



RESPECT FOR ALL THAT SUSTAINS

Sustainability that remains.

FOREWORD FROM THE MANAGEMENT

For us, sustainability is not a trend, but a way of life

Sustainability has long since ceased to be a trend; it is our responsibility, a practical necessity and a fundamental pillar of our business. As a family-run business steeped in tradition with a history spanning over 140 years, Kotányi GmbH has always stood for quality, innovation and treating people and nature with respect.

Spices and herbs are not only an essential component of our products, but also the result of global agricultural work, often carried out in sensitive environmental and social contexts. This gives rise to a particular commitment on our part: creating value with respect.

In a world of growing environmental challenges and societal expectations, it goes without saying that we must present our actions transparently and develop them in a targeted manner. This sustainability report is based on the VSME Standard (Voluntary Sustainability Reporting Standard for non-listed small and medium-sized enterprises) and takes into account the requirements of both the core module and the supplementary module. In doing so, we aim to document how we reconcile environmental responsibility, social justice and corporate diligence.

We have set ourselves ambitious targets: from reducing our CO₂ emissions and expanding the use of renewable energy at our sites, through to promoting fair working conditions in our supply chain and developing sustainable packaging packaging solutions. We view sustainability not as an isolated measure, but as the strategic guiding principle behind everything we do.



We would like to thank our employees, business partners and consumers who are joining us on this journey. Together, we are shaping a future in which quality not only tastes good, but also makes a positive contribution – to people, the environment and society.

As a family-run business, we want to operate in the knowledge that our contribution matters, and to lead our company into a future in which future generations will also find a planet worth living on.

Mag. Erwin Kotányi

For us, sustainable business is more than just a principle; it is an essential part of our identity. We take responsibility for the people we work with and for the natural world from which we source our raw materials. As a company deeply rooted in the world of spices, we know that: Only by acting in harmony with our environment can we ensure quality and enjoyment for future generations too. This requires courage. The courage to break new ground, to question the status quo and to make decisions with an eye to tomorrow. For us, this is not a trend, but a mindset born of conviction, respect and the knowledge that natural flavour can only take root on a healthy planet.

Disclaimer

This report has been prepared to the best of our knowledge and belief. All information is based on the data and information available to the company at the time of writing.

The report is based on the Voluntary Sustainability Reporting Standard for SMEs (VSME Standard), which was published by the European Commission as an official recommendation on 30 July 2025. It does not constitute a legally binding document.

Responsibility for the content lies with Kotányi GmbH.

FOREWORD
TABLE OF CONTENTS
ABOUT KOTÁNYI
VSME B1 C1
VSME B2 C2
VSME B3 C3
VSME B4
VSME B5
VSME B6
VSME B7
VSME C4
VSME B8
VSME B9
VSME B10
VSME B11
VSME C5
VSME C9
VSME C6
VSME C7
VSME C8
INDEX
LEGAL NOTICE

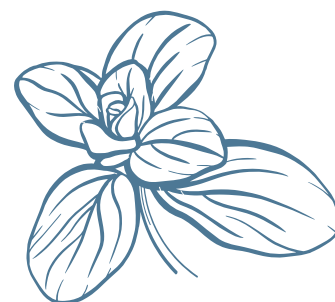
TABLE OF CONTENTS

ABOUT KOTÁNYI	4	B9 CREW: HEALTH AND SAFETY	92
		(VSME B9 Para 41)	
B1 BASIC PRINCIPLES FOR PREPARATION	5	B10 CREW: REMUNERATION, COLLECTIVE BARGAINING AND TRAINING	96
(VSME B1 paras. 24–25 and also C1 para. 47)		(VSME B10 Para 42)	
B2 INITIATIVES FOR THE TRANSITION TO A MORE SUSTAINABLE ECONOMY	35	B11 CONVICTIONS AND FINES FOR CORRUPTION AND BRIBERY	99
(VSME B2 paras 26–28 and also C2 paras 48 and 49)		(VSME B11 Para 43)	
B3 ENERGY AND GREENHOUSE GAS EMISSIONS	47	C5 CREWING: ADDITIONAL GENERAL CHARACTERISTICS	100
(VSME B3 paras. 29–31 and also C3 paras. 54–56)		(VSME C5 Para 59 and Para 60)	
B4 AIR, WATER AND SOIL POLLUTION	61	C9 GENDER DIVERSITY IN THE GOVERNANCE BODY	101
(VSME B4 Para 32)		(VSME C9 Para 65)	
B5 BIODIVERSITY AND CONTAMINANTS	63	C6 RESPECT FOR HUMAN RIGHTS AMONGST ONE’S OWN CREW	101
(VSME B5 Para 33 and Para 34)		(VSME C6 Para 61)	
B6 WATER	68	C7 SERIOUS INCIDENTS RELATED TO HUMAN RIGHTS	102
(VSME B6 Para 35 and Para 36)		(VSME C7 Para 62)	
B7 RESOURCE USE, CIRCULAR ECONOMY AND WASTE MANAGEMENT	73	C8 PARTICIPATION IN ACTIVITIES RELATED TO THE EU REFERENCE BENCHMARK	103
(VSME B7 Para 37 and Para 38)		(VSME C8 Para 63 and 64)	
C4 MANAGING CLIMATE RISKS	84	INDEX	104
(VSME C4 Para 57 und Para 58)			
B8 CREWING	89	IMPRINT	108
(VSME B8 Para 39 and Para 40)			

ABOUT KOTÁNYI – AN AUSTRIAN FAMILY-RUN BUSINESS WITH A LONG TRADITION

Kotányi GmbH is an Austrian family-run business and a strong international brand in the spice sector. From its headquarters in Wolkersdorf in the Weinviertel region, the family business not only produces for the Austrian market but also supplies 35 countries worldwide with all kinds of spices.

We are proud of our long-standing tradition. We have been active in the international spice market with creativity and passion since 1881. We expand our range every year and have significantly increase the number of satisfied customers in recent years.



“ Out of respect for the next generation and for what sustains us, we are convinced that we need to work together harmoniously, guided by responsibility, foresight and genuine commitment. Day after day, we see how strongly people are committed to social justice and protecting the environment. This awareness strengthens our resolve. For us, sustainability is not an option, but a corporate responsibility. We, too, want to do more. We want to listen, seek dialogue and, together with our staff, consumers, suppliers and partners, forge a path that leaves a lasting mark. A path that combines quality with responsibility and lays the foundations for a future worth living.

Mag. Erwin Kotányi



“ The demands placed on businesses are increasing; more than ever, consumers are questioning where products come from, under what conditions they are manufactured and what environmental footprint they leave behind. Younger generations in particular are calling for transparency, fairness and climate protection – and rightly so. We take these expectations seriously and are working consistently to make our processes more resource-efficient, to assume social responsibility throughout our supply chains, and to engage in active dialogue with all stakeholders. For us, sustainable action begins where decisions are made: in the day-to-day running of our production, in the selection of our raw materials, and in the way we conduct our business.

Mag.^a Elisabeth Voltmer

B1 BASICS FOR THE PREPARATION

(VSME B1, paragraphs 24 and 25, and also C1, paragraph 47)

REPORTING FRAMEWORK, COMPANY PROFILE AND FOCUS AREAS

1. GENERAL INFORMATION ON REPORTING

1.1 HOW THE OMNIBUS PROPOSAL HAS CHANGED OUR REPORTING

We have already been working intensively on transitioning and adapting our reporting to meet the requirements of the Corporate Sustainability Reporting Directive (CSRD). However, the EU Commission’s Omnibus Proposal has changed the situation for us: Kotányi GmbH is no longer subject to mandatory CSRD reporting until further notice, and we are currently operating on a voluntary basis.

Even under these circumstances, however, our standards and our approach remain unchanged. We are committed to transparency, providing guidance and a clear, long-term sustainability strategy.

For this reason, we have decided to prepare our sustainability report based on the VSME standard (basic module and supplementary module), whilst keeping a close eye on regulatory developments. In uncertain times in particular, predictability and reliability come even more into focus. As a family-run business, we prioritise longterm planning certainty in order to make the best possible use of our resources and to manage strategic developments effectively over many years.

We are reducing our use of fossil fuels, promoting the circular economy, conserving resources and using materials more efficiently. In logistics, we will be placing greater emphasis on electric mobility in future. In doing so, we are building on the commitment of our employees and foster a supportive, stimulating, inclusive and performance-oriented working environment.

1.2 REPORTING FRAMEWORK

Information	Description
Reporting standard	VSME – Voluntary Sustainability Reporting Standard for non-listed SMEs (EFRAG, 2025 version); Core Module (B1–B11) and Supplementary Module (C1–C9)
Scope of reporting	Individual reporting – exclusively Kotányi GmbH, Austria. International subsidiaries are not covered by this report.
Reporting period	Financial year 2025 (1 January 2025 – 31 December 2025), with comparative data for 2024 and previous years, where relevant.
Reporting cycle	Annual. The report originally scheduled for 2024 was suspended as part of the transition to the CSRD. This is our first report in accordance with VSME.
Omissions	None. No information has been omitted on grounds of confidentiality or sensitivity.
External audit	Quality Austria Certification GmbH – onsite compliance audit based on a checklist drawn up during preliminary discussions
Link to the annual financial statements	The reporting period corresponds to the financial year of the audited annual accounts; quantitative information has been reconciled with the annual accounts as far as possible.

Tab. 1: Reporting framework in accordance with VSME B1 para. 24 (a)–(d)

In this sustainability report, we disclose where we stand, what we have set out to do and what we aim to achieve. The data included in this report relates primarily to Kotányi GmbH in Austria and our sites in 2120 Wolkersdorf in the Weinviertel region. However, we have set ourselves the clear objective of including all countries in which we have sales offices within the scope of the report in the coming years. This report was audited on 29 July 2026 by Quality Austria Certification GmbH and validated on-site for compliance with the requirements of the VSME (basic and supplementary modules) on the basis of a checklist drawn up during preliminary discussions.



Abb. 1: Declaration of Validity and Audit Certificate

1.3 WHAT HAS PARTICULARLY INSPIRED US DURING THE REPORTING PERIOD

We have further developed our sustainability work on several levels:

- » For the first time, we have systematically analysed the issues that are material to us in accordance with the principle of double materiality (see Chapter 10 VSME B1).
- » Our sustainability officers have been trained as certified ESG managers.
- » We have made targeted investments in expanding e-mobility at our site.

Apart from this, there have been no significant changes with regard to the scope and boundaries of the report.



2. KEY FIGURES AND TARGETS AT A GLANCE

(VSME B2 Para 26 (a) and (d))

The following overview sets out our strategic sustainability targets alongside current key figures. Detailed information can be found in the relevant sections.



Thematic area (VSME)	Target	ACTUAL 2024	ACTUAL 2025	TARGET 2026
Energy (B3)	Phase-out of fossil fuel-based heat generation by 2035 and an annual reduction in specific energy consumption (–1 % per tonne produced). There is deliberately no absolute reduction target for Scope 1+2 emissions, as the process-related CO ₂ from pressure fumigation is essential for food safety and can only be avoided to a limited extent (see C3).	823.02 t CO ₂ e	1027,12 t CO ₂ e	Kein absolutes Reduk-tionsziel – hard-to-abate Prozess-CO ₂ (siehe C3) ¹
	Reduction in electricity consumption per tonne produced by 1% per annum	100,3 kWh	105,0 kWh	103,9 kWh
	Phase-out of fossil fuels. Current share of energy from renewable sources as a proportion of total energy consumption	72,6 %	73,6 %	75 %
	Development of a robust energy monitoring tool	—	—	Beginn 2027 – vollständige Implementierung bis 2030
Biodiversity (B5)	Increasing the proportion of products containing raw materials from organic farming in total production	0,316 %	0,320 %	≥ 0,35 %
	Proportion of palm oil-free proprietary formulations in the product portfolio	100 %	100 %	100 %
	Proportion of products containing palm oil out of total units sold (Kotányi GmbH AT) ²	0,47 %	0,45 %	≤ 0,41 %
Water (B6)	1 tree per 100 m ² of newly sealed area	—	200 shrubs + 200 trees planted, even though there was no new sealing	Erfüllung der Mindestanfor-derung gemäß Zielvorgabe
	Water extraction in m ³ per 1,000 units of finished goods	0,023	0,025	< 0,023
	At least one project per year to reduce water consumption in the supply chain (new from 2026)	—	—	≥ 1
Circular economy (B7)	Reduction in waste volume by waste type, measured by the specific total waste intensity in kg per 1,000 finished articles produced	3.15 kg/1,000 units	3.26 kg/1,000 units	≤ 3,15 kg/1.000 Stk.
Workforce (B8)	Reduction in staff turnover in Austria (departures in headcount/average head-count)	16.07% (22 women/35 men)	17.94% (28 women/40 men)	<16 %
	Increase in staff satisfaction (baseline 2022: 81.23% overall). The survey is conducted every three years.	-	87.50% white-collar workers 83.84% manual workers	mprovement compared with 2025

¹ The system boundary and calculation methodology for Scope 1 and Scope 2 are identical for 2024 and 2025..

² Products manufactured in-house and purchased products (roasted onions)

Subject area (VSME)	Objective	Current situation 2024	ACTUAL 2025	TARGET 2026
	Maintaining and promoting the physical and psychosocial health of staff (bringing the number of sick days in line with the Austrian average) Average number of sick days per year	16.72 in total 22.08 manual workers 9.14 white-collar workers	15.46 in total 21 manual workers 7.08 white-collar workers	Below the Austrian average (according to the WIFO Absenteeism Report)
	Promoting the wellbeing and health of people in our supply chain (within our sphere of influence)	-	-	Launch in 2026 (with satisfaction survey)
	Achieving zero workplace accidents (lost hours)	38 reported, of which 8 were subject to mandatory reporting under AUVA	39 reported, of which 11 were subject to mandatory reporting under AUVA	0
	We aim to promote skills and knowledge so that we can tackle new challenges as effectively as possible (number/participation in external training programmes in relation to the number of employees and budget; average number of external training hours per employee)	2.38 external hours per female employee 2.77 hours per male employee	2.75 external hours per female employee 3.33 hours per male employee	≥3.0 external training hours per employee on average across the company (maintain or slightly increase the 2025 level) whilst reducing the gender gap
Verurteilungen und Geldstrafen für Korruption und Geldwäsche	No breaches of the CoC or legal obligations	0	0	0
Konsument*innensicherheit	No justified regulatory complaints regarding food safety that have led to a warning or conviction	0	0	0
Produktkennzeichnung	No valid regulatory complaints during the reporting period regarding product labelling that have led to a warning or conviction	0	0	0
Nachhaltige Lieferant*innen	100 per cent of newly approved strategic suppliers confirm compliance with the defined SEDEX SMETA core criteria (ETI Base Code requirements)	100 %	100 %	100 %
	100% of newly approved suppliers confirm compliance with the environmental criteria of the ETI Base Code requirements (4-Pillar SMETA)	100 %	100 %	100 %

Tab. 2: Overview of key figures for our strategic sustainability targets



3. KOTÁNYI – A BRAND WITH OVER 145 YEARS OF SPICE TRADITION

(VSME C1 Para 47)

3.1 OUR HISTORY

Janós Kotányi, born in Szeged in 1858, came to Vienna as a 14-year-old, where he began an apprenticeship as a spice merchant. He recognised early on the potential of high-quality Szeged paprika, which was virtually unknown in Vienna at the time. By founding a paprika mill in Szeged in 1881, he laid the foundations for today’s company. There, he processed paprika from his own crops according to a recipe he had developed himself.

Initially, the range was limited to 18 spices – a modest start. But in 1884, Janós realised his dream and began exporting Szeged paprika to Vienna. He opened his first shop on Döblinger Hauptstraße. His entrepreneurial spirit and innovative drive continue to shape our business to this day and are carried forward by his great-grandson, Mag. Erwin Kotányi, who leads the company in its fourth generation with dedication and vision.

As a family-run business, our enthusiasm for the multifaceted world of spices has earned us an international reputation: a success we look back on with pride. Kotányi is now one of the leading spice brands in over 35 countries. The secret to our success? A deep passion for spices, uncompromising quality standards, customer-focused service, a spirit of innovation and a keen understanding of consumers’ needs.

Today, our company employs 663 staff across the group (as of December 2025) and offers a wide-ranging product range, extending from individual spices, herbs and spice blends to seasoned salts, vin-

egars, oils, spice pastes, cooking and baking aids, and right through to salts, soup seasonings and dessert powders – for households, the catering trade, industry and bulk buyers. In 2026, we will celebrate our 145th anniversary: a milestone in our long and rich history.

3.2 OUR PRODUCTS AND BRANDS (VSME C1 Para 47 (a)–(c))

Kotányi’s strengths lie primarily in the refinement, processing and international distribution of high-quality spices, herbs and finely balanced spice blends. In addition to our long-established flagship brand KOTÁNYI, the Orient and Horváth Rozi brands are also part of the group.

Sortimentskategorie	Umfang
Individual spices, herbs, spice blends	around 350 different spices and herbs
Spice blends, seasoned salts, prepared mixes	more than 400 blends
Total portfolio distributed internationally	around 4,500 products

Table 3: Scope of our product portfolio

Kotányi products can now be found on almost every continent, whether in a secluded ski chalet in the Austrian Alps, a beach bar on the Croatian coast or a beach club in Brazil. Wherever people cook with passion, Kotányi is at home. We supply wholesalers and retailers, as well as the food processing industry, both directly and indirectly. Through our online sales channels (primarily our own online shop, which focuses on Austria, and Amazon, which focuses on the German market), consumers can also purchase a selected range of products directly.

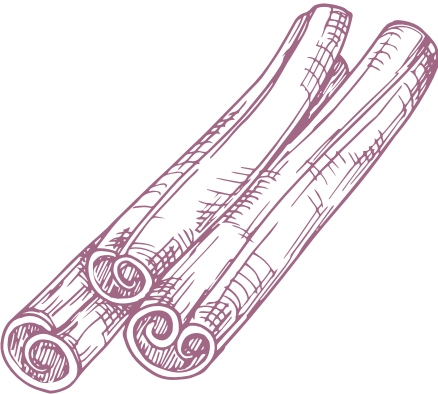
3.3 OUR MOST VALUABLE RAW MATERIALS – HERBS AND SPICES FROM AROUND THE WORLD

Every year, we process around 15,000 tonnes of raw materials. In terms of volume, pepper and paprika account for the largest share.

Raw material category	Annual quantity
Herbs and spices (mainly pepper and paprika)	approx. 11,000 t
Table salt in various grades	approx. 3,000 t
Additives, baking ingredients, natural flavourings	approx. 1,000 t
Total volume	approx. 15,000 t

Table 4: Annual raw material volume at Kotányi GmbH

We source our herbs and spices from around the world, as raw materials such as vanilla, nutmeg, cinnamon and pepper cannot be grown locally due to climatic conditions. Global supply chains present challenges in terms of transport emissions, differing regulatory frameworks and varying hygiene standards.



 GOOD TO KNOW:

To ensure a product range that meets market demands and unconditionally fulfils the high standards of food safety, more than 70 per cent of our raw materials are currently subjected to gentle steam sterilisation based on a comprehensive risk analysis. In this physical sterilisation process, critical microorganisms are reliably killed by saturated steam without chemical additives, under controlled temperature, pressure and duration. There are no residues in the product, and its natural properties – such as aroma, colour and value-determining constituents – are largely preserved. Spices and herbs in particular, which usually grow close to the ground and often come from regions with less stringent hygiene standards, are microbiologically vulnerable. Through targeted steam sterilisation – which in many cases already takes place in the region of origin or at specialist partners in Austria, Hungary and Germany – we not only avoid customer complaints but also reduce the likelihood of product rejections and associated product recalls, which are accompanied by transport emissions and significant food loss. Although this process is cost-intensive, we regard it as an indispensable investment in quality, safety and sustainability, which has a positive impact on both security of supply and our climate and sustainability targets.

3.4 OUR PACKAGING MATERIALS

In the interests of sustainability, we avoid, as far as possible, packaging materials that cause environmental impact, or demonstrably reduce their use.

Our packaging strategy follows a clear principle: ambitious targets must be underpinned by realistic, verifiable measures. Through the use of recycled materials, a switch to recyclable materials, external analyses and long-term innovation work, we are taking concrete steps to further develop packaging in line with the principles of the circular economy.

Spices and herbs are naturally sensitive to light, moisture and oxygen. Many raw materials are hygroscopic or contain volatile aroma compounds which rapidly lose their intensity if protection is inadequate. The requirements for barrier properties, material stability and closure systems are correspondingly high. Packaging adjustments are therefore made exclusively on the basis of comprehensive material tests, product-specific analyses and quality-assuring test procedures.



4. OUR LOCATIONS AND OWNERSHIP STRUCTURE

4.1 HEAD OFFICE AND PRODUCTION SITES

With the exception of traded goods (externally manufactured products such as vinegars and oils) and a few outsourced processing operations, our products are exclusively refined and packaged at our main site in Wolkersdorf.

