	2
Lübeck	2	2	

Return rate to work and retention rate of employees on parental leave by gender: 100%.

Supplement Key Performance Indicators 2023

403-2a: Type of injuries, injury rate, occupational disease rate, rate of work loss days, absence rate, and work-related deaths of employees (salaried and industrial) with a subdivision according to:

	Type of injuries	Injury rate	Occupational disease rate	m	f
2020					
Lauenburg	11 Injuries of which 10 notifiable* 11 occupational accidents,	3.367 hours downtime * 0,773 % Injury rate	0	11	0
Lübeck	3 Injuries of which 3 notifiable 3 occupational accidents	1.216 hours downtime 1,662% Injury rate	0	3	0
Hamburg	0	0	0	0	0
2021					
Lauenburg	35 Injuries or minor injuries of which 5 notifiable 5 occupational accidents	875,28 hours downtime 1.000 man rate 24,88	0	5	0
Lübeck	12 injuries or minor injuries Of which 2 notifiable 2 occupational accidents	1.236,14 hours downtime 1.000 man rate 60,61	0	2	0
Hamburg	0	0	0		
2022					
Lauenburg	5 accidents, of which 3 notifiable occupational accidents	1164,09 hours downtime 1.000 man rate 13,76	0	3	0
Lübeck	3 accidents, of which 2 notifiable occupational accidents	193,12 hours downtime. 1.000 man rate 48,78	0	2	0
Hamburg	0	0	0	0	0
2023					
Lauenburg	7 accidents of which 2 notifiable occupational accidents and 5 road accidents	1.000 man rate: 9,90	0	2	0
Lübeck	3 occupational accidents of which 2 notifiable	1.000 man rate 57,14	0	2	0
Hamburg	0	0	0	0	0

403-2c: The set of rules used to recorded and report accident statistics: Internal time recording program