Location	Description	Function	Coordinates
Head office	Johann-Galler-Straße 11, 2120 Wolkersdorf im Weinviertel	Production, administration	48.3740654,16.5104873
Logistics centre	Johann-Galler-Straße 24, 2120 Wolkersdorf im Weinviertel	Logistics	48.3686373,16.5115394
Third-party wa- rehouse (rented)	Wiener Straße 45, 2120 Wolkersdorf im Weinviertel	Warehouse (since December 2025)	48.3760327,16.5091929

Tab. 5: Standorte der Kotányi GmbH (VSME B1 Para 24 (e)(vii))

4.2 NACE CLASSIFICATION

ÖNACE-Code	Description	Function
A 10.84-0	Manufacture of condiments and sauces	Main activity
G 46.37-0	Wholesale trade in coffee, tea, cocoa and spices	Secondary activity

Table 6: NACE classification (VSME B1 Para 24 (e)(iii))

4.3 OWNERSHIP STRUCTURE AND LEGAL FORM

Details	Value
Company	Kotányi GmbH
Legal form	Limited liability company (legal entity, Austrian law)
Company register number	FN 81156 y
Registered office	2120 Wolkersdorf im Weinviertel, Österreich
Owner	100 % Kotányi Holding GmbH, Austria
Owner of the holding company	100% Kotányi family (private foundation)

Tab. 7: Grunddaten der Kotányi GmbH (VSME B1 Para 24 (e)(i) und (vi))



4.4 SIZE AND KEY FINANCIAL FIGURES

Key figure	2024	2025
Employees at Kotányi GmbH (Austria, as at 31 December)	356	387
Proportion of women at Kotányi GmbH Austria	43 %	47 %
Turnover at Kotányi GmbH (Austria)	138.100.000 €	150.800.000 €
Total assets of Kotányi GmbH (Austria)	90.900.000 €	91.700.000 €

Table 8: Key financial figures for Kotányi GmbH (VSME B1 para. 24 (e)(iii)–(v))

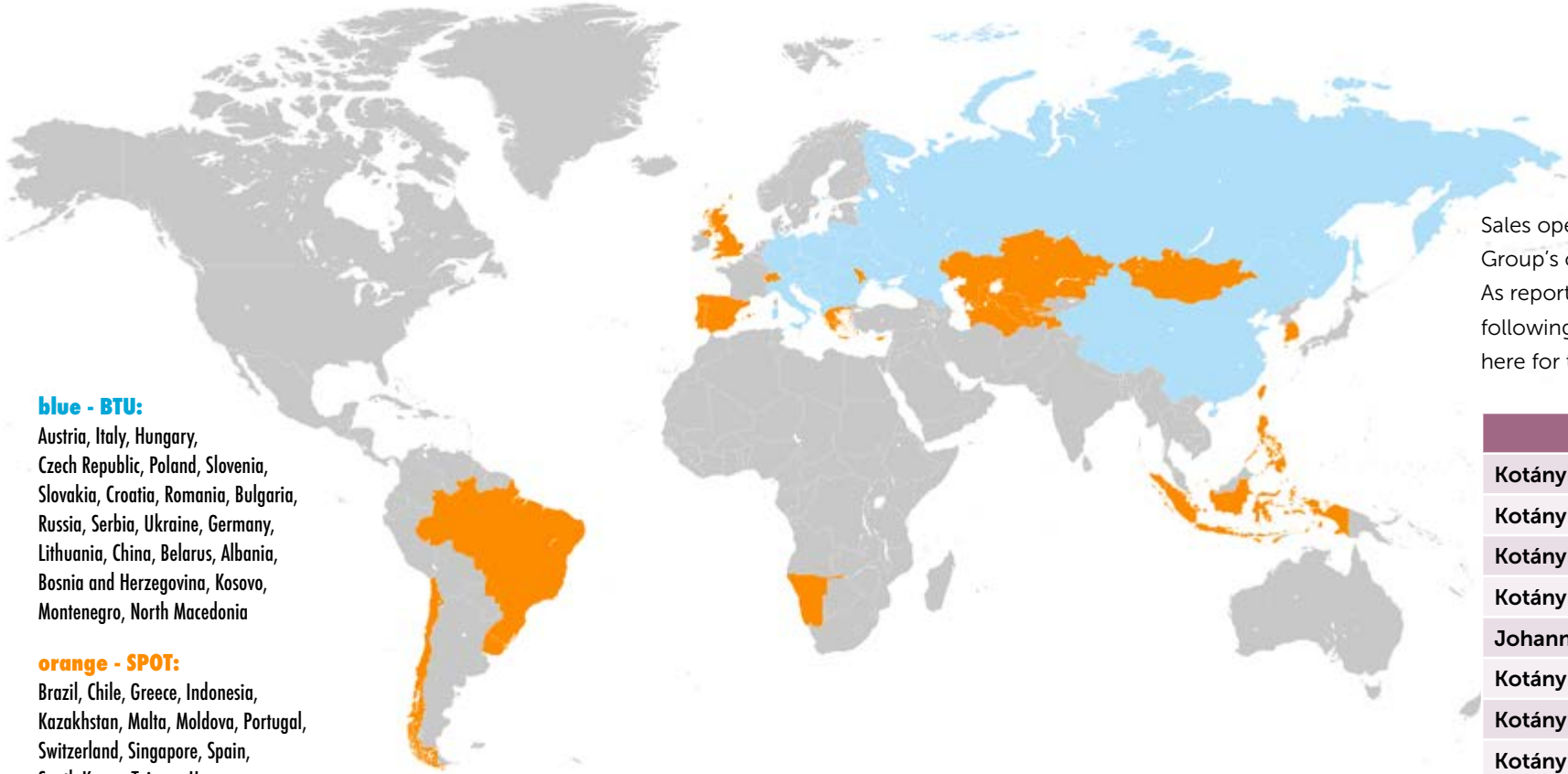


NOTE:

For context: Group figures for Kotányi Holding GmbH (not covered by this report): Turnover in 2025: €201.9 million; balance sheet total in 2025: €114.1 million. The Kotányi Group employs around 663 staff worldwide, of whom 387 are in Austria and around 276 in international subsidiaries.

4.5 INTERNATIONAL PRESENCE

Kotányi GmbH is a globally active company with an export share currently exceeding 70 per cent. Its focus is on Central and Eastern Europe, supplemented by activities in South America and Asia. Kotányi GmbH is currently represented in over 35 countries through its own branches or via local distribution partners.



blue - BTU:

Austria, Italy, Hungary, Czech Republic, Poland, Slovenia, Slovakia, Croatia, Romania, Bulgaria, Russia, Serbia, Ukraine, Germany, Lithuania, China, Belarus, Albania, Bosnia and Herzegovina, Kosovo, Montenegro, North Macedonia

orange - SPOT:

Brazil, Chile, Greece, Indonesia, Kazakhstan, Malta, Moldova, Portugal, Switzerland, Singapore, Spain, South Korea, Taiwan, Uruguay, Uzbekistan, Cyprus, Namibia, the Philippines, the United Kingdom, Mongolia, Tajikistan, Turkmenistan

Fig. 2: Countries of primary business activity



Sales operations in these countries are managed partly through the Group’s own subsidiaries and partly through representative offices. As reporting is carried out on an individual basis (see Section 1.2), the following subsidiaries are not covered by this report. They are listed here for the information of stakeholders:

Firmenname	Firmensitz
Kotányi Hungaria Kft	Budapest, HU
Kotányi spol. s.r.o	Prague, CZ
Kotányi Polonia spol. z.o.o.	Warsaw, PL
Kotányi d.o.o.	Ljubljana, SI
Johann Kotányi s.r.o.	Bratislava, SK
Kotányi d.o.o.	Zagreb, HR
Kotányi Condimente s.r.l.	Bucharest, RO
Kotányi GmbH	Kaufbeuren, DE
Kotányi OOO	Moscow, RU
Kotányi Italia GmbH	Bolzano, IT
Kotányi Shanghai Co. LTD.	Shanghai, CN

Table 9: Subsidiaries of the Kotányi Group

5. OUR VALUE CHAIN – IN HARMONY WITH NATURE

As processors of herbs and spices, we have a particularly close connection with nature as the source of our raw materials. Our value creation begins where the fundamental basis of human life is to be found. We regard nature as a silent partner whose role as a driver of growth ensures our economic success, to the extent that its components are protected and preserved.

5.1 OUR SUPPLIER STRUCTURE

When it comes to sourcing raw materials and packaging, we act. We operate within an international network that currently comprises over 170 qualified suppliers. These partners have been selected on the basis of strictly defined criteria. One of the prerequisites for working with new partners is compliance with the standards of the ETI Base Code (4-Pillar SMETA), which are verified as part of our approval process.

The majority of our raw materials do not come directly from farms, but are sourced via specialist processors and traders who are responsible for ensuring compliance with our quality and sustainability requirements.

Furthermore, we involve external partners in other areas of our value chain. These include Austrian agencies that support us with marketing, shelf management and IT support, as well as regional service providers ranging from pest management and waste disposal to accredited testing laboratories in Austria and Germany, and specialists who carry out outsourced processes such as the fumigation of our raw materials.

Wherever possible, we consciously prioritise partners from the region in order to strengthen local structures and promote sustainable cooperation.

5.2 STAGES OF OUR VALUE CREATION

We view value creation as a holistic process that extends from sowing to disposal.

Stage	Content and responsibility
Cultivation and harvesting	Collaboration with long-standing partners and upstream suppliers to create optimal conditions for the growth and harvest of the spice crops.
Refining and processing	Multi-stage cleaning, grinding, crushing or blending at our site in Wolkersdorf. Modern technologies to meet strict quality requirements.
Packaging	Careful selection of packaging to ensure safe and hygienic transport to retailers. Strict requirements regarding barrier properties and closure systems.
Distribution	Our subsidiaries manage targeted transport to the respective markets. Together with our retail partners, we bring our spices to the shelves of the industrial, retail and catering sectors.
Consumption and disposal	Supporting consumers through transparent information – e.g. specific instructions on how to recycle our spice mills correctly on @kotanyi.official (Instagram).

Table 10: Stages of the Kotányi GmbH value chain

The Kotányi value chain

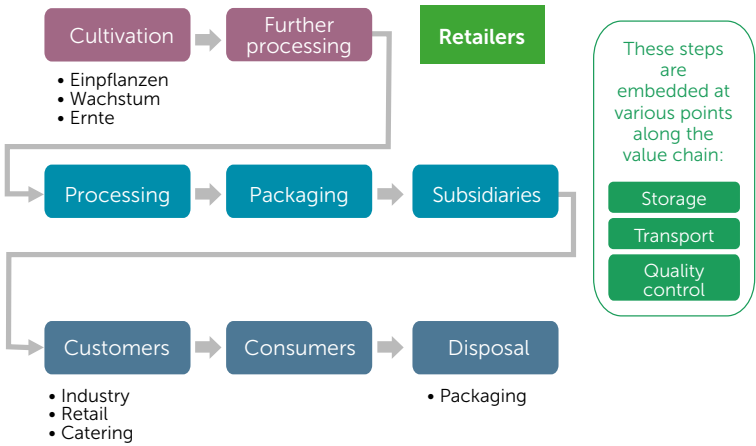


Fig. 3: The company's value chain

Key processes such as storage, transport and quality controls are firmly integrated throughout the entire value chain. These steps ensure efficiency and product safety, and reflect our understanding of responsibility towards people and the environment. By continuously optimising these processes, we combine our quality standards with resource-conscious practices.

We also aim to improve in the areas of logistics and procurement. In close consultation with our customers, we are constantly optimising the height of our pallets to consistently avoid empty space during transport and maximise the utilisation of transport capacity. In packaging too, we ensure that transport and outer cartons are sized efficiently, thereby reducing unnecessary filling material and unused volume.

ABOUT KOTÁNYI

VSME B1 C1

VSME B2 C2

VSME B3 C3

VSME B4

VSME B5

VSME B6

VSME B7

VSME C4

VSME B8

VSME B9

VSME B10

VSME B11

VSME C5

VSME C9

VSME C6

VSME C7

VSME C8

INDEX

LEGAL NOTICE

Outer cartons from staff orders and transport cartons are collected and sent for reuse.

Furthermore, in 2025 we specifically refined our shipping packaging and switched to a modern ‘flash-floor’ design. This innovative solution enables the cartons to be assembled much more quickly and ergonomically, thereby significantly increasing efficiency in our packaging process. At the same time, the new packaging stands out thanks to its reduced weight. This has enabled us to significantly reduce material usage without compromising on stability or product protection. The result is a measurable contribution to environmental protection: this change saves us around 4.8 tonnes of cardboard annually.

Preventive quality assurance is particularly important to us right from the raw materials procurement stage, in order to avoid returns as far as possible: procurement is carried out on the basis of approved reference samples or purchase samples. Where possible, we have critical batches sampled by independent bodies and examined by accredited testing institutes as soon as they arrive at the port.

5.3 OUR FELLOW HUMAN BEINGS IN THE VALUE CHAIN – WE WANT TO BE THERE FOR PEOPLE

For us, corporate responsibility means being there for the people around us whilst also playing a responsible part in shaping the future for coming generations. Out of respect for what sustains us, we act honestly, transparently and consistently – every single day.

5.3.1 UNITY AND EQUALITY WITHOUT COMPROMISE

We do not view food safety and product quality as minimum requirements, but as the non-negotiable foundation of our actions. This standard applies without exception to all the markets we supply. In the spirit of unity and equality,

we ensure that our products meet the same quality, safety and legal standards worldwide, regardless of the country of sale or regulatory environment. We systematically rule out any compromises on quality or safety.

For us, the following applies without compromise: the same quality and the same safety must be guaranteed, regardless of the country to which we supply our products under the Kotányi brand. The same high standards apply to these products worldwide. The country of origin, the sales market or regulatory differences do not alter our understanding of quality. Whatever leaves our premises must meet the same requirements everywhere, because for us, quality and food safety know no boundaries.

5.3.2 COMPLIANCE WITH LEGAL REGULATIONS TO ENSURE PRODUCT SAFETY

Decades of experience, specialist expertise and the responsible use of natural resources shape our day-to-day operations. Our carefully selected herbs and spices are thoroughly inspected at our site in Wolkersdorf in the Weinviertel and responsibly processed into high-quality products.

That is what our name and our brand stand for.

To ensure the safety, quality and legality of our products at all times, we have implemented a comprehensive quality, environmental and food safety management system. This system is continuously developed and strengthened each year through investment in testing, analysis and training. Raw materials, semifinished products and finished products are systematically inspected both internally and by external, independent testing bodies.

As part of our duty of care, we ensure that our products and packaging do not possess any properties that could adversely affect the health of our consumers. From the careful selection of our suppliers, through strictly regulated hygiene and quality requirements

throughout the entire manufacturing and storage process right through to delivery to our customers, we adhere to clearly defined standards. Our processes are certified to IFS Food, ISO 9001 and ISO 14001 and are regularly audited.

Particularly with natural products such as spices, the quality of the raw materials is crucial; selection and testing are our top priorities. In addition to commissioning external, independent testing institutes, we carry out further extensive analyses in our in-house laboratory to identify risks at an early stage and systematically eliminate them. The effectiveness of our measures in practice is also evident from the results of official food inspections: in recent years, including the 2025 reporting period, numerous products have been inspected by the authorities. At no point has there been a conviction in any administrative or criminal proceedings. This result confirms our high quality standards and is something of which we are justifiably proud.

5.3.3 CONSUMER-FOCUS AND CONTINUOUS IMPROVEMENT

In developing our recipes, we take into account current social developments as well as new findings from science, technology, medicine and healthcare. Our natural products reflect the expectations and needs of our consumers. We are aware that they are more than just food: they stand for trust, enjoyment and responsibility. During the reporting period, there were no fines, warnings or legally binding convictions relating to product safety or consumer protection.



5.3.4 LEGAL CERTAINTY, TRANSPARENCY AND RESPECT

Fair advertising and legally compliant, transparent product labelling are a matter of course for us. We are committed to providing truthful, verifiable and comprehensible information and reject any form of misleading practice. We are committed to ensuring that our products comply with the applicable labelling regulations in all countries to which we supply.

The information on our packaging – ranging from ingredients and instructions for use to nutrition claims – is intended to enable safe and informed use. We take great care to ensure that we do not make any misleading, impermissible or unverifiable statements. Sexist content, disrespectful depictions of people or animals, and advertising specifically aimed at children are incompatible with our values.

Our consistent implementation of these principles is also evident in practice: in recent years, there have been no justified regulatory complaints regarding labelling or advertising that have led to warnings or convictions.

5.3.5 SOCIAL SUPPORT

As a long-established family business with strong roots in our region, it is very important to us to actively fulfil our social responsibility and support people facing challenging life situations. As an internationally active brand with a strong awareness of our social role, social engagement forms part of our comprehensive approach to sustainability.



In 2025, we continued our social engagement in a targeted manner and supported the following initiatives, amongst others:

- » Licht ins Dunkel: As a major donor, we participate in this long-standing campaign, which enables wide-ranging social aid projects throughout Austria.
- » Caritas – Ein Funken Wärme: Our donation benefits those who, due to rising living and energy costs, need support to get through the cold season.
- » Gruft Wien and Neunerhaus: Both organisations work to support homeless and socially disadvantaged people in Vienna. They provide medical care, counselling and accommodation, and, in our view, make an important contribution to greater dignity and security.
- » Katholische Jungschar: Through this support, we help to fund children’s and youth projects, as well as the annual Sternsinger campaign, which enables aid projects in over 500 regions worldwide.
- » Local initiatives: In addition, we provide targeted support to a wide range of smaller associations and aid organisations in our immediate vicinity, such as schools, sports clubs and regional social institutions.

This commitment demonstrates that, for us, social responsibility extends beyond our core business and has a tangible impact where people are in need of help, whether through direct support, the promotion of initiatives for children and families, or collaboration with social organisations.

6 SIGNIFICANT CHANGES IN ORGANISATION AND THE VALUE CHAIN

6.1 A LOCATION COMMITTED TO QUALITY AND REGIONAL IDENTITY

Since 1989, the heart of Kotányi has been beating strongly in Wolkersdorf in the Weinviertel. Back then, we relocated our corporate headquarters and production facilities from Vienna to the region; ever since, we have been producing exclusively here, in the heart of Lower Austria. What began as a bold move is now a clear commitment to regional roots, reliability and sustainable growth. For us, Wolkersdorf is more than just a location. It is the place where ideas are born, responsibility is put into practice and quality takes shape. Clear lines of responsibility, excellent expertise and structured processes form the foundation of our daily work and ensure the standards on which our partners and customers worldwide rely. With an annual processing volume of around 15,000 tonnes of raw materials from a wide variety of countries of origin, our plant forms a central hub in our international value chain. To ensure a high level of food safety and our defined quality standards in the future too, we are continuously investing in infrastructure and technology. Between 2023 and 2025, we invested around 9 million euros in the expansion and modernisation of our site. Particular emphasis was placed on the technological renewal of key operational systems. As part of this, a new generation of energy-efficient compressed air compressors was implemented, amongst other measures. We have also installed a state-of-the-art heat recovery system, which utilises existing thermal potential and thus helps to reduce overall energy consumption.

6.2 PRODUCTION MODERNISATION AND DIGITAL TRANSFORMATION

Significant measures were also implemented in the production area: the acquisition of a new flat-bag packaging line and a modern tubular bag machine has optimised processes, reduced material usage per packaging unit and increased production flexibility. In addition, new carton erector machines support more efficient packaging processes and contribute to the material-efficient use of resources. As part of the digitalisation drive, comprehensive serialisation solutions have been introduced for both hardware and software. These enable more precise traceability, increase transparency within the supply chain and support process reliability. New industrial trucks (forklift trucks) and further investments in the operational area round off the package of measures. They help to make internal logistics processes more efficient and to optimise the use of energy and resources in internal transport. Targeted investments were also made in the further development of our IT infrastructure. Between 2023 and 2025 alone, over 900,000 euros were spent on expanding and modernising IT systems. In doing so, we are strengthening our digital capabilities and laying the technological foundations for data-driven, efficient processes. We systematically incorporate resource efficiency criteria into our investment decisions. New systems and solutions are also assessed on the extent to which they can help reduce resource consumption – for example, by cutting down on paper-based processes, optimising data flows or enabling more precise control of production and administrative processes. A key focus, with an investment of around 700,000 euros, was on modernising and upgrading our existing IT infrastructure. By using durable components and carrying out regular maintenance and servicing, we aim to extend the service life of our systems to extend their lifespan. This supports the aim of reduc-

ing the need for new purchases and minimising the environmental impact associated with the hardware. A further 200,000 euros was invested in expanding our IT capacity and introducing new software solutions. These measures help to make workflows more efficient and to optimise the associated use of energy and resources at the process level.



7 PREVENTION AND RISK MANAGEMENT

At Kotányi, prevention is at the heart of everything we do – not only in the context of food law as a key component in ensuring product quality, legal compliance and safety, but also with regard to the protection of our employees and the environment. Our actions are based on a company-wide Integrated Management System, which we actively implement, continuously improve and have regularly audited externally by independent certification bodies.

7.1 OUR CERTIFICATIONS

Certification	Scope	Certification Body
IFS Food	Food safety	Quality Austria Certification GmbH, COID 3788, valid until 24 May 2027
ISO 9001	Quality management	Quality Austria Certification GmbH, registration number: Q-03310/0; valid until 19 September 2026
ISO 14001	Environmental management	Quality Austria Certification GmbH, registration number: U-044530/0; valid until 15 September 2027
EC Organic Regulation	Organic products	Austria Bio Garantie GmbH (AT-BIO-301), valid until 31 January 2027
HALAL	Part of the range (since 2019)	Halal Quality Control BV Netherlands, Cert. No: AT10110100659, valid until 12 November 2026

Table 11: Certifications and labels (VSME B1 Para 25)

7.2 STRUCTURED RISK MANAGEMENT

Through forward thinking, we aim not only to be prepared for risks, but also to identify opportunities at an early stage and capitalise on them in a targeted manner. As an internationally active food company, we face not only product-specific challenges but also global economic and political challenges. Current risk factors range from rising raw material prices, energy and transport costs, through to supply bottlenecks and skills shortages, as well as legislative changes, currency fluctuations, the impacts of climate change, natural disasters and geopolitical conflicts. To address these developments effectively, we rely on structured risk management. Central to this is a systematic risk assessment that identifies and evaluates potential sources of risk and makes them manageable. At the same time, we focus on actively harnessing positive effects and specifically promoting our business strengths.

Climate change is not only a global challenge; it also poses a very real threat to the very foundations of our economic activity. To be able to assess the resulting risks thoroughly, we have carried out a comprehensive climate risk analysis. The results are presented in Chapter C4.

Our aim: to identify risks at an early stage, take effective counter-measures and make our company more resilient. Climate adaptation will require even more strategic attention and resources in future than is already the case. We regard the resulting measures as an essential investment in the future viability of our company, with a clear vision, sound planning and an open-minded approach to what lies ahead.

As a company closely linked to agricultural supply chains, natural resources and global markets, we are affected in many ways by environmental, social and societal developments, whilst at the same time influencing them through our actions. In order to in a structured manner, we have also carried out a dual materiality analysis. This complements our traditional risk management with a second

perspective: on the one hand, we examine which sustainability issues present financial opportunities and risks for our company (financial materiality), and, on the other hand, what impacts our business activities have on people and the environment (impact materiality).

The interplay of these perspectives provides a comprehensive picture of the issues that are truly relevant to sustainable corporate governance. Further details can be found in Chapter 10 of VSME B1.



8 OUR VALUES, VISION AND STRATEGIC DIRECTION

8.1 OUR VISION AND MISSION SHOW THE WAY FORWARD

(VSME C1 Para 47 (d))

They set the direction that guides us at every level, from senior management right down to every single team member. As a family-run business, we live by our values: creativity, passion, entrepreneurship and a sense of family. Our corporate culture is characterised by short decision-making processes and genuine team spirit. Our strategy and the objectives derived from it are transparent to everyone in the company, because only together can we achieve what we have set out to do with our visionary approach: with a pioneering spirit and innovative drive, we are committed to sustainable growth – in an exceptional and forward-looking way. Our mission remains our driving force:

OUR MISSION:

Cooking with inspiration. Living with passion. Herbs and spices have been our passion since 1881. We inspire people to cook creatively, thereby bringing culinary pleasure into their lives.

OUR VISION:

With passion and a pioneering spirit, we will become the leading spice brand in each of our markets and achieve exceptional and sustainable growth through our innovative strength.

What began in 1881 with János Kotányi and paprika has developed into a global passion for fine herbs and spices. Then as now, we inspire people to cook with creativity and individuality, bringing joy and passion into everyday life.

All over the world, taste and enjoyment are shaped by regional traditions. This is precisely our mission: we aim to deliver the very best flavour. Our diverse range now comprises around 4,500 products, tailored to cultural preferences and culinary needs in the countries where we operate. Each of our products invites you to discover the fascinating world of spices, combining authentic flavour with cultural diversity and the highest quality standards.

Through the ‘Spice Report’, Kotányi also regularly surveys consumers about their seasoning preferences. The insights gained are directly incorporated into our product development and help us to respond to trends in an informed manner and even set new ones ourselves: we critically examine the expectations and needs of our consumers and work on innovative solutions to not only meet them, but to exceed them.

8.2 OUR STRATEGIC FOCUS (VSME C1 Para 47 (d))

For us, taking responsibility means doing what is essential, not just what is obvious.

We do not view sustainability as a marketing promise, but as a mandate for tangible change. That is why we are constantly working to assess the environmental impact of our products throughout their entire life cycle and to identify and utilise the opportunities we have to make a difference.

OUR COMMITMENT: IMPACT RATHER THAN CONVENIENCE

We make conscious investments where change is needed. We do this even when the solution is challenging, time-consuming or appears less economically viable at first. We view the long-term decarbonisation of our company as a task spanning generations.

We pursue this through concrete, measurable interim targets (see C3) and transparent reporting. We provide evidence of what we set out to achieve. Where we fall short of our targets, we address this openly.

PASSION IS DEMONSTRATED THROUGH CONSISTENCY.

We work exclusively with partners who share our values. We maintain personal relationships with the people who supply our raw materials and are committed to long-term contracts, fair prices and development based on partnership. We do not see ourselves merely as a business entity, but as active contributors to a fairer supply chain.

Sustainability is our benchmark – not just our goal.

Our actions are not guided by the status quo, but by what is necessary to operate economically within planetary boundaries. We aim to significantly reduce our CO₂ emissions at our production site by 2030 and to replace the use of fossil fuels in our processes with alternative energy sources by 2035.

Our commitment:

We want to be recognised on the shelves for our credibility and for a range of products in which consumers rightly place their trust. Anyone who works with natural products on a daily basis cannot afford to be indifferent to the natural world from which they originate. That is why our sustainability strategy is not an add-on, but the guiding principle of our corporate management. We want to continue shaping a company that places significant emphasis on culinary quality, cultural responsibility and environmental sustainability.

ABOUT KOTÁNYI

VSME B1 C1

VSME B2 C2

VSME B3 C3

VSME B4

VSME B5

VSME B6

VSME B7

VSME C4

VSME B8

VSME B9

VSME B10

VSME B11

VSME C5

VSME C9

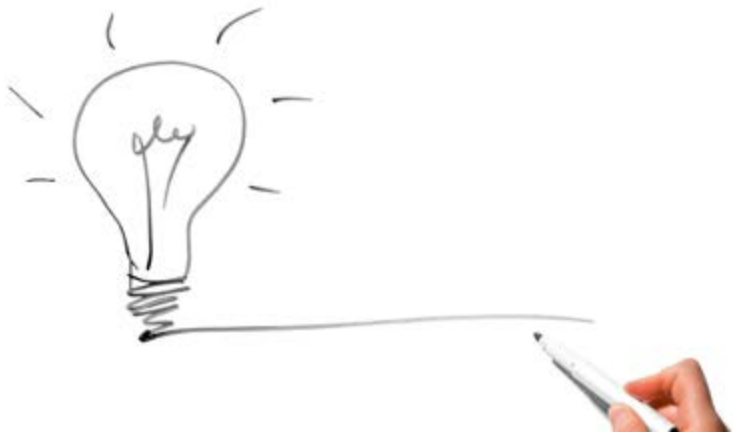
VSME C6

VSME C7

VSME C8

INDEX

LEGAL NOTICE



8.3 A CULTURE OF INNOVATION – THE ‘INNORAUM’

We take a critical look at our customers’ expectations and needs, and aim not only to meet them but to exceed them with innovative solutions.

To specifically foster this creative process, we have created what we call the ‘Innoraum’. There, ideas can be freely developed, boldly conceived and openly discussed. Interdisciplinary teams come together for inspiring exchanges to jointly discover new ideas and drive forward sustainable innovations. Thus, the ‘Innoraum’ is more than just a place; it is an expression of our culture of innovation.

We place particular emphasis on informing and educating our consumers. In the field of online communication, we have created formats such as the Spice ABC and our popular Kitchen/Spice Hack videos. Through these, we provide practical and sustainable cooking and spice know-how, particularly to younger consumers.



Fig. 4: Kotányi Spice Hacks videos
(Source: <https://www.kotanyi.com/at/wissen-mit-wuerze/>)

9 SUSTAINABLE DEVELOPMENT – AGENDA 2030/SDGS AND OUR CONTRIBUTION

9.1 BECAUSE THE FUTURE IS NO ACCIDENT AND WE WANT TO WORK TOWARDS A FAIRER WORLD

We are convinced that sustainability does not begin tomorrow, but in the here and now. As a company, we bear responsibility for how we operate, manufacture and manage resources. What’s more, we see it as our duty to actively contribute to solving the challenges that shape our shared future: from climate change and social inequality to the global fight against poverty.

The United Nations’ 17 Sustainable Development Goals (SDGs) are more than just global guidelines for us: they are concrete calls to action. They show us where change is needed, and they remind us that every contribution counts. Real change happens when people make conscious decisions, on both a large and a small scale. That is why we are already committed in many different ways to a future worth living. With clear goals, with passion and with the firm determination to be part of the solution. To achieve this, we need our partners, our staff and everyone who, like us, believes in a better future.

9.2 SHAPING THE FUTURE TOGETHER – OUR CONTRIBUTION TO THE 2030 AGENDA

The world faces major challenges and equally significant opportunities. With the 2030 Agenda, the United Nations has set out a global roadmap aimed at transforming the world into a fairer, more peaceful and more sustainable place. Since 2015, the 17 Sustainable Development Goals (SDGs) have served as a guide for countries, businesses and societies worldwide.

Here at Kotányi, we also see ourselves as part of this movement. We want to help shape the future, rather than simply react to it. We want to take responsibility, rather than delegate it.

As a market-leading company in some of the countries we supply, we are aware of the significance of our actions. That is why we measure ourselves by the impact we make. Based on our sustainability strategy, we focus on the five SDGs where our influence is particularly strong and where our actions can bring about tangible change.

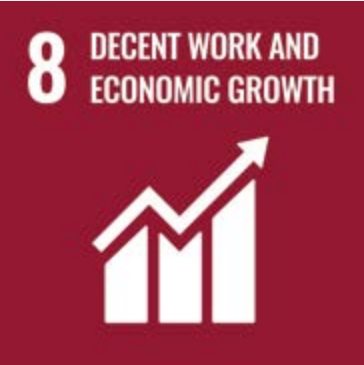
9.3 WHAT DOES THIS MEAN FOR US IN PRACTICAL TERMS?

We want to live up to our responsibility – towards people, products and the environment.



Fig. 5: Overview of SDGs relevant to Kotányi

SDG	Description, goals and targets	Our contribution
	Our employees are at the heart of our business activities. As an employer, we see it as our responsibility to create a working environment that promotes health, safety and personal development. We aim not only to reduce absences due to illness and accidents, but above all to enhance the wellbeing and satisfaction of our employees. We take a holistic view of health: in addition to preventing workplace accidents and reducing absences due to illness, we place particular emphasis on promoting physical and mental health. Through targeted measures and initiatives, we support our employees in maintaining their performance levels in the long term and enhancing their wellbeing. Promoting health and wellbeing in the workplace Subobjectives: • Reducing sickness-related absenteeism • Promoting physical and mental health through targeted measures • Expanding services for health prevention and promotion • Promoting the wellbeing and health of people in our supply chain (within our sphere of influence) Ensuring a high standard of occupational safety Sub-objectives: • Continuous reduction in workplace accidents • Implementation and further development of occupational safety standards • Regular training and raising awareness amongst staff Enhancing staff satisfaction and retention Sub-objectives: • Promoting a respectful and supportive working environment • Creating development opportunities and career prospects through staff appraisals and an appropriate training programme • Regularly assessing and improving staff satisfaction Support in challenging life situations Sub-objectives: • Providing confidential counselling services (e.g. social counselling) • Raising awareness amongst managers on how to deal with stressful situations • Promoting an open corporate culture when dealing with personal challenges	A secure workplace that challenges and supports, offers scope for personal development and creates opportunities – that is our aim. In doing so, we focus not only on operational metrics, but also on what often lies hidden: personal challenges, worries and stress. In turbulent times, it is important to us to be there for our staff, for example through free, professional social counselling that supports, empowers and offers new perspectives. Furthermore, we actively promote health and wellbeing in everyday working life. Our holistic ‘Health & Vitality’ programme includes, amongst other things, heavily discounted access to sports and exercise activities (a nominal contribution of €1–3 per session) as well as a weekly organic fruit basket, which supports a mindful and balanced diet. In this way, we help to strengthen both the physical and mental health of our staff in the long term and create a working environment in which they can feel at ease and realise their potential over the long term.

SDG	Description, goals and targets	Our contribution
	We take a holistic approach to promoting decent working conditions throughout our value chain. A key component of this is the binding implementation of our Code of Conduct – not only within our own organisation, but also amongst our suppliers – supplemented by regular risk analyses and targeted audits, particularly where there is an elevated risk profile. Furthermore, we are enhancing transparency in our supply chain and systematically integrating sustainability and compliance criteria into our procurement processes. Training and awarenessraising initiatives support both our employees and our business partners in consistently implementing ethical standards. To prevent human rights violations, we rely on clear guidelines, structured due diligence processes and mechanisms for reporting and handling breaches. Our objectives: Ensuring decent working conditions throughout the supply chain • 100 per cent of newly approved strategic suppliers confirm compliance with the defined SEDEX SMETA core criteria (ETI Base Code requirements) • Conducting regular risk assessments on labour and human rights risks • Prioritising collaboration with suppliers who have implemented sustainability standards wherever possible • On-site audits in cases of suspected non-compliance in high-risk countries (or verification by an independent audit body) • Establishing a system for tracking and rectifying non-compliance (Corrective Action Plans) Strengthening transparency and accountability throughout the value chain Subobjectives: • Establishing full transparency regarding Tier 1 suppliers and gradually extending this to Tier 2 • Integration of ESG criteria into the selection and evaluation of suppliers • Annual reporting on identified risks and measures taken Promoting fair business practices and ethical conduct Sub-objectives: • Embedding the Code of Conduct in all relevant business processes • Training for staff on ethical conduct and compliance • Establishment and communication of a confidential whistleblowing scheme Preventing and combating human rights violations Sub-goals: • A zero-tolerance policy towards child labour, forced labour and discrimination • Implementation of a structured due diligence process • Prompt and transparent response to identified breaches	Our responsibility does not end at the boundaries of our company. It extends throughout the entire value chain. We are committed to ensuring decent working conditions within our sphere of influence across our supply chain. Our Code of Conduct forms the binding basis for fair, ethical and responsible business practices, both internally and in our collaboration with our business partners. Through clear requirements, regular reviews and targeted measures to minimise risk, we aim to ensure that minimum social standards are upheld and continuously improved. We do not tolerate any breaches of our ethical principles. At the same time, we view responsibility within the supply chain as an ongoing process: through dialogue, transparency and collaboration with our partners, we help to promote decent working conditions.

SDG	Description, goals and targets	Our contribution
	As part of a holistic approach to promoting responsible consumption and production patterns, we take action throughout the entire product life cycle – from development and production through to use and disposal. Reducing material use and promoting the circular economy Sub-targets: • Continuous reduction in the use of non-recyclable materials • Increasing the recyclability of all packaging materials • Ensuring that unavoidable residual materials are sent for high-quality recycling Minimising waste and production losses Sub-targets: • Reducing production losses and scrap • Introduction and further development of waste prevention measures • Monitoring and continuous improvement of material efficiency indicators Resource-efficient product development Subobjectives: • Integration of environmental considerations right from the development phase (Design for Sustainability) • Selection of resource-efficient materials and processes • Taking the entire product life cycle into account in innovation Contributing to the prevention of food waste Sub-objectives: • Development of sustainable packaging solutions that ensure product protection and shelf life • Ensuring high product quality, legality and safety • Reducing losses in our production processes. Efficient and quality-assured production processes Subobjectives: • Increasing process efficiency through staff training and awareness-raising • Implementing measures to prevent errors and ensure quality Transparency and accountability towards consumers Sub-objectives: • Clear and understandable information on ingredients and composition • Transparent communication throughout the entire product chain	Packaging serves a dual purpose: not only does it protect the product, but by ensuring quality and shelf life, it also actively helps to prevent food waste. Transparency towards our consumers is, for us, an essential part of acting responsibly. By providing clear information about the ingredients and composition of our products, we encourage informed purchasing decisions and strengthen trust in our brand.

SDG	Description, goals and targets	Our contribution
	In line with Sustainable Development Goal 13, we regard climate protection as an integral part of our corporate responsibility. Our aim is to systematically reduce greenhouse gas emissions throughout our entire value chain and to design our production processes in such a way that we no longer require fossil fuels. A key driver in this regard is the expansion of renewable energy, in particular through the extension of our photovoltaic systems. At the same time, we are continuously optimising internal processes to use energy more efficiently and reduce consumption. Sub-targets for the reduction of greenhouse gas emissions: • Continuous reduction of direct and indirect CO₂ emissions (Scope 1 and 2) • Identification and reduction of significant emission sources along the value chain (Scope 3) • Introduction of systematic monitoring of emissions trends Improving energy efficiency Sub-targets: • Optimisation of production processes to reduce energy consumption • Identification and implementation of energy-saving opportunities in operations • Raising staff awareness of energy-efficient behaviour Reducing transport- and mobility-related emissions Sub-targets: • Shortening transport routes through optimised logistics • Reducing business travel and promoting digital alternatives • Collaborating with partners to make the supply chain more low-emission Long-term transformation towards a significant reduction in CO₂ emissions from our production processes Sub-targets: • Developing a clear transformation roadmap for continuous CO₂ reduction with measurable milestones • Prioritising emissions avoidance over offsetting • Gradual implementation of concrete measures to decarbonise production	A key lever lies in the continuous improvement of our energy efficiency: by investing in a heat recovery system, we utilise the exhaust air from our compressors to recover energy and save around 350,000 kWh of gas annually. Furthermore, we are working to minimise transport-related emissions by improving logistics processes, shortening transport routes, promoting e-mobility and utilising digital alternatives to business travel. Through these measures, we are making an active contribution to reducing our carbon footprint and driving forward the transition to production with measurable CO₂ reduction targets.

FOREWORD
TABLE OF CONTENTS
ABOUT KOTÁNYI
VSME B1 C1
VSME B2 C2
VSME B3 C3
VSME B4
VSME B5
VSME B6
VSME B7
VSME C4
VSME B8
VSME B9
VSME B10
VSME B11
VSME C5
VSME C9
VSME C6
VSME C7
VSME C8
INDEX
LEGAL NOTICE

SDG	Description, goals and targets	Our contribution
	Preserving biodiversity is also part of our sustainability strategy. Only if ecosystems remain intact will future generations be able to enjoy the diversity of our herbs and spices. Our approach combines local measures with global responsibility and aims to preserve and sustainably promote biodiversity in the long term. Promoting biodiversity at our company’s site Sub-objectives: • Creating and maintaining near-natural habitats for insects, birds and other animal species • Implementing targeted measures to promote biodiversity (e.g. flowering areas, nesting sites) • Avoiding measures that harm biodiversity in outdoor areas Protection of natural resources and ecosystems Sub-objectives: • Reducing negative environmental impacts on soil and surrounding ecosystems • Raising awareness of the responsible use of natural resources • Integration of biodiversity considerations into operational decisions Sustainable sourcing of raw materials Sub-objectives: • Collaboration with suppliers who comply with environmental and social standards • Taking biodiversity criteria into account when selecting suppliers • Promoting sustainable farming methods for relevant raw materials Raising awareness and fostering responsibility throughout the value chain Subobjectives: • Raising awareness of biodiversity issues amongst employees and partners • Integrating biodiversity considerations into internal processes and strategies • Promoting a holistic understanding of sustainable land use through training and education	We actively promote habitats for insects, birds and other animal species at our site, thereby making a concrete contribution to strengthening biodiversity.

Table 12: Overview of objectives, sub-objectives and contributions

10 THE SUSTAINABILITY ISSUES THAT ARE CRUCIAL FOR US AND OUR STAKEHOLDERS

Sustainability begins with clarity about what really matters. In 2024, we laid a further foundation for this by commencing the systematic implementation of the Double Materiality Analysis (DMA). In an intensive series of workshops, we worked with the relevant stakeholders from our organisation and our value chain to ask ourselves: Which issues are truly material for us today and with a view to the future?

NOTE:

The DWA is not mandatory under the current VSME standard (2025 edition). Nevertheless, we have decided to carry out a DWA based on the CSRD framework and the ESRS (European Sustainability Reporting Standards) topic mapping, as it helps us to set clear priorities and focus our reporting on the issues with the greatest impact.



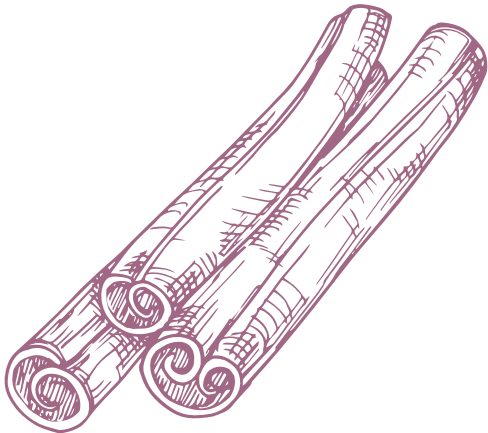
10.1 METHODOLOGICAL APPROACH

The focus was not only on our immediate business, but on the entire sphere of influence of our activities, ranging from the sourcing of raw materials through processing to the people who consume our products. We considered both direct impacts, as defined by the IROs (Impacts, Risks and Opportunities), and those arising from indirect relationships along the upstream and downstream value chain.

Step 1 – Listening: We identified those stakeholders who are affected by our business decisions or who themselves exert a significant influence on our work. Alongside employees, suppliers, customers and partners, nature – as a silent player – is also a central element of our analysis.

Step 2 – Inside-out perspective: We have examined in depth the impacts of our business activities. How do we influence the lives of people along the supply chain? How do our decisions affect biodiversity, the climate or social structures? Positive effects, such as fair working conditions, were considered alongside risks, for example with regard to environmental pollution or resource consumption.

Step 3 – Outside-in perspective: We have identified the risks and opportunities arising from global sustainable developments, such as price rises, geopolitical uncertainties, skills shortages, increasing pest pressure, crop failures due to extreme weather and climate change. We systematically assessed these aspects in terms of their potential financial impact and likelihood of occurrence.



10.2 MATRIX OF MATERIALITY

The interplay of these two perspectives provides a comprehensive picture of the issues that are truly relevant to sustainable corporate governance.

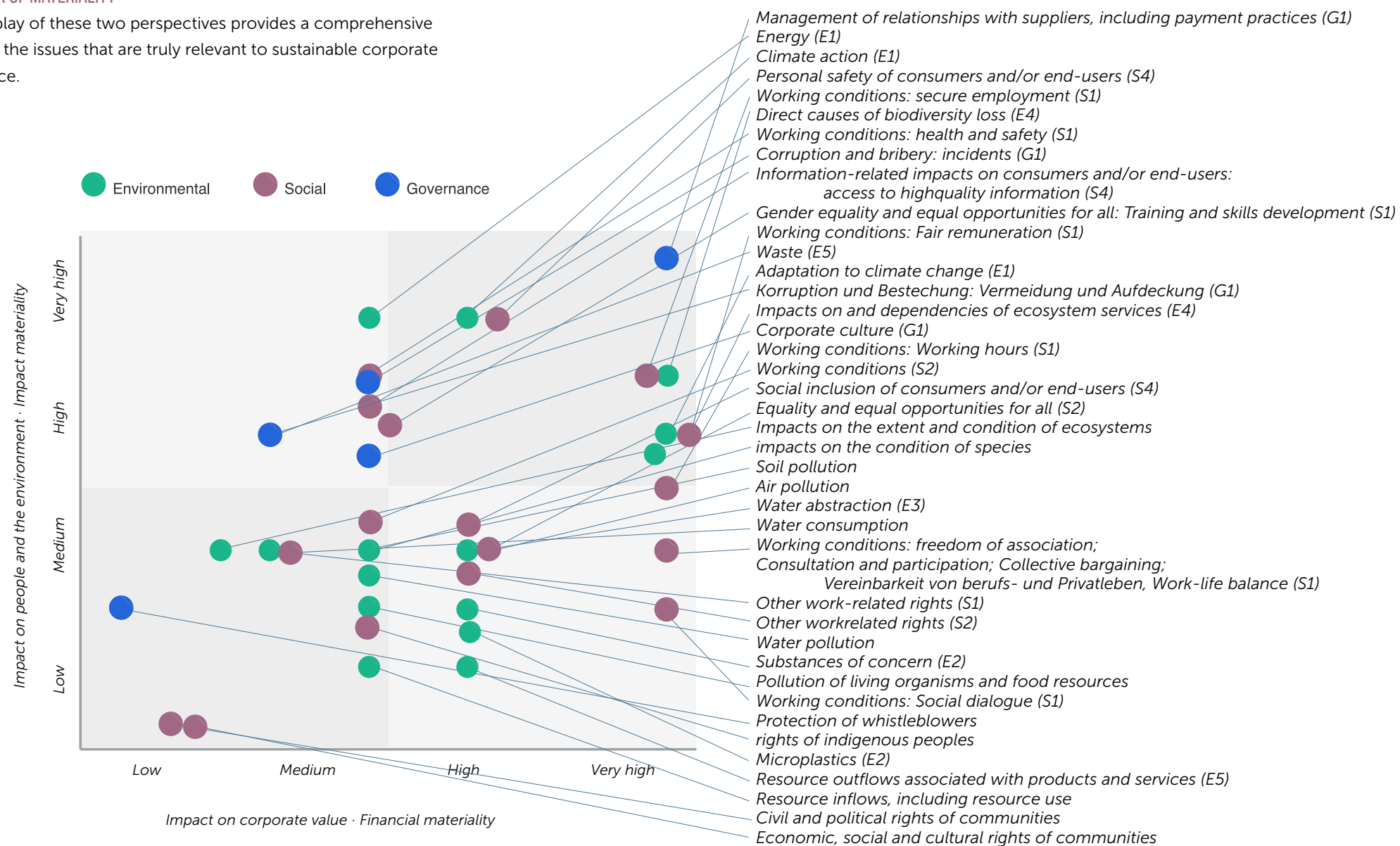


Fig. 6: Results of the double materiality analysis



10.3 RESULTS OF THE MATERIALITY ANALYSIS

The following overview is an extract of the key findings and focuses on those subject areas that we have identified as particularly material. The full assessment, including all aspects examined, methodological details and thresholds, is documented internally.

Climate change (E1)

Sub-topic	Negative impacts	Significant risks	Key opportunities
Adaptation to climate change (drought, water scarcity)	Artificial irrigation required, heat stress in growing regions	Crop failures, reduced yields, plant diseases, pests – OOS, price rises	Promoting regional cultivation, heat-resistant varieties, new partnerships with suppliers, market differentiation
Heat as a strain on staff	Heat stress, increased susceptibility to errors	Adaptation measures required, sick leave, air-conditioning costs	Increased staff satisfaction through cooling, shading and greening
Heavy rain at the production site	Food loss due to water ingress	Water damage, disposal costs	Remediation measures, optimisation of energy efficiency (thermal refurbishment)
Increase in pests	Use of pesticides, food loss across the entire value chain, CO ₂ fumigation on-site	Dependence on CO ₂ price and availability	Alternative preventative measures, benefits of ecosystems
Climate protection (Scope 1, 2 and 3 GHG emissions)	Predominantly CO ₂ emissions – greenhouse effect	Massive impacts on raw material availability, penalties, CO ₂ tax, price increases	Supplier retention programmes, alternative sourcing strategies, climate-resilient varieties, regional cultivation

Table 13: Materiality assessment – climate change

Energy (E1) and water (E3)

Topic	Negative impacts	Risks	Opportunities
Energy	GHG emissions from gas, electricity and crude oil; glass and transport are particularly energy-intensive	Price rises for energy and raw materials; CO ₂ tax	Transition to fossil-free production through the circular economy and innovation – independence
Water	Artificial irrigation in crop production (water scarcity, crop failures); water for processing and purification	OOS/price rises, availability issues; threats to food safety	Cost savings through reduced water consumption or water reuse

Table 14: Materiality assessment – energy and water

Biodiversity (E4) and the circular economy (E5)

Topic	Negative impacts	Risks	Opportunities
Biodiversity (climate change as a driver)	Species extinction – insects are essential for raw material extraction; loss of pollinators and predators	OOS, availability risks, price increases, dependence on suppliers	Biodiversity projects enhance brand value; attracting new customers
Ecosystem services	Pollination services are lost – no raw materials available	Raw material shortages – OOS	Project partnerships – positive impact on brand image
Circular economy/waste	Packaging materials (plastics, composites); food waste/loss as a squandering of resources	Disposal costs, PPWR penalties, waste of resources put a strain on the budget	Alternative distribution channels for food waste; improved image through resourceefficient packaging

Table 15: Materiality assessment – biodiversity and circular economy

Own workforce (S1)

Sub-topic	Negative impacts	Risks	Opportunities
Job security	Demotivation due to low satisfaction	High staff turnover, loss of knowledge, costs arising from errors	Employee retention in the war for talent
Working hours (shifts)	Shift work as a burden	Staff turnover, skills shortage	Work-life balance, flexible working arrangements, working from home
Fair pay	Demotivation	High wage levels in Austria – potential competitive disadvantages	‘Made in Austria’ as a purchasing criterion
Health and safety	Accidents at work, sick leave, stress	Staff absences, penalties due to out-of-service periods, costs of errors	Higher productivity and loyalty
Equality and diversity	Discrimination, dissatisfaction	Reputational damage, legal risks	Winners in the war for talent, greater innovative strength
Training and skills	Dissatisfaction due to a lack of skills, food loss caused by errors	Costs of errors and their consequences	Performance, motivation, loyalty

Table 16: Materiality assessment – own workforce



Consumers and end-users (S4) and governance (G1)

Sub-topic	Negative impacts	Risks	Opportunities
Data protection	Data breaches	Loss of trust, criminal proceedings, penalties, damage to reputation	Credibility, strengthening customer relationships
Access to high-quality information	Health risks due to false information	Loss of trust, decline in turnover, administrative penalty proceedings	Brand strengthening, customer loyalty
Consumer health and safety	Health risks posed by unsafe products, hospitalisation	Complaints, claims, damage to reputation, decline in turnover	Positive image, trust, brand loyalty
Corporate culture	Lack of direction, stress, burnout	Mismatch between values and societal developments	Strong brand, high stakeholder loyalty
Supplier relationships/payment practices	Unfair practices; pressure leads to the risk of food fraud	Single sourcing, raw material shortages	Trust, loyalty, joint development
Corruption and bribery	Inducement to commit criminal offences	Fines, penalties, damage to reputation	Raising awareness, eliminating vulnerabilities

Table 17: Materiality assessment – consumers/end users and governance

10.4 OUR KEY ISSUES

This analysis identifies the topics that are material to us:

	Topic area	Key findings from our materiality analysis
	Climate protection and climate adaptation	Stable agricultural supply chains are under immediate threat. Risks: supply bottlenecks, price rises, loss of quality. Opportunities through regional sourcing and climate-resilient varieties.
	Energy	Energy-intensive processes (drying, packaging production). Sensitive to prices and regulation. Transition to renewable energy.
	Health and safety	Employees as a key success factor. Health and safety reduce costs associated with errors and staff turnover.
	Consumer safety	The highest standards of quality and food safety. Transparent communication as a key element of brand positioning.
	Biodiversity and ecosystem services	Pollination and fertile soils are fundamental prerequisites. Protection ensures sustainability.
	Working conditions	Fair pay, further training, diversity. Investment in the workforce makes social and economic sense.
	Waste management/circular economy	PPWR compliance as a driver of innovation. Reduction of non-recyclable materials.
	Water	Direct consumption and indirect consumption via the supply chain. Reducing consumption and reuse as a means of saving water.
	Governance	Compliance, anti-corruption, data protection and responsible supplier management as the foundation of trust.

Table 18: Key focus areas at Kotányi GmbH

In the following overview, we clearly trace the key topics derived from this back to the information provided by the VSME. Crosscutting procedures, guidelines and future initiatives relating to all topics are grouped under B2 (basic module) or explored in greater depth under C2 (additional module). In the table, they are only listed where they constitute the primary categorisation of a topic.



Key topic (focus area)	ESRS	VSME – Basic Module (B1–B11)	VSME – Supplementary Module (C1–C9)
Climate protection and climate adaptation	E1	B3 Energy and greenhouse gas emissions (Scope 1, 2 and 3 GHG emissions)	C3 GHG reduction targets and the transition for climate protection C4 Climate-related risks (drought, water scarcity, crop failures, pests)
Energy	E1	B3 Energy and greenhouse gas emissions (energy sources, share of renewables, PV, consumption)	C3 GHG reduction targets and transition for climate protection (transition to fossil-free production)
Biodiversity and ecosystem services	E4	B5 Biodiversity	– (no specific information provided; qualitative via C2)
Water	E3	B6 Water (consumption, water stress, reuse)	– (no specific information provided; qualitative via C2)
Waste management / circular economy	E5	B7 Resource use, circular economy and waste management (packaging, PPWR, food waste)	– (no specific information provided; qualitative via C2)
Health and Safety at Work	S1	B9 Workforce – Health and Safety	– (above B2/C2 – occupational safety measures)
Working conditions (pay, further training, diversity, job security)	S1	B8 Workforce – General Characteristics B10 Workforce – Remuneration, collective bargaining and training	C5 Additional (general) characteristics of the workforce C6 Guidelines on respect for human rights (equality, non-discrimination) C9 Gender diversity on the governing body
Consumer safety	S4	B2 Procedures, policies and future initiatives (specifically: product safety initiatives)	C2 Detailed description
Governance (compliance, anti-corruption, data protection, supplier management)	G1	B11 Convictions and fines for corruption and bribery B2 Data protection, responsible supplier management	C2 Detailed description of policies and procedures

Table 19: Mapping of ESRS key areas to VSME requirements

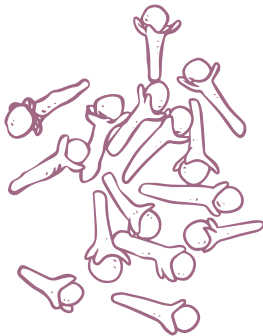
To ensure the classification is complete, we have also documented which VSME specifications are not driven by a core theme or are of a formal nature.

VSME item	Treatment in the report
B1 – Basis for preparation	Formal mandatory disclosure (choice of modules, scope of the report, certifications); not subject-specific.
B4 – Air, water and soil pollution	Not classified as material in its own right.
C1 – Strategy: Business model and sustainability	Formal disclosure regarding business model and strategy; cross-thematic.
C7 – Serious incidents relating to human rights	‘Where applicable’ disclosure: if no incidents have occurred, the disclosure is reported as ‘not applicable’.
C8 – Revenue from specific activities and exemption from EU benchmarks	Not applicable

Table 20: VSME disclosures of a formal nature

i SIGNIFICANCE FOR OUR COMPANY:

Our dual materiality analysis is far more than just a mandatory methodological step. For us, it is a strategic tool that helps us to set clear priorities, invest specifically in resilient business models and secure our long-term viability.



11 IN DIALOGUE WITH OUR STAKEHOLDERS

Responsible business practice cannot be achieved in isolation. If we want to know whether sustainability is actually having the desired impact where it should, we must listen – to the people who work with us, buy from us, supply us and invest in us. During the reporting period, we therefore once again carried out a comprehensive stakeholder survey.

11.1 SCOPE OF THE SURVEY

Key figure	Value	Assessment
Stakeholder groups invited	4	wide-ranging
Fully completed questionnaires	110	high
Overall response rate	79 %	very high
Employees in Austria	76	Strong commitment
Sustainability topics surveyed	36	Comprehensive

Table 21: Scope of the 2025 stakeholder survey

Four key groups of stakeholders were invited: our staff, our customers, our suppliers and our financing partners. A total of 110 people completed the questionnaire in full. It was particularly encouraging that 76 of our own staff in Austria took the time to share their views with us in detail. This is more than just a participation figure: it is both a sign of trust and a commitment.



11.2 HOW IMPORTANT IS SUSTAINABILITY – AND WHERE DO WE STAND?

Three key questions run through the entire survey. The responses paint a clear picture – on a scale of 1 (not at all important) to 5 (very important):

Question	Funding partners	Suppliers	Employees	Customers
Importance of sustainability	4,50	4,52	4,14	3,78
Perception Kotányi as a sustainable company (today)	3,95	3,75	3,55	3,70
Expectation of further progress	4,50	4,45	4,28	4,11

Table 22: Assessment of the three key questions by stakeholder group (scale 1 to 5)

When asked how sustainable Kotányi is perceived to be today, we achieved scores across all groups ranging from 3.55 to 3.95 – a ‘moderate’ to ‘high’ level. This is both a confirmation and a mandate: our stakeholders recognise our commitment and, at the same time, expect us not to rest on our laurels. All four groups consider further progress to be ‘important’ to ‘very important’.



- Staff
- Customers
- Suppliers
- Banks

11.3 KEY ISSUES FROM THE STAKEHOLDERS' PERSPECTIVE

From the 36 sustainability topics surveyed, clear priorities can be identified, which differ in interesting ways depending on the perspective.

Theme clusters	Top ratings and interpretation
Climate and growing conditions	Highest scores from financing partners (5.00) and customers (4.78). This reflects concerns that climate change poses an immediate threat to the availability of our raw materials.
Social responsibility in the supply chain	Scores ranging from 4.54 to 4.81 across all four groups. Among suppliers and employees (the most important cluster of all), there is a clear mandate for enhanced due diligence.
Sustainable packaging	A top priority for employees (4.56), banks (4.75) and customers (4.56). The PPWR is not perceived as a burden, but rather as an opportunity to be a pioneer.
Substances of concern and microplastics	Substances of concern and microplastics are also relevant to all stakeholder groups: customers (4.56), suppliers (4.47), banks (4.38) and employees (4.50).

Table 23: Top issues from the perspective of our stakeholders

Rating of the four top issues by stakeholder group

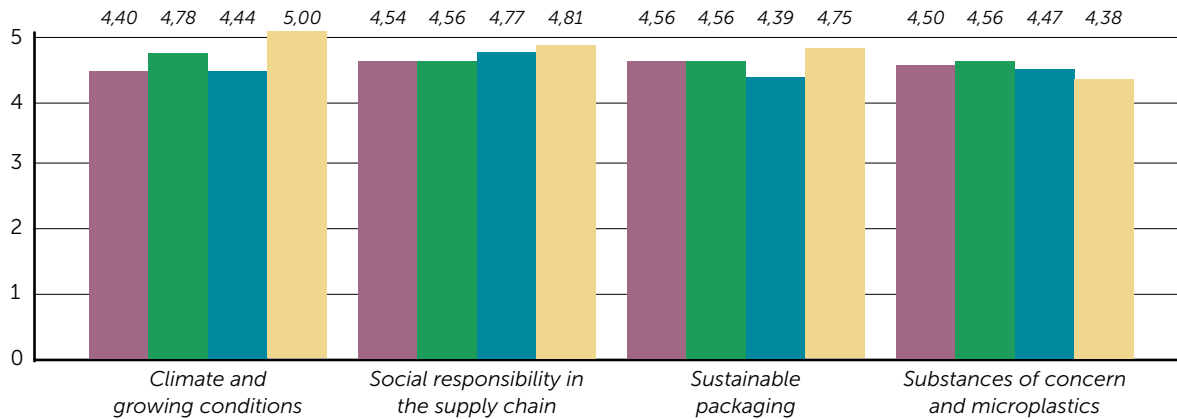


Fig. 7: Assessment of the top issues by stakeholder group

Source: ESG stakeholder survey, n=135 respondents (94 employees, 25 suppliers, 11 customers, 5 banks) – of which 110 completed the survey in full.

11.4 SUGGESTIONS FROM THE OPEN-ENDED RESPONSES

Behind the figures are people with specific ideas. In their openended responses, our stakeholders have provided us with numerous suggestions:

Thematic clusters	Specific suggestions
Mobility at the site	More electric charging points, switching the vehicle fleet to electric vehicles, the Jobticket, the Jobrad scheme – mentioned in almost half of the feedback from employees
Rethinking packaging	Refill solutions, refillable dispensers, reusable concepts, reduction of empty space, switch to single-material packaging
Making the supply chain transparent	More direct relationships with producers, promoting regenerative agriculture, reducing pesticide residues, ensuring fair conditions
Climate across the value chain	CO ₂ reduction targets including Scope 3, calculation of the product carbon footprint, potential SBTi membership
Strengthening communication	Active, transparent communication of measures already implemented – ‘standing by this’ is an explicitly stated wish.

Table 24: Specific suggestions from open-ended responses

11.5 RISKS AND OPPORTUNITIES FROM THE STAKEHOLDERS' PERSPECTIVE

Despite the wide variety of perspectives, it is clear that the main perceived risks are broadly the same across the board:

- » Climate-related crop failures in producing countries
- » Tighter regulatory requirements (in particular PPWR and supply chain regulation)
- » Geopolitical disruptions along transport routes
- » Price pressure amid rising costs for more sustainable solutions

By contrast, the key opportunities lie in:

- » Differentiated positioning as a responsible premium brand
- » Regenerative agriculture as a long-term investment in raw material security
- » Packaging innovation as a competitive advantage
- » Strengthening the employer brand through credible sustainability initiatives

11.6 WAS WIR AUS DEM DIALOG MITNEHMEN

For us, this comprehensive stakeholder survey is more than just data collection. It helps us to define future priorities: we want to invest and step up our efforts where we are making an impact, and to report on this transparently to the relevant stakeholders.

We do not view the results as an end point, but as the beginning of an ongoing dialogue. We plan to repeat the survey at regular intervals, incorporate its findings into subsequent reports, and thus demonstrate over the years how expectations and perceptions change in tandem with our own development.

We would like to extend our sincere thanks to all participants for their time, their openness and their ideas.

11.7 DIALOGUE AND SOCIAL ENGAGEMENT

An open and ongoing dialogue with our stakeholders is of crucial importance to us. We value dialogue with customers, consumers, suppliers, business partners and our employees, as well as with representatives from academia, politics, civil society, the media, public authorities and our local community.

Our corporate culture encourages social engagement. All employees are free to engage in political or civil society activities in their private lives. At the same time, we are firmly committed to fundamental democratic values. We resolutely oppose any form of religious, ideological or political extremism, both within and outside our company.

We play an active role in expert committees, working groups and industry associations in order to help shape sustainable developments. However, as a matter of principle, we do not support political organisations with either in-kind donations or financial contributions.



B2 INITIATIVES FOR THE TRANSITION TO A MORE SUSTAINABLE ECONOMY

(VSME B2 (paras. 26–28) and, at the same time, C2 (paras. 48 and Para 49))

PRACTICES, GUIDELINES AND FUTURE INITIATIVES

1. PRINCIPLES OF CORPORATE GOVERNANCE AND SUSTAINABILITY

Taking responsibility and living our values

1.1 RESPONSIBILITY AT THE TOP

Kotányi is an Austrian family-owned business with a clear ownership structure: Mag. Erwin Kotányi is the fourth-generation owner and managing director of the company. Responsibility for sustainability is firmly embedded in the company’s management.

Role	Responsibilities and duties
Representation of the Owner	Mag. Erwin Kotányi has overall strategic responsibility for sustainability.
ESG Officers (Support Unit)	Mag. Elisabeth Voltmer and Mag. Thomas Schlechta report directly to the owner’s representative. Together with the ESG core team, they are responsible for the consistent implementation of the sustainability strategy.
ESG Core Team	Members of senior management; they have given a written commitment to comply with and actively implement the sustainability principles in accordance with the Policy Statement and VSME requirements

Table 25: ESG governance structure of Kotányi GmbH (VSME C2 Para 49)

STATEMENT OF PRINCIPLES

1.2 IMS POLICY – CLEAR GUIDELINES

Our IMS (Integrated Management System) Policy, which encompasses guidelines on quality, environmental management and food safety, provides clear guidance for action that goes beyond statutory requirements. It reflects our firm commitment to integrity, sustainability and responsible business conduct, with ethical principles and social responsibility at its core.

For us, acting ethically means far more than safeguarding a positive brand image. It means conducting ourselves fairly, respectfully and responsibly at every level — towards our colleagues, customers, consumers, business partners, society and the environment. Trust, constructive collaboration, and high ethical and social standards are firmly embedded in our corporate values and shape the way we act across all areas of our business.

1.3 CODE OF CONDUCT FOR OUR STAFF (VSME B2 Para 26 (b))

Our four core corporate values – passion, creativity, a sense of family and entrepreneurship – form the foundation of our corporate culture. These values are also reflected in the company-wide Code of Conduct, which serves as a clear guide for all staff. Through regular training sessions, we ensure that all colleagues understand the Code and put it into practice.

CODE OF CONDUCT

1.4 CODE OF CONDUCT FOR OUR

SUPPLIERS (VSME B2 Para 26 (b))

We also consistently integrate our business partners and suppliers into our ethical and social requirements. Compliance with our Code of Conduct for Suppliers is mandatory. Among other things, this Code requires:

- » Fair pay and working time arrangements
- » Compliance with the ILO’s core labour standards
- » Protection of health and safety at work
- » Taking responsibility with natural resources
- » Strict prohibition of discrimination and child labour
- » Compliance with all relevant national and international environmental laws

SUPPLIER CODE OF CONDUCT

GOOD TO KNOW:

With these standards, we are sending a clear signal in favour of responsible business practices throughout our entire value chain.

2. STAKEHOLDER DIALOGUE – BASED ON PARTNERSHIP AND ROOTED IN THE REGION

In dialogue with our stakeholders – based on partnership, regionally rooted and forward-looking

Our most important stakeholders are all the people and organisations that are directly or indirectly affected by our activities, our corporate policy or our strategic objectives. For Kotányi, they are far more than just stakeholder groups. We see them as strategic partners who have a decisive influence on the issues that are particularly close to our hearts.

2.1 REGIONAL ROOTS AS A VALUE

Our employees play a vital role. They are the foundation of our success and, through their daily commitment, shape our culture of responsibility, innovation and sustainability. Transparency, cooperation and the open exchange of information with all relevant stakeholders are essential components of our sustainable corporate governance.

Our strong regional roots are of great importance to us: as the leading company in the ecoplus Wolkersdorf Business Park in the Weinviertel region of Lower Austria, and with a current workforce of 387 employees, we are not only a major employer but also a powerful economic driver in the region. For us, sustainable market leadership therefore means, on the one hand, expanding our innovative leadership and investing in the future, and on the other hand, actively fulfilling our regional responsibilities. In practical terms, this means, for example, that we commission service providers from the region and, wherever possible, work with partners based in our local area.

2.2 SHORT TRANSPORT DISTANCES FOR PACKAGING MATERIALS

For our packaging materials, we rely on suppliers in our immediate vicinity. Fig. 8 illustrates, by way of example, the transport distances in kilometres of individual packaging components to our site in 2120 Wolkersdorf. By carefully selecting nearby partners, we reduce transport emissions, ensure stable supply chains and increase transparency throughout our value chain. At the same time, we use this data to further optimise transport routes and reduce emissions in a targeted manner.



Fig. 8: Transport distances in km to our site in 2120

2.3 OUR COMMUNICATION CHANNELS

We use a wide range of channels for active communication: in addition to regular staff appraisals, we conduct internal surveys every three years to measure staff satisfaction and carry out customer surveys, commission targeted market research, and maintain dialogue through events, invitations, factory tours and digital platforms such as Facebook and Instagram.

It is important to us to examine, understand and exceed the needs and expectations of our consumers. That is why we want to further intensify this dialogue and incorporate their perspectives more closely into our day-to-day operations. To this end, we focus

amongst other things, on events, digital campaigns, our annual Spice Report – which we publish regularly on 24 October, World Spice Day – periodic newsletters and interactive content on our social media channels.

The following table illustrates our communication channels with the respective stakeholders relevant to us.

Channel	Frequency and target audience
Staff appraisals	All employees on a permanent contract, once a year
Employee satisfaction surveys	All employees every three years
Customer surveys and market research	As and when required, and a systematic customer satisfaction survey every three years
Spice Report	Annually on 24 October (World Spice Day)
Newsletters, events, digital campaigns	Periodic – consumers
Social media (Facebook, Instagram)	Ongoing – consumers, the general public
Events, invitations, factory tours	Occasional – various stakeholders
Contact details on the website	Ongoing – all stakeholders

Table 26: Communication channels of Kotányi GmbH

For us, it goes without saying that we only pass on information that we can substantiate in a transparent, verifiable and truthful manner.

2.4 COMPLAINTS AND SUPPLIER MANAGEMENT

For us, dealing with feedback in an open and respectful manner is an essential part of sustainable corporate governance. Through professional complaints management, we ensure that enquiries, complaints and concerns raised by our customers are handled competently, promptly and in a solution-oriented manner, with the aim of achieving sustainable improvements and further strengthening trust in our brand.

Equally important to us is a collaborative relationship with our suppliers, characterised by mutual respect. Annual evaluations enable objective analyses of our collaboration and serve as the basis for fair, constructive feedback and joint measures to optimise the supply chain.

To ensure our stakeholders can contact us at any time, we provide user-friendly contact options via our website, as well as clearly communicated telephone numbers and email addresses for the relevant contact persons upon request. We aim to foster dialogue that is active, open, direct and on an equal footing.

By publishing our sustainability report, we are sending a further signal of transparency and inviting all stakeholders to find out about our activities, goals and progress, and to stay in touch with us.

3. OUR CONTRIBUTION TO CLIMATE PROTECTION AND INITIATIVES FOR THE TRANSITION TO A MORE SUSTAINABLE ECONOMY (VSME B2 Para 26 (c) and C2 Para 48)

3.1. PARTNERSHIP WITH KLIMAAKTIV

As a project partner of the klimaaktiv initiative, the climate protection programme of the Austrian Federal Ministry of Agriculture and

Forestry, Climate and Environmental Protection, Regions and Water Management (BMLUK), we are committed to actively reducing our CO₂ emissions and reporting transparently on our progress.

3.1.1. 'ENERGY-EFFICIENT BUSINESS' AWARD 2025

GOOD TO KNOW:

In November 2025, Kotányi was recognized as an "energy-efficient business" by the Federal Ministry of Economy, Energy, and Tourism (BMWET) as one of 16 Austrian companies participating in the sixth "klimaaktiv" program.

The award specifically recognises changes and investments that measurably reduce both energy consumption and CO₂ emissions. We were recognised for our technically sophisticated, sustainable measures for heat recovery from compressed air compressors.



Abb. 9: 'klimaaktiv' award

3.1.2 HEAT RECOVERY AS A MILESTONE

In the past, heating, as well as the production of domestic hot water and process water for our production site at Johann-Galler-Straße 11, was provided by burning natural gas. With the implementation of this very important step for us, the hot exhaust air from our compressed air compressors is now used via heat exchangers to heat the water for heating and domestic hot water.

Annual savings	Value
Natural gas savings	approx. 350,000 kWh
CO ₂ reduction	approx. 70 t CO ₂

Table 27: Quantified success of heat recovery



This project was co-financed by the European Union through the European Regional Development Fund (ERDF) as part of the 'Investments in Employment and Growth' programme (IBW/ERDF & JTF 2021–2027)³. The aim of the investment was to significantly reduce the natural gas required for heating and hot water, thereby measurably reducing energy consumption and CO₂ emissions. With financial support from the European Union, we were able to implement this project promptly. Thanks to the heat recovery system, we save around 350,000 kWh of natural gas and approximately 70 tonnes of CO₂ per year.

³ Further information on the IBW/ERDF & JTF programme can be found at www.efre.gv.at.

3.1.3 COMMITMENTS AND NEXT STEPS

Our sustainability strategy is based on the principle of reducing our environmental footprint in the long term, using resources efficiently and cutting climate-relevant emissions. Through our membership of the klimaaktiv network, we are committed to a process of continuous improvement:

- » Annual monitoring of energy consumption (electricity, heat, transport) using the klimaaktiv monitoring tool
- » Planning and implementation of further measures up to 2030 and beyond to improve energy efficiency and phase out fossil fuels from our processes by 2035
- » Participation in target-setting meetings with klimaaktiv, which also include regular assessments of our progress

As next steps, we are examining and driving forward the following opportunities:

- » Use of more efficient machinery through the renewal of our machinery fleet
- » Heat and waste heat recovery in further production areas
- » Optimisation of heating and ventilation systems, supplemented where necessary by heat pumps or renewable heat sources
- » Installation or expansion of our own renewable energy supply (e.g. extending the photovoltaic system on the factory roofs)
- » Greater involvement of staff through awareness-raising and training, as improvements can only be achieved when technology and awareness go hand in hand.

3.2. MEMBERSHIPS AND INDUSTRY ENGAGEMENT

As already outlined, active dialogue with our stakeholders is of central importance to us. Strategic memberships and participation in specialist committees and business initiatives are our contribution to the further development of the food industry, both nationally and internationally.

Membership/Role	Role of Kotányi GmbH
Austrian Spice Trade Association	Member; Chair: Mag. Erwin Kotányi (Austrian Food Industry Association)
Lower Austria Food Cluster	Active member; partner in the Food-waste2Value project
Austrian Branded Goods Association	Member
Federation of Austrian Industries	Member
ECR Programme	Participant in the Efficient Consumer Response programme
SMETA platform (SEDEX)	Registered company – international standard for ethical and sustainable supply chain management
Codex Sub-Committee on Spices	Active member (appointed by BMSGPK); involvement in Codex Chapter B 28
PPWR Working Group	Leading role in the PPWR working group within the Trade Association for Food and Beverages

Table 28: Memberships and industry involvement of Kotányi GmbH

3.2.1 WASTE2VALUE – RESIDUES AS A RESOURCE

As part of the ‘Waste2value – Valuable Residual Materials in Food’ project, we are working as a project partner alongside the Lower Austria Food Cluster to ensure that by-products from food production are reused as effectively as possible. The aim is to regard currently unused residual materials as a valuable resource and, where legally and qualitatively feasible, to return them to the material cycle.

Key figure	Value
Annual organic waste at Kotányi	approx. 220 t
Material recovery to date (extraction residues, screen overflow)	approx. 3 t
Remaining potential	High – further material streams being identified

Table 29: Waste2value – Status of material recovery

e specific area of focus is food waste generated during extraction processes and as screen overflow in the production process. An initial successful collaboration has already been established in this area: around three tonnes of these by-products did not have to be disposed of but were instead put to further use. Even though this quantity is still small in relation to the total volume of waste generated, it represents an important first step.

3.3. FOOD IS PRECIOUS – WORKING TOGETHER TO COMBAT WASTE

Food is a valuable resource. Its production involves agricultural raw materials, energy, water, labour and logistical effort. Nevertheless, a significant proportion of edible food is thrown away worldwide.

3.3.1 THE SCALE OF THE PROBLEM

Current estimates show that, across the entire value chain, around 40 per cent of the food produced now ends up in the bin rather than on our plates.⁴ These losses are not only problematic from an environmental and economic perspective, but are also alarming against the backdrop of global social inequalities. In particular, the impact on the climate is significant: food waste and losses cause, along the entire value chain, an estimated accounts for between 8 and 10 per cent of global man-made greenhouse gas emissions.⁵

⁴ <https://www.wwf.at/nachhaltig-leben/lebensmittelverschwendung>, accessed on 17 February 2026

Turning our attention to Austria, the largest proportion of food waste comes from private households: around 157,000 tonnes of this food ends up in general waste every year, even though it is often still fit for consumption.⁵

3.3.2 UNDERSTANDING THE 'BEST BEFORE' DATE CORRECTLY

A key reason for avoidable food waste is the way the 'best before' date is interpreted. Many consumers mistakenly interpret this as an expiry date. In fact, however, the 'best before' date merely indicates the date up to which a product, when stored correctly, is guaranteed to retain its specific characteristics, such as flavour, colour, texture or nutritional value. It is expressly not a use-by date. Instead, a sensory check is recommended: looking, smelling and – provided there are no obvious issues – carefully tasting the product provide reliable indications of its actual quality.

NOTE:

A nuanced approach is particularly important when it comes to herbs and spices. Due to their low water content, these products are not usually subject to conventional spoilage processes when stored in a dry and appropriate manner. Exceeding the best-before date is therefore not automatically associated with a compromise to food safety. However, as the storage period increases, colour intensity, smell and taste may change due to the natural loss of essential oils. This affects quality, not product safety.

3.3.3 OUR 'OFT LÄNGER GUT' INITIATIVE

We want to actively promote the respectful treatment of food and contribute to reducing food waste. In 2023, we began actively supporting the 'Often Good for Longer' initiative by placing this notice in a clearly visible position on selected packaging, immediately next to the best-before date.

In doing so, we are consciously encouraging consumers to take personal responsibility and not to throw food away prematurely. Our aim is to improve understanding of shelf-life labelling and, through transparent communication, to show that a mindful approach to food can make a tangible contribution to conserving resources.

Food waste is a global challenge that can only be tackled collectively. It is not just companies that are called upon to act; every individual can also help to save valuable food by planning their shopping, storing food properly, making creative use of leftovers and being mindful of use-by dates.

3.4. AVOIDING THE USE OF CRITICAL RAW MATERIALS

Furthermore, we aim to reduce the use of critical raw materials in production. In the area of plant-based raw materials, those whose cultivation is associated with high land use, deforestation, loss of biodiversity or social risks in the growing regions are considered particularly critical. These include, for example, palm oil, soya and cocoa, for which global demand has led to intensive land use and environmental pressures in many regions.

3.4.1 THE CHALLENGE OF PALM OIL

Palm oil, in particular, has been at the centre of the sustainability debate for years. The large-scale cultivation of oil palms in some producing countries is linked to rainforest clearance, the loss of



valuable habitats and increased greenhouse gas emissions resulting from deforestation and peatland drainage. At the same time, palm oil is a widely used raw material in the food industry due to its functional properties and high land-use efficiency. This means that alternatives must be carefully assessed and used where they are technologically viable and environmentally sound. All recipes developed in-house by Kotányi have been completely free of palm oil for many years. The only exception is the purchased product 'Baked Fried Onions', for which only RSPOcertified palm oil (SGS-RSPO/SC21-00270) is used and regularly audited. In the 2025 financial year, the soup recipes were also reformulated to be completely palm oil-free. Due to a lag in production-related implementation (use of remaining stock produced under the old recipe), the reformulation will only take effect from 2026 onwards. The first batches using the new, palm oil-free recipe will be launched on the market from 2026. The soups contribute around 0.04 percentage points to the reduction in the proportion of palm oil; the remaining proportion is therefore almost entirely attributable to 'baked fried onions'.

⁵ IPCC (2019): *Climate Change and Land. An IPCC Special Report, Summary for Policymakers, Section A.3.4. Supplementary: UNEP Food Waste Index Report 2024; UNFCCC 2024, accessed on 17 February 2026*
⁶ https://www.bmk.gv.at/themen/klima_umwelt/abfall/abfallvermeidung/lebensmittel/oesterreich/haushalte.html; accessed on 17 February 2026)

3.5 CSR RISK ASSESSMENT

Our product development team is increasingly assessing raw materials from an environmental perspective – such as land use, biodiversity risks and transport routes – in order to promote solutions that conserve resources in the long term.

When using new raw materials from critical regions – that is, regions with a known potential for human rights violations or adverse environmental impacts – we apply the CSR risk assessment⁷.

This helps us to systematically assess social and environmental risks along the supply chain and forms an important basis for procurement decisions. Where the risk assessment yields negative results, available alternatives are examined and more sustainable sources of supply are prioritised. If there are reasonable grounds to suspect serious human rights violations, we refrain from sourcing the relevant raw materials and actively seek suitable alternatives.

3.6 TRANSPARENCY AND MONITORING

We view responsible procurement as an ongoing process in which we continuously refine our procedures to best meet social and environmental standards within our sphere of influence.

This also includes transparency throughout the supply chain:

- » For all critical raw materials, we document their origin, production methods, and environmental and social standards, so that informed decisions can be made regarding their use and substitution.
- » The use of sustainable raw materials is regularly evaluated – for example, the proportion of palm oil-free products or organic raw materials – and serves as the basis for ongoing optimisation.

These measures are designed to ensure that our choice of raw materials is consistent with our sustainability principles, that risks associated with raw materials from critical regions are minimised, and that we simultaneously integrate innovative, resource-efficient alternatives into our products.

3.7. RESEARCH PARTNERSHIPS FOR RECYCLABLE PACKAGING SOLUTIONS

The further development of sustainable packaging can only be achieved through strong collaboration along the value chain and dialogue with scientific experts. We actively pursue research and project partnerships to drive innovation in the areas of recyclability and material efficiency.

3.7.1 OFI RESEARCH PROJECT 2023-2025

In 2025, we successfully completed a two-year research project in collaboration with OFI Technologie & Innovation GmbH (Austrian Research Institute for Chemistry and Technology), which was supported by the VKS (Packaging Coordination Office). This Austrian industry and coordination platform addresses issues relating to packaging, recycling and the circular economy. Our project focused on the recyclability and material minimisation of packaging. The findings provide an important basis for the further development of our packaging formats in line with the circular economy and the forthcoming requirements of the EU Packaging and Packaging Waste Regulation (PPWR).

The practical investigations centred on the question of whether our planned new packaging components can be recycled as single-material streams under real-world sorting and processing conditions. Tests were carried out on detectability in near-infrared (NIR) sorting, the removability of the label adhesive during the washing process, and the barrier properties of recyclable film materials.

For the planned new labels on our 1,200 ml cans, NIR sortability within the PET material stream was tested across seven different print versions. As the 800 ml and 400 ml cans use the same material and labelling system, the findings are directly transferable to these formats.

The adhesive intended for the new labels was tested for wash-off in two different adhesive systems. Both achieved a positive result. Reliable removal of the label during the washing process is an essential prerequisite for high-quality, single-type PET recyclates. Our planned recyclable composite films were also successfully tested in the NIR sorting machine and correctly assigned to the appropriate material stream. In addition, the water vapour and oxygen barrier values for these films were determined: in their unprocessed state, the measured values performed significantly better than those specified by the suppliers. This is an important indication that recyclability can be reconciled with the protection against moisture and oxygen required for our product quality. Overall, the results confirm that a switch to recyclable label and film solutions is technically feasible, and provide a sound basis for the gradual redesign of our packaging formats in line with the PPWR's 'Design for Recycling' requirements.



⁷ <https://www.mvorisicochecker.nl/de/ueberpruefen-sie-ihre-risiken/csr-risiko-check> accessed on 17 March 2026

3.7.2 PPWR – OBLIGATION AND OPPORTUNITY

With Regulation (EU) 2025/40, the Packaging and Packaging Waste Regulation (PPWR), the European Union is establishing a new, binding framework for packaging minimisation and recyclability. For us, this regulation means more than just adaptation. It is a driver of innovation and an incentive to systematically develop our sustainable packaging strategy further – with clearly prioritised measures, measurable progress and a consistent focus on practical implementation.



3.7.2.1 SPECIFIC PACKAGING MILESTONES FOR 2025 *(VSME B2 Para 26 (b))*

Packaging format	Implementation	Status
Flat shrink films	Gradual introduction of a 50% PCR content (postconsumer recycled material) following a oneyear trial period	from 2025
1,200 ml food container	Fully recyclable in accordance with the current definition; new label solutions with NIR detection; labels peel off without leaving any residue at temperatures of 60 °C and above; confirmed by OFI and external laboratories	Currently being implemented
PET bottles	Consistent use of rPET for selected formats	Ongoing
Aluminium composites (selected products)	Switch to recyclable alternatives; practical trials lasting several months under real-world conditions are currently underway	Roll-out expected from 2027
Paper-aluminium composite	Nine composite film variants from four suppliers tested; PPWRcompliant material structure developed; recyclability of ≥ 70% achievable	Implementation from 2028
Sealing blanks and lids	Recyclable alternatives in the testing phase	Roll-out planned for 2026

Table 30: Specific packaging milestones for PPWR compliance

Taken together, these measures not only lead to greater recyclability but also unlock concrete potential for savings in the areas of material use, waste disposal and logistics.

3.7.2.2 EXTERNALLY VERIFIED: SUBSTANTIAL PROGRESS

To assess our progress objectively, we carried out a comprehensive analysis of our key packaging formats in 2025 in collaboration with Circular Analytics and with the support of ARApplus (PPWR Quick Check). The results confirm that we are on the right track: Kotányi is consistently working towards compliance with the PPWR and already meets numerous requirements of the forthcoming regulation.

3.7.2.3. MATERIAL INNOVATION: THE ‘EVERYDAY’ PRODUCT LINE

One example of our commitment to innovation is the ‘Everyday’ product line, launched in 2025. The packaging consists of over 90 per cent paper and can be disposed of via the waste paper collection scheme. This approach significantly reduces material usage and demonstrates that product protection, functionality and resource conservation are compatible.

3.7.3. RECOLAP RESEARCH PROJECT 2025-2030

Since 2025, Kotányi has been actively involved in the ‘RECOLAP – Recyclability of coated and laminated papers’ research project at Campus Wien University of Applied Sciences. This project runs from 2025 to 2030 and is dedicated to the development of sustainable paper composite materials for use in the food sector. The aim is to create innovative solutions that combine product protection and functionality with improved recycling options.

3.8. RESPONSIBILITY THROUGHOUT THE ENTIRE SUPPLY CHAIN – TRANSPORT PACKAGING

For us, sustainability does not end with consumer packaging. Since 2024, we have also been systematically analysing transport and raw material packaging, ranging from multilayer sacks to paper sacks with plastic liners and aluminium solutions. Through targeted optimisations, in particular the switch from paper, cardboard and

composite packaging to big bags, as well as the reduction of specific packaging usage per tonne of raw material, we were able to reduce the amount of packaging used by around 0.12 tonnes in 2024 and by around 6.75 tonnes in 2025. In total, this has resulted in a saving of around 6.87 tonnes of packaging material since the measure was introduced.

In addition to the direct material savings, these changes also contribute to improved recyclability, particularly through the increased use of monomaterials (PP-woven big bags instead of composite structures made of paper/cardboard containing plastic or aluminium). Furthermore, logistics processes have been optimised, for example through more efficient use of pallet storage spaces, thereby indirectly achieving further environmental benefits.

What we have achieved so far and where we stand

During the reporting period, significant progress was made in the further development of our packaging with regard to regulatory requirements and recyclability.

PPWR-compliant design of the 1200 ml catering container

As part of preparations for the requirements of the EU Packaging and Packaging Waste Regulation (PPWR), the 1,200 ml catering container was specifically further developed. In collaboration between Procurement, Engineering, Production and Quality Assurance, new labelling solutions, including optimised adhesive systems, were implemented. The labels are designed so that they can be reliably detected in sorting plants using near-infrared technology. At the same time, it has been ensured that they can be reliably removed during the subsequent recycling process. The labels have been proven to peel off without leaving any residue at temperatures of 60 °C and above. Our aim is to fully confirm recyclability through independent testing by the OFI and other external laboratories. Following successful internal approval, we will then gradually introduce the optimised materials into regular use.

Development of recyclable composite films for our Kotányi letter-shaped packs

Another key focus was on the development of recyclable composite films for our letter-shaped packs, which are currently still designed as multi-layer composites. Building on several years of preparatory work, suitable material combinations were identified and systematically evaluated.

A total of nine variants of composite films from four suppliers were sampled and tested under real production conditions to assess their machine compatibility on the filling lines. In parallel, comprehensive material analyses were carried out, in particular to verify the oxygen barrier properties. The relevant measurements were also carried out by the OFI in order to compare the suppliers’ specifications with actual performance data and to enable a direct comparison with the existing material. Barrier and recyclability tests are currently being carried out at the University of Applied Sciences Campus Vienna to determine a PPWR-compliant composition that meets our food safety requirements.

A further reduction in material usage is not currently feasible for technological reasons or in view of food safety requirements. However, the investigations show that several of the tested material options can achieve a recyclability rate of at least 70 per cent.



OUR UNDERSTANDING:

Creativity means: developing solutions where others see limitations. Sustainability demands new ways of thinking that go beyond the traditional product range and issues such as origin and consumer behaviour. Our recipes, products and partnerships are not an end in themselves, but tools to make sustainable cooking simple, appealing and accessible.

3.9. FAIRNESS AND COMPLIANCE

Long-term market success and a corporate image based on integrity are founded on consistent, fair conduct. For us, it goes without saying that we act as a reliable partner whilst also demanding the same fairness from our business partners. Market distortions caused by restrictions on free competition stifle innovation, slow down growth and contradict our convictions. For us, responsible business conduct means uncompromising compliance with all national and international antitrust and competition law requirements, as well as with applicable anticorruption and anti-bribery laws. We regard integrity as an indispensable part of our corporate DNA, and we communicate this clearly and unambiguously.

3.9.1 THE CODE OF CONDUCT AS A PILLAR OF COMPLIANCE

Our Code of Conduct, which was revised in 2025 and is binding on all our international and national employees, is the central pillar of compliance in practice within our Group. It forms the basis for respectful and proper interaction, both internally and in our dealings with our business partners. The implementation of these principles is regularly reviewed through internal audits and inspections.

3.9.2 COMPLIANCE TRAINING

Training	Content and timing
‘Conduct in Competition’	Full-day training for all relevant sales staff in Austria; most recently in March 2023, delivered by an experienced lawyer from the law firm Wolf Theiss
Next scheduled training session	2028, in accordance with the agreed five-year cycle
Code of Conduct (CoC) for staff	All staff in Austria and the relevant colleagues at our international sites are familiar with the CoC, which forms an integral part of their employment contracts.

Table 31: Compliance training and embedding

3.10. SUSTAINABLE SUPPLIERS – ACHIEVING MORE TOGETHER

Responsibility begins at the source and ends with all of us. For us, sustainability is not an abstract principle, but a way of life – from the source of our raw materials right through to every single decision we make as a company. It begins where cultivation, processing and production take place with care, knowledge and dedication – at the start of the supply chain – and extends right through to us.

3.10.1 OUR PHILOSOPHY

Our philosophy is based on long-standing, respectful partnerships with our suppliers. We see ourselves as a reliable and fair partner, just as we expect others to be. Transparency throughout the entire supply chain and joint efforts to avoid or at least minimise potential or actual negative impacts on the environment and society are essential to us.

For us, this also includes:

- » Ensuring decent working conditions
- » an effective complaints management system
- » Regularly reviewing the effectiveness of our due diligence measures
- » Open, transparent reporting on our actions

3.10.2 SUPPLIER SURVEY

The management has made a clear commitment to embedding sustainability in our corporate strategy and to consistently upholding this standard throughout the entire supply chain. This is not always easy, particularly in challenging times such as these, when quality, food safety and responsible business practices are more important than ever in the face of global crises. We work exclusively with suppliers who meet our strict criteria and who, ideally, can demonstrate this through internationally recognised sustainability certifications or memberships.



During the reporting period, 109 raw material suppliers were surveyed regarding their sustainability credentials. 83.5 per cent (91 suppliers) took part in the survey. Based on the responses, the following picture emerges:

Sustainability credentials of our raw material suppliers

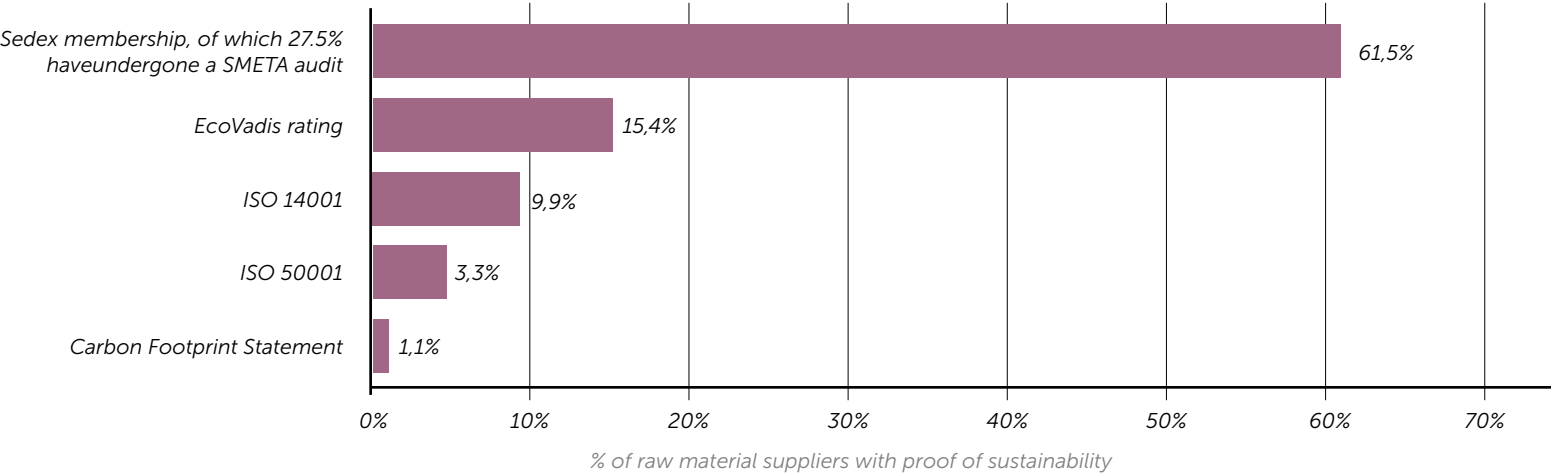


Fig. 10: Sustainability certifications held by Kotányi's suppliers; results of the 2025 survey

84.6% of suppliers were able to demonstrate that they hold at least one recognised sustainability certification.



3.10.3 SEDEX, SMETA AND SELF-ASSESSMENT

Our quality requirements and standards regarding food safety, legality and sustainability are non-negotiable. Accordingly, we focus on long-term business relationships, short transport routes and new strategic partnerships. New suppliers are assessed and approved against the core criteria of SEDEX SMETA (ETI Base Code) as part of a self-assessment.

GLOSSARY::

SMETA (SEDEX Members Ethical Trade Audit) is not a standard, but an internationally recognised best-practice guide for assessing ethically sustainable production within the supply chain. SEDEX (Supplier Ethical Data Exchange) is a global, not-for-profit platform for presenting and auditing supplier performance in relation to working conditions, health and safety, environmental management and business ethics. Kotányi is also one of over 50,000 companies worldwide that report transparently via SEDEX.



3.10.4 SUPPLIER CODE OF CONDUCT – CONTRACTUAL BASIS AND BINDING COMMITMENT

Our suppliers are contractually obliged to comply with our Supplier Code of Conduct. Although we take ethically sound behaviour for granted, it is crucial for us to formally ensure that our values are put into practice.

For us, this involves understanding:

- » What values do our partners uphold?
- » What standards do they set for themselves and others in terms of sustainability?
- » How do they implement these within the scope of their capabilities?

Our aim is to work together as equals, with a shared commitment to fairness, human rights, environmental protection and the interests of consumers. Our key requirements are:

- » Fair pay
- » Decent working conditions
- » Prohibition of child labour
- » Responsible use of natural resources Our Supplier Code of Conduct is available to the public at www.kotanyi.com.

3.11. HUMAN RIGHTS – ALSO OUR RESPONSIBILITY

For us, upholding human rights extends beyond our own operations. As an Austrian family-run business, we operate in an environment characterised by high social and labour law standards. We actively promote this awareness throughout our supply chains.

3.11.1 AWARENESS TRAINING AND CONTINUING PROFESSIONAL DEVELOPMENT

Training/Webinar	Content and participants
Awareness training ‘Human Rights in the Supply Chain’	Participants: the entire management team and all staff involved in procurement. Speaker: Dr Karin Lukas LL.M., Ludwig Boltzmann Institute for Fundamental and Human Rights, October 2019 ⁸
Sustainability Webinar (Children’s Rights in Agricultural Supply Chains)	Participants: all relevant staff from quality assurance and procurement. Organiser: ESA (European Spice Association) in cooperation with the Centre for Child Rights and Business and Save the Children, April 2026

Table 32: Training measures on human rights in the supply chain (VSME B2 Para 26 (a))

3.11.2 VOLUNTARY ALIGNMENT WITH THE CSDDD

The analysis of potential risks in the supply chain is a key component of corporate due diligence obligations under the Corporate Sustainability Due Diligence Directive (CSDDD). The aim is to systematically identify, assess and address actual and potential adverse impacts on human rights and the environment throughout the entire value chain. Against this background, we have carried out a comprehensive analysis of our supply chain. As part of this process, suppliers, production stages and sourcing regions were systematically documented and assessed on the basis of recognised risk indicators. Particular focus was placed on identifying potentially critical regions. Although our company does not currently fall within the direct scope of the CSDDD, we voluntarily adhere by its principles and requirements.

Based on the results of the risk assessment, we are taking targeted measures:

- » Systematic collection of relevant supplier data
- » Expansion of monitoring and evaluation mechanisms
- » Integration of risk considerations into procurement decisions
- » Avoiding procurement from identified critical regions, where possible
- » Active issue management in the event of anomalies or suspicions

3.11.3 SPECIFIC ACTIONS TAKEN DURING THE REPORTING PERIOD

It is a key priority for us to avoid sourcing from identified critical regions wherever possible, or to accompany such sourcing with appropriate preventive and remedial measures. For example, we have almost entirely shifted our sourcing of cumin from its main country of origin, Syria, to India. We are currently working to cease sourcing aniseed from Syria as well, and instead source it from Austria and Germany. Although the cultivation trials carried out so far in Austria have not yet yielded the desired results in terms of quality, we are consistently pursuing this approach and are confident that we will be able to source Austrian produce from 2026 onwards. Initial deliveries from Germany are already looking promising. In general, we aim to source our raw materials primarily from Europe and Austria wherever possible and feasible. Many of our products are already of European or Austrian origin; we are also working specifically to shift sourcing for other raw materials. For example, we have been sourcing porcini mushrooms exclusively from Europe rather than China for years now, and we specifically prioritise European origin for tomato products. We also plan to further increase the proportion of caraway from Austria over the next two years. The starting point is a proportion of around 48 per cent in 2025 (2024: around 46 per cent); in this regard We aim to increase not only the

⁸ Die verantwortlichen Entscheidungsträger*innen sind nach wie vor im Unternehmen. Die nächste Schulung erfolgt bei Bedarf (z.B. sofern sich Schlüsselpersonen ändern).

ABOUT KOTÁNYI

VSME B1 C1

VSME B2 C2

VSME B3 C3

VSME B4

VSME B5

VSME B6

VSME B7

VSME C4

VSME B8

VSME B9

VSME B10

VSME B11

VSME C5

VSME C9

VSME C6

VSME C7

VSME C8

proportion but also the absolute volume of our purchases from Austria. These measures strengthen regional value chains, reduce transport distances and increase transparency in the supply chain. At the same time, in practice we repeatedly come up against climatic and economic constraints. Certain raw materials cannot be meaningfully sourced regionally due to their natural growing conditions or economic circumstances. Saffron from Austria or greenhouse-grown vanilla from the Netherlands are, in our view, not viable alternatives at present (including in terms of volume). In such cases, we carefully weigh up the environmental, social and economic aspects..

3.11.4 DIVERSIFICATION AS A RESILIENCE STRATEGY

Diversifying our sources of supply is a key component of sustainable risk management. In view of increasing climatic fluctuations, particularly in Europe, we deliberately secure our supply chains by sourcing from multiple origins. One example is dill, which we source predominantly from Austria and Poland, but also optionally from Egypt. This strategy helps to ensure security of supply whilst enabling us to respond flexibly to climatic changes. Our approach demonstrates that sustainability is not just about environmental optimisation, but also about ensuring stable, responsible supply chains. We are convinced that, in the long term, only a balanced interplay of all three dimensions (environment, social issues and responsible corporate governance) will lead to viable and future-proof solutions.

What we have achieved so far

- » 100 per cent of our newly approved strategic raw material suppliers have completed the CSR questionnaire in full and confirmed in writing that they meet the SMETA core criteria regarding working conditions, occupational health and safety, and business ethics.
- » As we do not always source directly from the country of origin and on-site verification is not always possible, trust and longterm partnerships are essential to us. In the event of irregularities or grounds for suspicion, our ESG officers decide on a case-by-case basis whether an on-site audit is necessary. This is a practice that we will continue to uphold consistently in the future.
- » As a company that also sources its raw materials through intermediaries, our direct scope for influence on the upstream stages of the supply chain. Human rights due diligence therefore focuses on the levers actually available to us, in particular ongoing dialogue with our suppliers. Using a riskbased approach, we have analysed our supply chain to identify and prioritise areas with a heightened potential for human rights risks. Within the scope of our influence, we are continuously working to assess such risks, address them in consultation with our suppliers and, as far as possible, work towards mitigating them.



B3

ENERGY AND GREENHOUSE GAS EMISSIONS

(VSME B3 Para 29-31)

1. ENERGY

Energy consumption and CO₂ emissions are unavoidable throughout the entire value chain, wherever products are manufactured, stored and transported. We, too, require energy in the form of electricity and gas for our operations and are aware of the associated emissions. At the same time, our raw materials and our long-term economic success depend on natural resources that are only renewable in stable and functioning ecosystems.

Protecting the environment is therefore inextricably linked to the sustainability of our company.

Against this backdrop, we are committed to consistently reducing our environmental footprint and are implementing targeted measures to improve energy efficiency and prevent emissions. We report on energy consumption and greenhouse gas emissions in accordance with VSME disclosure B3 and supplement this – to describe the measures and our climate targets – with the information required under C2 and C3 of the supplementary module.

(VSME B3 Para 29–31; C2 Para 50–53; C3 Para 54)

The data underlying the emission figures is our CO₂ footprint (Scopes 1, 2 and 3) finalised for 2025.

1.1 TOTAL ENERGY CONSUMPTION (VSME B3 Para 29)

Against this background, we are pursuing the goal of increasing energy efficiency and reducing our CO₂ emissions. A key component of this is sourcing all our electricity from 100% renewable energy sources. Furthermore, we have been generating electricity from renewable energy since mid-2020: on the roofs of our site, we operate a photovoltaic system covering an area of 6,500 m², which produces around 950,000 kWh of electricity annually. In 2025, we were able to use 771,319 kWh of this for our own operations, thereby covering around 18 per cent of our total electricity requirements. We feed the surplus energy, amounting to around 179,000 kWh, into the public electricity grid.

Total energy consumption and the corresponding energy sources are clearly summarised in the following table:



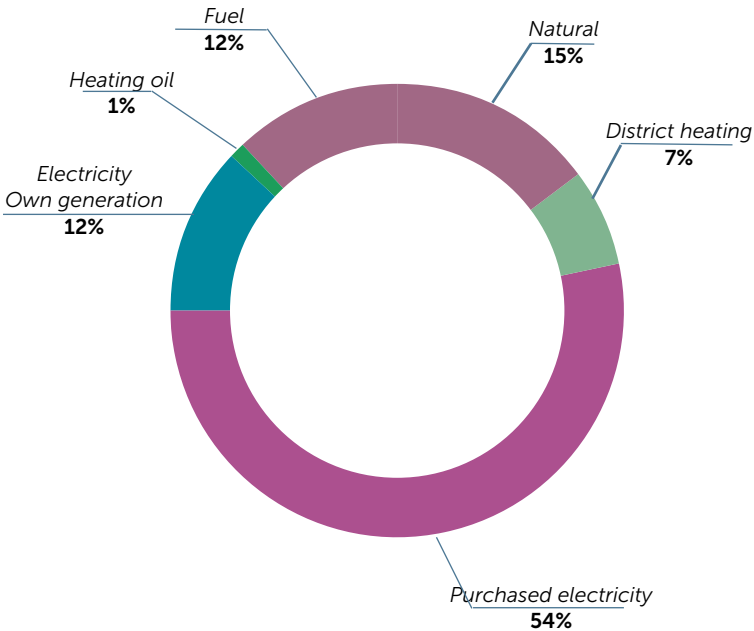
		Renewable energy		Non-renewable energy	
Category	Energy source	2024	2025	2024	2025
Electricity	Electricity purchases	3.455	3.530	0	0
	Electricity generated in-house	745	771	0	0
Fuels	Natural gas	0	0	985	956
	District heating (biomass)	349	457	0	0
	Heating oil (water heating)	0	0	60	74
	Diesel passenger cars (company cars)	37	39	378	371
	Petrol cars (company cars)	33	35	299	317
	Kerosene (air travel on business)	0	0	19	16
Total		4.619	4.832	1.741	1.734

Table 33: Energy consumption by energy source in MWh

1.2 OUR ENERGY CONSUMPTION

As a manufacturing company, the responsible use of energy is a central component of our sustainability strategy. We record our energy consumption annually, broken down by energy source and area of consumption, and use this data to identify targeted efficiency measures. The energy and volume flows at our production site are determined and presented. The accuracy of these calculations is verified as part of regular external energy audits in accordance with the EEffG (Federal Energy Efficiency Act) and EN 16247. Our total energy demand, broken down by sector (energy consumers) and energy source, is as follows:

Energy demand by energy source 2025



Energy consumption by sector in 2025

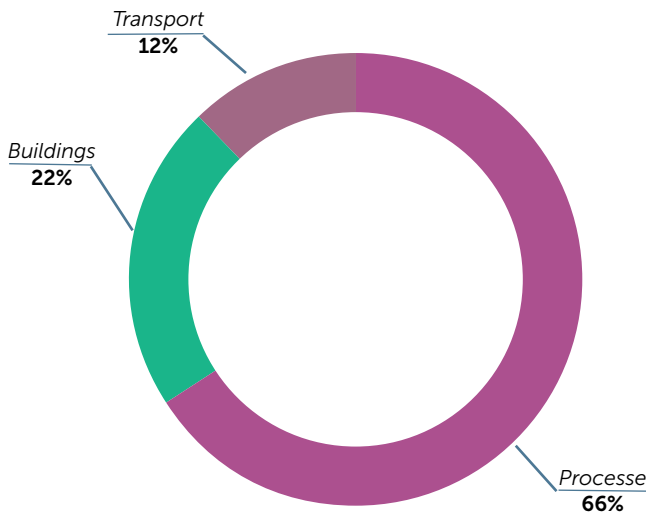


Fig. 11: Energy requirements by sector (energy consumers) and energy source (figures rounded)

Our in-house processes account for the largest share of energy consumption, followed by the energy required for the building (including heating and lighting). The smallest share, at around 11.8 per cent, is accounted for by the energy required for internal transport processes. In 2025, our total energy consumption amounted to 6,566 MWh (previous year: 6,360 MWh). Electricity accounts for the largest share at around 66 per cent, followed by natural gas (15 per cent), fuels (12 per cent) and district heating (7 per cent). Heating oil plays only a minor role, accounting for around 1 per cent.

1.3. TRENDS IN ELECTRICITY CONSUMPTION IN RELATION TO PRODUCTION

1.3.1 TOTAL ELECTRICITY CONSUMPTION

Given that electricity is the most significant energy source in our company in terms of energy consumption, we attach great importance to the continuous reduction of our electricity requirements. To highlight improvements in efficiency, we do not merely consider electricity consumption in absolute terms, but also relate it to the volume produced.

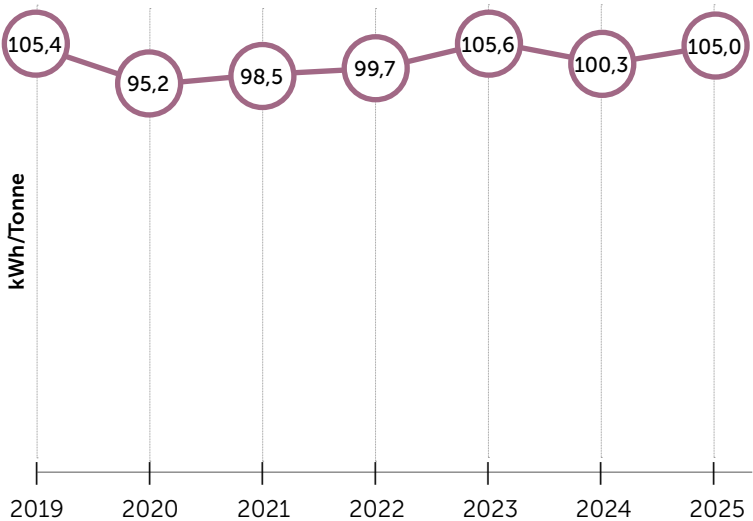


Fig. 12: Electricity consumption per tonne of goods produced

Total specific electricity consumption has remained stable since 2019 within a range of approximately 95 to 106 kWh/t. The figure for 2025, at 105.0 kWh/t⁹, is almost on a par with the 2019 level (105.4 kWh/t); we achieved our best result in 2020 at 95.2 kWh/t. Despite changing production conditions, increasing demands on product quality and variety, and additional processes, we have managed to keep specific consumption virtually stable over several years. We have not yet returned to the efficiency level achieved in 2020. We see potential here for targeted improvements. Our medium-term goal is to reduce specific electricity consumption back below 100 kWh per tonne produced and, at the same time, to further increase the proportion of renewable energy we generate ourselves. To this end, we aim to reduce electricity consumption by at least 1 per cent per tonne annually compared with the previous year. Unfortunately, we did not achieve this target in 2025 compared with 2024.



1.3.2 TREND IN PURCHASED ELECTRICITY AS A PROPORTION OF PRODUCTION

Looking at the amount of purchased electricity per tonne produced, consumption breaks down as follows:

Consumption of purchased electricity per tonne of goods produced

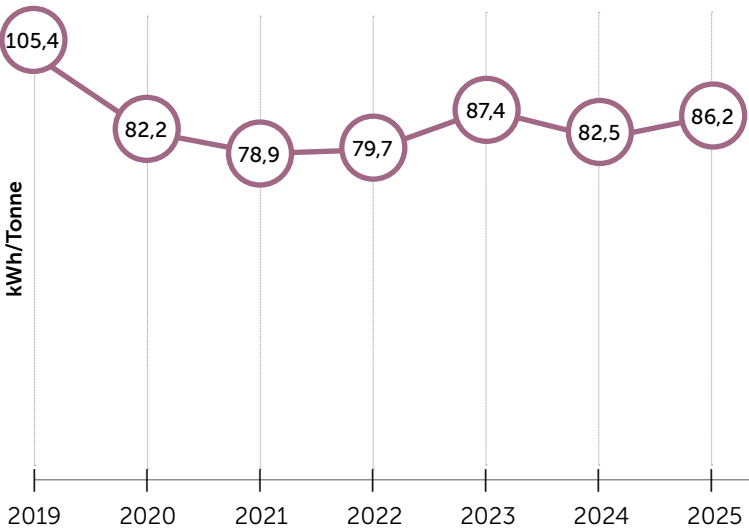


Fig. 13: Consumption of purchased electricity in kWh per tonne produced

Within two years, we were able to reduce our specific consumption of externally purchased electricity by around 25 per cent, from 105.4 kWh/t in 2019 to 78.9 kWh/t in 2021. This significant improvement is largely attributable to two developments: firstly, in-house electricity generation from our photovoltaic system, which has been covering a growing proportion of our electricity requirements since mid-2020; and secondly, targeted efficiency measures in production. Since 2022, specific electricity consumption has ranged between approximately 79 and 87 kWh/t. The slight increase in 2023 and 2025 is mainly attributable to an expansion in product variety and

increases in production volumes: more frequent batch changes and a higher proportion of volume-independent base loads (including extraction, air conditioning and compressed air generation) increase specific consumption without a corresponding rise in absolute energy input. In 2025, the figure of 86.2 kWh/t is around 18 per cent below the 2019 baseline.

The long-term trend shows that our strategic approach is working: the combination of in-house renewable electricity generation and continuous efficiency improvements. Despite growing production volumes, we have been able to significantly and sustainably reduce the specific consumption of externally purchased electricity.



⁹ The specific purchased electricity (grid-sourced electricity per tonne of finished goods) stood at 86.2 kWh/t in 2025. Relative to total electricity consumption, including PV-Eigenverbrauch ergeben sich 105,0 kWh/t; die Differenz von 18,8 kWh/t entspricht dem selbst genutzten PV-Strom.

Since our photovoltaic system went into operation in mid-2020, our on-site electricity generation has significantly reduced our need for externally purchased electricity. The following comparison illustrates how our purchased electricity and production volume have evolved since 2019:

Consumption of purchased electricity vs. tonnes produced

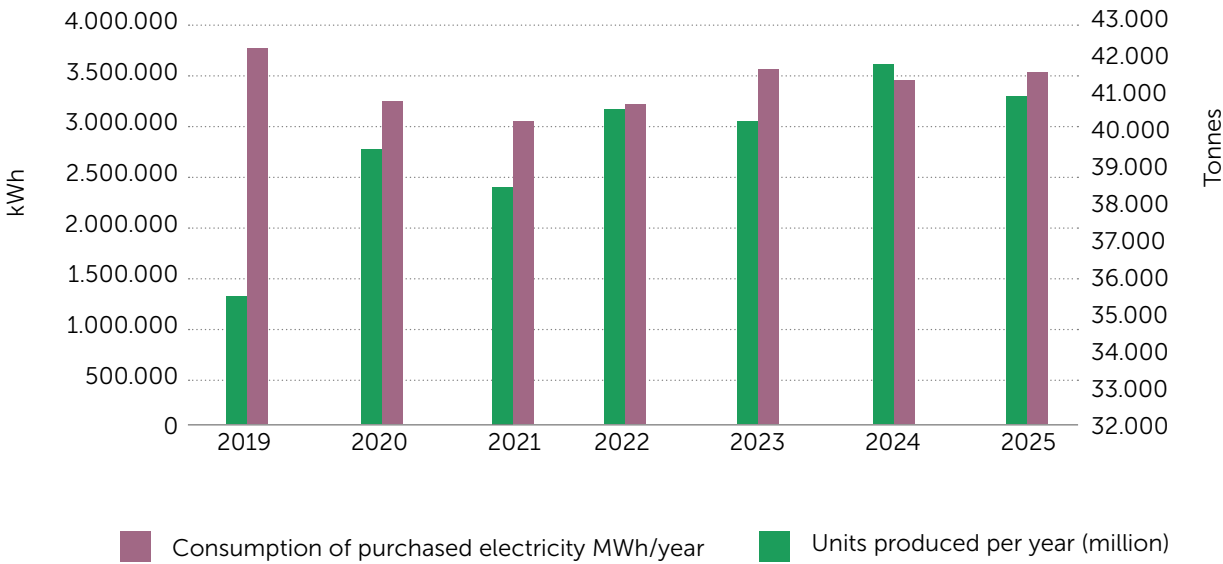


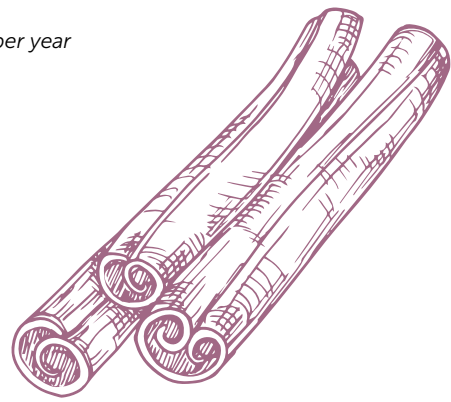
Fig. 14: Consumption of purchased electricity in MWh per year in relation to the quantity produced in tonnes per year

Particularly noteworthy: in 2019, the amount of electricity purchased reached its highest level across the entire period under review, even though the production volume was at its lowest that year. With the commissioning of our photovoltaic system in 2020 and targeted efficiency measures, we were able to significantly reduce our electricity consumption whilst simultaneously expanding our production. This is a clear indication that growth and energy savings can go hand in hand.

For the coming years, we have set ourselves the target of further reducing the specific value towards the best figure achieved in 2021 (78.9 kWh/t). We aim to achieve this through further optimisation of our production facilities, modernisation of energy-intensive units and the gradual expansion of our in-house electricity generation.

1.4 MEASURES TO IMPROVE ENERGY EFFICIENCY

- » A heat recovery system for hot water production has been installed on the compressed air compressors. Heat and cold recovery from the exhaust air is utilised in a resource-efficient manner in heating and air-conditioning systems to direct waste heat or cold to where it can be used.
- » In addition, all pumps in the hot water and heating systems have been replaced with energy-efficient units.
- » All the lighting in our production halls has been optimised using electronic ballasts, dimming modules and motion detectors.
- » Furthermore, a measurement and control system has been installed to monitor the entire building services infrastructure and to ensure the economical and ergonomic optimised control and regulation of the heating, ventilation and air-conditioning systems.
- » We have carried out a comprehensive building refurbishment (new windows, thermally insulated façade) to minimise heat loss – and thus energy loss – as much as possible.
- » Our logistics centre at 24 Johann-Galler-Straße is connected to the local district heating network (renewable heat from biomass).



1.4.1 ACTION PLAN UP TO 2030 AND BEYOND

We intend to continue implementing projects to improve our energy efficiency in the future and have developed an action plan to this end, covering the period up to 2030 and beyond. Some of the agreed measures have already been successfully implemented. For example, we were able to convert the extraction system of our screening plant to a more energy-efficient recirculating air system, thereby saving 23,800 kWh of energy annually. As part of the expansion of our finished goods warehouse at 24 Johann-Galler-Straße, we have made it a priority to operate as independently as possible from fossil fuels. The building has been connected to the Obersdorf biomass plant, resulting in a theoretical potential saving of 390,000 kWh per year in fossil fuel consumption. Continuously improving our energy efficiency requires clear priorities and consistent action. As part of our project partnership with klimaaktiv, we have developed an action plan up to 2030 and beyond (including the conversion of our gas heating system in the main building to lower-emission alternatives by 2035), through which we aim to improve our energy efficiency and increase the share of renewable energy. The following overview sets out the key measures through which we are continuously improving our energy efficiency. It includes both measures already implemented and those planned, along with their respective expected quantitative effects.

Measure	Status	Deadline	Effect (energy/replacement of fossil fuels)	Energy source
Screening machine extraction system converted to recirculating air; exhaust air heat/cooling is recovered in heating/cooling mode.	Implemented	2021	23.800 kWh/year	Electricity
New finished goods warehouse with biomass connection (Obersdorf) Local heating meets the building’s hot water and heating requirements of the building.	Implemented	2021	390.000 kWh/year	Natural gas
Environmental management system in accordance with ISO 14001:2015 Environmental protection objectives in planning, implementation and monitoring	Implemented	2021	–	–
Large-scale heat recovery system for the compressors Heat recovery for hot water and heating	Implemented*	2025	350.000 kWh/year	Natural gas
Replacement of high-pressure heaters fuelled by heating oil with electric units Heating to be powered by electricity rather than heating oil (60 °C)	Planned	2027	50.000 kWh/year	Heating oil
Improved efficiency of container washing plant: hot water via heat recovery and replacement of the compressed air compressor	Planned	2030	26.200 kWh/year	–
Conversion of the main building’s gas heating system to a lower-emission alternative; concept development with Ökoplan	Planned	2035	1.200.000 kWh/year	Natural gas
Conversion of the vehicle fleet to electric mobility: half of the company cars and the lorry shuttle (short distances to Wolkersdorf)	Underway	2030	190.000 kWh/year	Diesel

Table 34: Action plan to improve energy efficiency



1.5. DETAILED ANALYSIS, MEASURES AND OUTLOOK

Based on our detailed energy flow analysis, we have identified the key drivers of consumption. The largest shares of electricity consumption in production are accounted for by the flat-bag line (1,057 MWh or 17.2 per cent), the production of glass jars and tins (515 MWh or 8.4 per cent), as well as air conditioning (272 MWh or 4.4 per cent) and grinding (246 MWh or 4.0 per cent). In these areas, we are continuously exploring opportunities to improve efficiency, for example by modernising plant, optimising operating times and using energy-efficient components.



Kotányi Energy Flows 2025

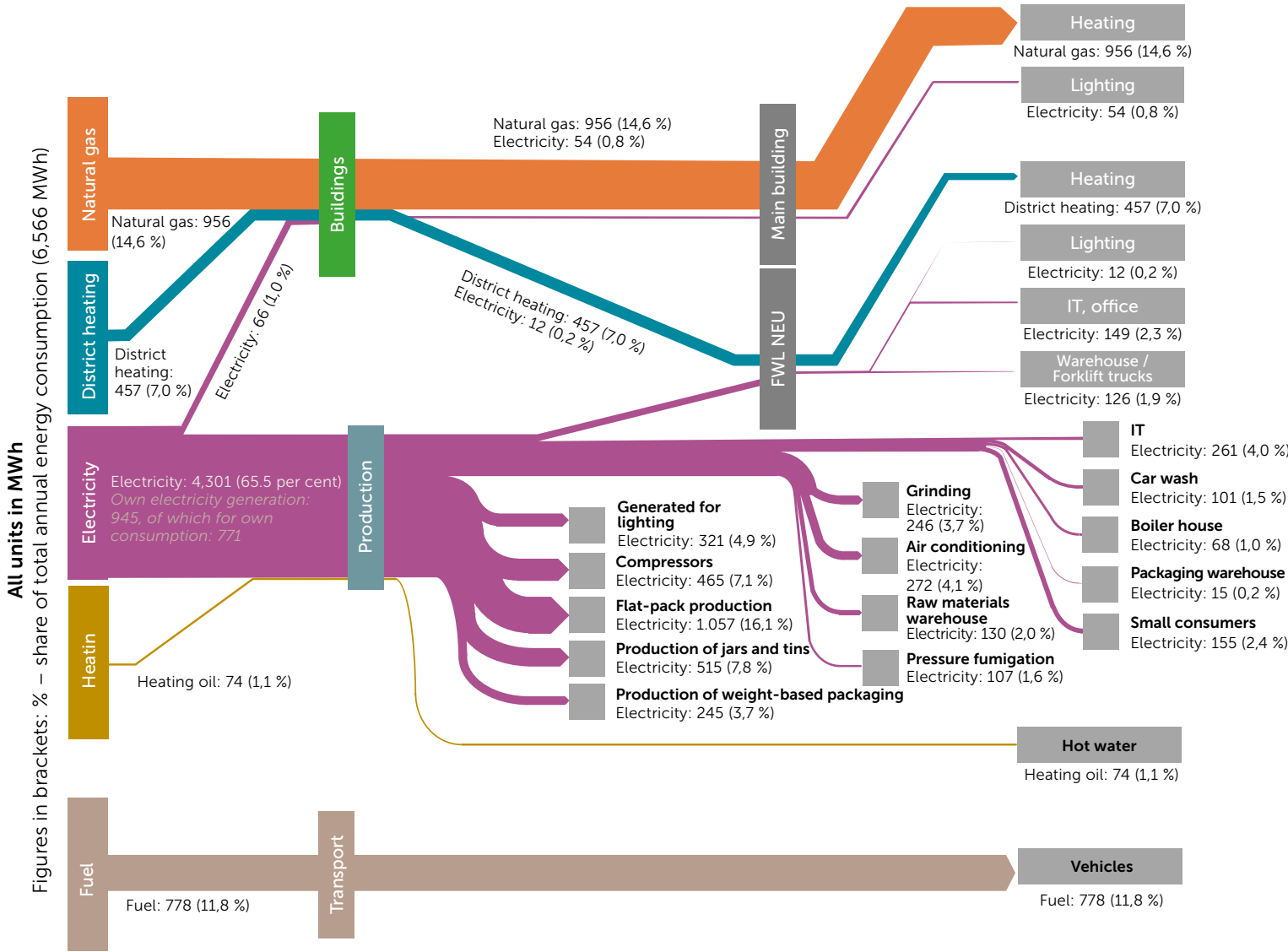


Fig. 15: Energy flows at Kotányi GmbH, 2025

Among other things, electricity consumption for lighting in production (down 10.8 per cent on the previous year) and compressor operation showed a positive trend in 2025. These successes encourage us to continue steadfastly along the path we have chosen.

2. GREENHOUSE GAS EMISSIONS

(VSME B3 Para 30 (a) and (b) and Para 31)

We recognise that our activities also generate emissions that have an impact on the environment. It is crucial that we regularly assess our carbon footprint – which comprises various components such as energy and electricity consumption as well as transport – and implement measurable measures to continuously reduce our emissions, which are primarily caused by energy consumption. B3 requires the reporting of gross greenhouse gas emissions in tonnes of CO₂ equivalent (t CO₂e) in accordance with the GHG Protocol Corporate Standard: Scope 1 emissions from own or controlled sources, as well as location-based Scope 2 emissions from purchased energy.

2.1 SCOPE 1 EMISSIONS (DIRECT EMISSIONS)

Our direct (fossil) emissions amounted to 587.76 t CO₂e in 2025. Externally sourced district heating from biomass is reported as purchased heat under Scope 2, as combustion takes place at the external supplier's premises. This results in the following breakdown:

Source (Scope 1)	t CO ₂ e (2025)	Proportion of Scope 1
Industrial processes – CO ₂ (fossil/geological only) for cooling (spice mill) and pressure fumigation	65	11,1 %
Stationary combustion – heating	212,25	36,1 %
– of which natural gas (J.G. 11)	192,08	32,7 %
– of which heating oil (hot water heating)	20,17	3,4 %
Mobile combustion – vehicle fleet	197,71	33,6 %
Fugitive emissions (refrigerant leaks)	112,80	19,2 %
Total Scope 1 (fossil)	587,76	100 %
Note: biogenic CO ₂ emissions from pressure fumigation and cooling for grinding (not included in the Scope 1 total)	999,00	

Table 35: Overview of Scope 1 emissions in tonnes of CO₂e (2025)

The largest share is attributable to stationary combustion for heating (212 t) and the vehicle fleet (198 t). According to our supplier's certificates of origin, approximately 94 per cent of the process-related CO₂ from cooling and pressure fumigation is sourced from biogenic sources. The biogenic nature of this CO₂ arises from the fermentation of biological raw materials and the subsequent capture, purification and liquefaction of CO₂. This biogenic portion (999 t) is reported separately in accordance with recognised accounting standards and is not included in the total fossil Scope 1 figure. Only the fossil, geologically derived portion of the process CO₂ (65 t) is included in the fossil Scope 1 figure.

Methodological note – Process CO₂ pressure fumigation: The CO₂ used in pressure fumigation is purchased in food-grade quality and is derived as a by-product from industrial and biological processes. The quantity released is recorded as a direct emission (Scope 1); the emission factor corresponds to the mass of the CO₂ released (1.0 t CO₂e per t CO₂, GWP = 1), as this involves pure carbon dioxide and not a combustion reaction. The breakdown by biogenic or fossil/geological origin is based on the supplier's certificates of origin (2025: 94 per cent biogenic, 4 per cent industrial, 2 per cent natural). Biogenic CO₂ emissions are reported separately from the total fossil Scope 1 figure in accordance with the GHG Protocol, ISO 14064-1 and ESRS E1.

2.1.1 THE CO₂REQUIREMENTS OF PRESSURE FUMIGATION

Pressure fumigation with CO₂ is one of our key processes for preventive food safety. Controlled high-pressure treatments kill pests and their developmental stages in the raw material – without chemical residues, without the use of heat and without compromising flavour or nutritional content. For a company that processes around 15,000 tonnes of herbs and spices annually from climatically sensitive growing regions, this process is essential.



2.1.1.1. HOW WE ARE ALREADY USING CO₂ SPARINGLY TODAY

Over the past few years, we have specifically tailored our pressure fumigation plant and the associated process management to ensure CO₂ is used only as required. Three measures are already in place today:

Measure	How this helps us save CO ₂
Dual-chamber operation	The plant has two treatment chambers, which are operated alternately. Whilst one chamber is undergoing treatment, the other is already being loaded or unloaded. Some of the CO ₂ is transferred between the chambers rather than being released entirely into the atmosphere – integrated recycling during operation.
Continuous weighing	During operation, the amount of CO ₂ to be used is continuously adjusted to the actual load in the chamber. There is no flat-rate dosing based on maximum values, but rather a supply tailored to the requirements of the respective batch.
Programmecontrolled treatment speed	The treatment programme and cycle time are set on a product-by-product basis and according to urgency.

Table 36: Measures already implemented to improve the efficiency of CO₂ use in pressure fumigation

Structural challenges to further reduction

A massive reduction or complete substitution of CO₂ requirements is challenging under current conditions. Two structural factors complicate optimisation:

- » Lack of space at the site: At our production site, we have only limited storage and buffer capacity available. An optimally timed ‘just-in-time’ treatment with longer lead times – which would enable the best possible batch consolidation and thus higher CO₂ efficiency per treatment cycle – can only be implemented to a limited extent.
- » High turnover rate of raw materials: Delivered goods must be processed quickly for storage and quality reasons. This leads to shorter treatment cycles and more frequent use of the plant.

2.1.2 OUR REDUCTION PATH FOR THE COMING YEARS

Despite these challenges, we remain committed to a gradual reduction. We are pursuing complementary approaches:

- » **Closer cooperation with suppliers:** the lower the risk of pest infestation in raw materials upon arrival, the less treatment is required. We are working on enhanced standards for suppliers, with a focus on storage hygiene and upstream protective measures in the growing regions.
- » **CO₂ recovery technology:** We are investigating whether a technologically advanced recovery system could, in future, recapture the CO₂ that currently escapes into the atmosphere for process-related reasons.

High CO₂ demand is not only a climate issue but also a strategic risk: fluctuations in the availability and price of food-grade CO₂ can directly affect our production. We have identified this dual relevance (ecological and economic) as a material risk in our dual materiality analysis under ‘Increase in pests’ and ‘Climate protection’. Reducing our CO₂ requirements is therefore not only a matter of climate protection, but also of building resilience.

2.2 SCOPE 2 EMISSIONS (INDIRECT EMISSIONS FROM PURCHASED ENERGY)

Keeping an eye on our Scope 2 emissions – reducing CO₂ step by step

At Kotányi, we know that every kilowatt-hour of electricity and every kilowatt-hour of heat consumed at our site leaves a carbon footprint. That is why we have committed to actively reducing our Scope 2 emissions – and not just on paper.

A visible sign of this commitment is our photovoltaic system on the site’s roofs. But our commitment doesn’t stop at electricity generation: through heat recovery, modern heating and cooling systems, and energy-efficient production facilities, we are significantly reducing our consumption. Integrated energy monitoring will provide us with up-to-date data on consumption and potential savings in future. This enables us to identify immediately where we can become even more efficient and implement targeted measures. Our Scope 2 emissions (site-based) amounted to 439.36 t CO₂e in 2025. These consist of purchased electricity (434.19 t) and externally sourced district heating from biomass (5.17 t). We source our electricity exclusively as certified electricity from 100 per cent renewable sources; from a market-based perspective, emissions from purchased electricity therefore amount to 0 t CO₂e. However, the certified electricity volume does not cover the district heating procured, meaning that the market-based Scope 2 emissions amount to 5.17 t CO₂e and are entirely attributable to district heating from biomass.

Scope 2 source	location-based (t CO ₂ e)	market-based (t CO ₂ e)
Purchased Electricity	434,19	0,00
District heating	5,17	5,17
Total scope	439,36	5,17

Table 37. Overview of Scope 2 emissions: location-based (t CO₂e) and market-based (t CO₂e) (2025)

2.3. GHG INTENSITY (SCOPE 1 + 2)

(VSME B3 Para 31 – Financial Year 2025)

Item	Value	Reference: VSME B3, para. 31
Gross GHG emissions Scope 1 + Scope 2 (stand-) 2025	1,027.12 t CO ₂ e	Numerator of the intensity metric (gross fossil emissions Scope 1 + 2; biogenic CO ₂ 999 t reported separately, not included)
Net turnover 2025 (from B1)	€150.8 million	Denominator of the intensity metric (net turnover as per B1)
GHG intensity (Scope 1 + 2)	≈ 6.81 t CO ₂ e/€ million	Para 31: GHG intensity = gross GHG emissions ÷ net turnover

Table 38: GHG intensity (Scope 1 + 2) (2025)

A key factor in our success in reducing the CO₂ emissions we generate is the awareness of each and every individual. To make people’s personal carbon footprints tangible, we have launched a company-wide campaign and invited our staff to calculate their individual ecological footprints – using, amongst other things, the Austrian carbon footprint calculator from the Federal Ministry for Climate Protection or similar tools. The results have provided valuable insights: they show how sustainable one’s own lifestyle is and where there are specific opportunities for action in everyday life. In this way, we promote both knowledge and a willingness to question existing habits and develop them further in a sustainable manner for the benefit of our environment.

In addition to implementing our action plan, a particular focus is on setting up an energy monitoring system. This should enable us to track in real time, during ongoing operations, exactly where our

energy consumption occurs at the level of individual machines or groups of machines. The phased roll-out is planned for 2027 and is due to be completed by 2030 at the latest. In addition, we are implementing measures such as automated shutdowns when machines are scheduled to be idle.

Energy monitoring thus forms the basis for data-driven decisions and the continuous optimisation of our energy use.

As part of optimising our production conditions in display manufacturing, we have implemented an air-conditioning solution based on adiabatic cooling, which operates entirely without conventional refrigerants. This enables us to specifically avoid the use and potential emission of climate-damaging substances whilst simultaneously achieving a theoretical annual energy saving of around 18,000 kWh.

Cooling is provided using tap water, which results in additional water consumption of around 100 m³ per year. We take a nuanced view of this additional consumption: around half of the water used can be put to good use for watering our mini-forest, the plants on the roof terrace and the greenery around the car park.

Overall, this measure strikes a conscious balance between energy efficiency, climate protection and the responsible use of resources, particularly in a workplace where physically demanding tasks are carried out.

In addition, existing fossil-fuelled equipment, such as our heating oilpowered high-pressure cleaner, is being phased out gradually.

2.4. MOBILITY: OUR PATH TO LOWER EMISSIONS FROM BUSINESS TRAVEL AND COMPANY VEHICLES

The coronavirus has brought about major changes in many areas of life and has also presented us with unforeseeable challenges and new tasks. During this time, we have learnt to make use of existing technologies and to make a certain degree of remote working to become the new normal. Working from home and online meetings

have become part of our everyday working lives, and we are utilising the associated technological advantages to achieve a win-win situation: for the environment and for us. By assessing the necessity of business travel using a checklist, we save not only on CO₂ emissions but also on costs and time wherever travel is not strictly necessary and remote communication is sufficient.

Where travel remains necessary, we opt for the lowest-emission mode of transport and car-sharing wherever possible.

To minimise fuel consumption, the entire fleet is maintained to the very latest technical standards, taking cost-effectiveness into account. When selecting vehicles, CO₂ emissions and fuel consumption are key criteria for us. Our company cars in Austria comply with the Euro 5 and Euro 6 standards. The Austrian company car regulations stipulate the regular replacement of vehicles. As part of the audit of invoices for repairs and servicing, measures such as bringing forward vehicle replacement or implementing optimisation measures are recommended where anomalies are identified. When selecting tyres, we also take into account noise levels and wear, in addition to safety ratings. We aim to continuously reduce our CO₂ emissions in relation to our vehicle fleet and business travel. To this end, we rely on a combination of technical and organisational measures. A key lever is the gradual conversion of our vehicle fleet to electric vehicles.

We have laid the first foundation for this by installing electric charging points at our site: 21 per cent of the management team already drive an electric vehicle (as of May 2026).

We aim to significantly increase this proportion in the coming years.

2.4.1 AN OVERVIEW OF OUR EMISSIONS

The following analysis of direct and indirect CO₂e emissions from our vehicle fleet and business travel shows how these measures translate into figures:

Mobility emissions 2022–2025
Business travel and company vehicles (GHG Protocol)

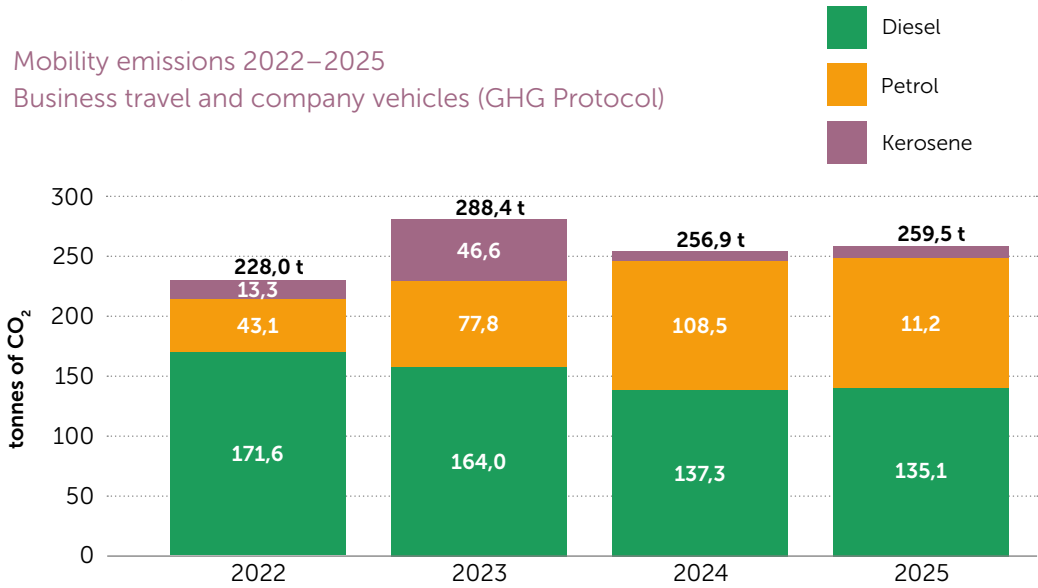


Fig. 16: Mobility emissions by energy source, 2022–2025 (t CO₂e, GHG Protocol; including upstream fuel emissions, across all scopes)¹⁰

Following a peak of 288.4 t CO₂e in 2023, we were able to reduce total emissions from business travel and journeys in company vehicles to 259.5 t by 2025. This represents a decrease of around 10 per cent compared with the peak. The decisive step in this process took place in 2024 (256.9 t); by 2025, emissions had stabilised at approximately this level (+1.0 per cent). Compared with the base year 2022 (228.0 t), we are currently still around 14 per cent higher. Our changed travel habits are making the greatest contribution to the reduction. Following a significant rise in 2023 – which is likely attributable primarily to the rescheduling of appointments postponed due to the pandemic – kerosene emissions have fallen from 46.6 t to 9.4 t (2025), and are thus even below the level from 2022 (13.3 t). Ker-



osene’s share of total emissions fell from 16.2 per cent (2023) to just 3.6 per cent. The consistent use of our travel checklist, the increased use of digital meeting formats and the prioritisation of rail travel for short and medium distances are thus having a measurable impact. With regard to fuels, the figures reflect a reflects the ongoing transformation process. Diesel emissions have fallen by around 21 per cent since 2022 (from 171.6 t to 135.1 t), which is attributable to the gradual modernisation of the fleet. At the same time, petrol emissions have almost tripled over the same period (from 43.1 t to 115.0 t), as diesel vehicles have increasingly been replaced by petrol or hybrid models. Overall, vehicle-related emissions have actually risen as a result (from 214.7 t to 250.1 t, +16.5 per cent). The switch from diesel to petrol has— so this merely shifts emissions rather than reducing them. The real climate benefit lies in the consistent electrification of our vehicle fleet. The data from the past four years paint an honest picture. We have achieved tangible successes, particularly in business air travel, but we also clearly see where further action is needed: Vehicle-related emissions have risen since 2022, and simply switching from diesel to petrol does not deliver sufficient climate benefits. This is precisely why we are consistently focusing on electrification, expanding lower-emission mobility alternatives and further developing our travel culture.

2.5 SCOPE 3 EMISSIONS AND OVERALL BALANCE

(VSME Paragraphs 50–53)

The VSME standard provides, in the so-called supplementary module, for the disclosure of Scope 3 emissions – that is, those greenhouse gas emissions that are not generated directly within our company (Scope 1) or linked to our energy consumption (Scope 2), but arise along our supply and arise in the downstream value chain. These include, amongst other things, emissions from the production of our raw materials and packaging materials, from transport, and from the use and disposal of our products. Particularly for a company such as ours, which is heavily integrated into agricultural supply chains, experience shows that Scope 3 emissions account for by far the largest share of our total greenhouse gas footprint. A thorough assessment is therefore crucial, but This is also a complex and data-intensive process. We have begun to systematically record our Scope 3 emissions and have carried out initial calculations across selected categories. The results provided important insights into the data available, methodological challenges and necessary assumptions. With the CO₂ assessment completed for 2025, we now have reliable Scope 3 figures, which we report transparently. Total emissions (Scope 1 + 2 + 3) amounted to 125,795.07 t CO₂e in 2025. The biogenic portion of process CO₂ (999 t) is not included in this total figure and is reported separately.

¹⁰ Note on the allocation across scopes: The mobility assessment deliberately shows the full emissions from the vehicle fleet and business travel, including both direct combustion in the vehicle (tank-to-wheel) and upstream emissions from fuel supply (well-to-tank). In accordance with the GHG Protocol, these different scopes are allocated as follows: the direct combustion of diesel and petrol (2025: 197.71 t CO₂e) is reported under Scope 1 (Mobile combustion – vehicle fleet); the upstream emissions (2025: around 52.4 t CO₂e) are accounted for under Scope 3, Category 3.3 (Energy/fuel-related activities); kerosene emissions from air travel (9.4 t) fall under Scope 3, Category 3.6. The 250.1 t shown in the chart for diesel and petrol shown in the graph therefore correspond to the sum of direct combustion and upstream emissions. There is no contradiction with the Scope 1 table; the two figures simply relate to different accounting boundaries.

Emissions source	t CO ₂ e (2025)	Share of total
Scope 1 (direct, fossil)	587,76	0,5 %
Scope 2 (location-based)	439,36	0,3 %
Scope 3 (supply chain)	124.767,95	99,2 %
Total (Scope 1 + 2 + 3)	125.795,07	100 %
Note: biogenic CO ₂ emissions (not included)	999,00	-

Table 39: Total emissions (Scope 1+2+3) in tonnes of CO₂e (2025)

Key Scope 3 categories (2025)

Scope 3 category	t CO ₂ e	Proportion of Scope 3
3.1 Purchased goods and services	115,967.74	92.9%
3.12 End-of-life of products sold	3.536,02	2,8 %
3.9 Downstream transport and distribution	2.530,04	2,0 %
3.5 Waste	1.036,82	0,8 %
3.7 Commuting	581,28	0,5 %
3.4 Upstream transport and distribution	424,65	0,3 %
3.2 Capital goods	384,76	0,3 %
3.3 Energy/fuel-related activities	267,72	0,2 %
3.8 Hired/leased property, plant and equipment	25,61	< 0,1 %
3.6 Business travel ¹¹	13,31	< 0,1 %
Total Scope 3	124.767,95	100 %

Table 40: Overview of Scope 3 emissions in tonnes of CO₂e (2025)

¹¹ Note: Category 3.6 Business travel (13.31 t) comprises flights (9.4 t, shown as 'kerosene' in the mobility chart) and hotel stays (around 3.9 t).

Purchased goods and services (Category 3.1) alone account for around 92.9 per cent of our Scope 3 emissions at 115,967.74 t (around 92.3 per cent of the total carbon footprint). The supply chain therefore represents by far the greatest lever for reducing our climate impact, particularly in the case of agricultural raw materials. This confirms our strategic priorities in procurement (shift towards regional sourcing, critical raw materials, supplier engagement).

2.6 GHG INTENSITY (SCOPE 1 + 2 + 3)

(VSME – Scope 3 in accordance with paragraphs 50–53 (in conjunction with paragraph 10))

Intensity calculated using a method analogous to B3, paragraph 31 – financial year 2025

Item	Value	Reference: VSME
Gross GHG emissions Scope 1 + 2 + 3 (Scope 2 site-based), 2025	125.795,07 t CO ₂ e	Scope 1 + 2 counter: B3 Paragraph 30. Scope 3: Paragraph 50–53 in conjunction with Para 10
Net turnover 2025 (from B1)	€150.8 million	Denominator of the intensity indicator (net turnover as per B1)
THG-Intensität (Scope 1 + 2 + 3)	≈ 834.18 t CO ₂ e/million €	Methodology as per B3, paragraph 31; additional entity-specific indicator in accordance with paragraphs 10/11

Table 41: Overview of GHG intensity (Scope 1 + 2 + 3) (2025)



3. C3 – GHG REDUCTION TARGETS AND CLIMATE-RELATED TRANSFORMATION (VSME C3 Para 54 (a) - (e))

We are at the start of a transformation process aimed at gradually reducing our production-related emissions by 2030. Our climate-related strategy is based on four pillars:

- » 100 per cent renewable electricity procurement and expansion of in-house generation (PV)
- » Gradual phase-out of fossil fuels at our site, in particular natural gas
- » Continuous improvement in energy efficiency based on the action plan and future energy monitoring
- » Reduction of transport-related emissions through electrification

Current specific targets:

- » Phased phase-out of fossil fuels at our site by 2035
- » Reduction in specific energy consumption by at least 1 per cent per tonne produced per year (compared with the previous year)
- » Reducing total specific electricity consumption (grid supply and self-consumption from PV) to below 100 kWh/t, and reducing purchased electricity towards the best value of 78.9 kWh/t (2021)
- » Commencement of the implementation of an energy monitoring system by 2027, with efficient, full implementation by 2030

3.1 TARGETS IN ACCORDANCE WITH C3

Based on our greenhouse gas inventory finalised for 2025, we have defined reduction targets which we are disclosing in accordance with VSME C3 (Paragraph 54 (a)–(d)). 2025 serves as the standard base year. The targets focus on areas where we have the greatest direct influence, namely the phase-out of fossil fuel-based heat generation, electricity consumption and mobility

Target	Target year / Target value (a)	Base year/reference value (b)	Unit (c)	Scope covered (d)
Complete phase-out of fossil fuel-based heat generation	2035: no fossil fuel-based heat generation (natural gas/heating oil – 0)	2025: 212.25 t (natural gas 192.08 + heating oil 20.17)	t CO ₂ e	Scope 1 – stationary combustion; mobility via electrification
Electrification of vehicle fleet (phase-out of fossilfuelled transport)	2025 fossil-fuel-based transport – 0 until 2035	2025: Vehicle fleet (diesel, petrol): 198 t	t CO ₂ e	Scope 1 – mobile combustion
Specific energy consumption	annual –1% per tonne produced (compared with the previous year)	previous year (rolling)	kWh/t	AT site – total energy consumption
Specific electricity consumption	Total electricity < 100 kWh/t; purchased electricity approaching 78.9 kWh/t	2021: 78.9 kWh/t (purchased, best value)	kWh/t	Electricity (Scope 2)
Energy monitoring system	Implementation to begin by 2027, with efficient and full implementation by 2030	—	Milestone	AT site – energy efficiency
Scope 3 reduction target	Under development (to be finalised by 2027)	Base year 2025: 124,767.95 t	t CO ₂ e	Scope 3 (focus on category 3.1)

Table 42: Reduction Targets for the Coming Years (Base Year 2025)

3.2 CLASSIFICATION OF TARGETS

With regard to direct emissions (Scope 1), it should be noted that the process-related CO₂ from pressure fumigation is predominantly of biogenic origin (2025: around 94 per cent) and that this proportion is reported separately in accordance with recognised accounting standards (see Chapter B3). Fossil-based Scope 1 emissions therefore stem from stationary combustion for heating (around 36 per cent) and the vehicle fleet (around 34 per cent) – in other words, precisely those areas where our short-term reduction targets are focused. Irrespective of the accounting classification, the physical CO₂ requirement for pressure fumigation remains relevant both from an environmental perspective and as a supply and cost risk; to this end, we are simultaneously pursuing the development of a CO₂ recovery technology, for which we have not yet set a quantitative target until technical feasibility has been established.

We source 100 per cent of our electricity from renewable sources; from a market-based perspective, our Scope 2 emissions from electricity have already been reduced to zero through guarantees of origin. Our electricity targets are deliberately based on physical (sitebased) consumption (measured by the specific electricity consumption per tonne produced (see target table)), which we are reducing through the expansion of our own photovoltaic electricity generation and efficiency measures. As around 99.2 per cent of our carbon footprint is attributable to Scope 3, in particular to purchased goods and services (Category 3.1), this is where the greatest long-term influence lies. Over the next two years, we will further expand our data collection, collaboration with suppliers and calculation methodology in order to publish robust Scope 3 targets and a monitoring framework based on them. The base year of 2025 has been established; we aim to set a quantitative target by 2027.

3.3 KEY MEASURES (VSME C3 Para 54 (e))

- » Replacement of fossil-fuel-based heat generation in the main building (natural gas) by 2035, as well as the phased replacement of other fossil-fuel-powered equipment (e.g. heating oil-powered highpressure cleaners)
- » Heat recovery from production processes, as well as energyefficient heating and cooling systems
- » Electrification of the vehicle fleet: expansion of electric charging points and prioritisation of low-emission vehicles in procurement
 - » Introduction of an energy monitoring system (from 2027) for datadriven efficiency decisions at machine level
- » For process-related CO₂: potential analysis and closer cooperation with upstream suppliers to reduce treatment requirements
- » 100% renewable electricity procurement and expansion of in-house photovoltaic power generation (2025: around 771 MWh of selfconsumption, approx. 18% of electricity requirements)

3.4 CLIMATE PROTECTION TRANSFORMATION PLAN (VSME C3 Para 55–56)

As a company operating in the manufacturing and wholesale sectors, we are classified as belonging to sectors with a high climate impact as defined by the VSME. For these sectors, the standard requires disclosure of a transformation plan for climate protection. Our transformation pathway is structured around decarbonisation levers and – in line with the EFRAG guidance on C3 – summarises the expected greenhouse gas impact, the time horizon and the financial implications for each lever. Our emissions structure determines the logic of the plan: by far the

of our carbon footprint (99.2 per cent) is attributable to the upstream value chain (Scope 3), whilst direct emissions (Scope 1 + 2) are determined by controllable sources – heat generation, transport, electricity and efficiency. The process-related CO₂ from pressure disinfection is predominantly of biogenic origin and is reported separately; its fossil fuel component is low, but technically difficult to avoid (hard-to-abate). We therefore rely neither on GHG removals nor on offset credits. All the measures set out below aim to achieve a genuine reduction in gross emissions.



Decarbonisation levers	Measures (from the report)	Scope/Baseline 2025	Time horizon	Expected GHG impact	Financial implications
Phase-out of fossil fuel heating	Replacement of natural gas heating; replacement of heating oil (hot water) and fossilfuelled equipment (high-pressure cleaners); heat recovery	Scope 1 stationary; 212.25 t	by 2035 » 0	–212 t (fossil Scope 1)	Heating conversion: largest Capex block; to be incorporated into the financial plan
Electrification of transport	Electric vehicle fleet; charging infrastructure; low-emission procurement; travel checklist, digital meetings	Scope 1 mobile; ~198 t	ongoing, increasing	Fleet: ‘green’ electricity; market-based, close to 0	Vehicle replacement cycle; charging infrastructure
Energy efficiency	–1 %/t energy p.a.; specifically electricity < 100 kWh/t (approaching 78.9); energy monitoring; adiabatic cooling; automatic shutdowns	Scope 1 + 2	annually; monitoring 2027–2030	Decouples emissions from production growth	Monitoring system + efficiency measures
Renewable energy	100% certified green electricity; expansion in-house PV generation (2025: 771 MWh, ~18 per cent)	Scope 2; 439 metric tonnes / ~0 metric tonnes	ongoing	Reduces site-based Scope 2; market-based electricity already ~0	PV CapEx
Process CO ₂ (hard-to-abate)	CO ₂ recovery (feasibility study); collaboration with upstream suppliers; dualchamber operation, ongoing offsetting	Scope 1; fossil fuels only 65 t	R&D, no target date	Recovery = genuine reduction in the amount released (no offsetting)	R&D, not yet quantified
Value chain	Regional relocation; critical raw materials; supplier engagement; packaging optimisation	Scope 3; 124,768 t (92.9% Category 3.1)	Methodology 2025–2027; absolute target by 2027	Largest long-term lever (99.2% of the footprint)	Procurement strategy; supplier programmes

Table 43: Decarbonization levers, measures, time frame, expected THG impact, and financial implications



3.4.1 TIMELINE AND MILESTONES

Three milestones define our transformation path: by 2027, a quantitative Scope 3 target will be set and the implementation of energy monitoring will begin. By 2030, monitoring will be fully implemented and will provide an accurate data basis for efficiency and investment decisions. By 2035, the phase-out of fossil fuelbased heat generation will be complete. For measures extending beyond the current financial planning horizon – in particular Scope 3 and CO₂ capture – qualitative estimates will initially be developed, and the GHG impact and funding requirements will be quantified as part of the target-setting process.



3.4.2 MANAGEMENT, ACCOUNTABILITY AND UPDATING

The targets in the plan are gross reduction targets; GHG removals, offsets or avoided emissions are not counted as means of achieving the targets. The absolute phase-out of fossil fuel-based heat generation (–212 t by 2035) serves as the anchor target; the energy and electricity targets are defined as specific indicators per per tonne produced, with the Scope 3 target set as an absolute target to be achieved by 2027. Responsibility for implementation lies with senior management (see Chapter C9). The plan is regularly updated, as not all planned measures can be implemented with certainty, particularly those that depend on future technical or price developments.

3.4.3 STATUS OF ADOPTION *(VSME C3 Para 56)*

A complete transformation plan, formally adopted in accordance with the VSME, is not yet available as at the reporting date. The levers, targets and milestones set out here form the substantive basis for this. The plan is to be formally adopted from 2027 onwards (once the quantitative Scope 3 target has been set) and supplemented with absolute reduction pathways for Scope 1 and Scope 2, as well as the associated financial implications.



B4 POLLUTION OF AIR, WATER AND SOIL

(VSME B4 Para 32)

1. REASONS FOR NOT REPORTING

As part of our sustainability reporting, we have carried out a structured double materiality analysis to identify those environmental and social aspects that have a material impact on the environment and society for our company and our stakeholders.

In this context, we have assessed the topic 'B4 – Pollution of air, water and soil'. This aspect relates to the emission of pollutants into the air, water or soil as a result of operational activities and, in accordance with the VSME guidelines, is generally an element of the environmental module that may be covered in basic reporting. However, detailed disclosure is required under VSME guidelines, particularly where a company company is legally obliged to report emissions, or has an environmental management system in place that systematically records and publishes such emissions. Our core business is the processing of dried herbs and spices at a site where there is no substantial release of pollutants into the air, soil or water.

Our activities include mechanical cleaning (e.g. sieving), grinding and mixing of herbs and spices, as well as aroma-sealed packaging. We do not carry out any processes ourselves, such as drying or chemical processing, that could cause substantial emissions into the air, water or soil.

Our processes are low-emission and take place in enclosed areas, without any measurable release of pollutants into the environment. Kotányi GmbH is not subject to any statutory or other national obligation to report emissions of pollutants into the air, water or soil to the relevant authorities; at the same time, the existing environmental management system (ISO 14001) does not quantify, record or publish any emissions of pollutants. The trigger criteria for disclosure B4 (para. 32) are therefore not met, which is why no information on pollutant emissions is disclosed.

Accordingly, we have decided not to report further on this aspect in this sustainability report and instead to focus our reporting on those environmental and social issues which, in view of our activities and our value chain, actually have a significant impact on the environment and society.

However, there is one issue that is very close to our hearts: the use of plant protection products.

2. OUR POSITION ON THE USE OF PLANT PROTECTION PRODUCTS

Few issues are discussed with such emotion in public debate – and so rarely assessed on the basis of facts – as the handling of pesticide residues in food. As a company that processes highquality natural raw materials from all over the world, we set out our position on this matter openly and transparently.

2.1 THE GLOBAL CONTEXT

The Food and Agriculture Organisation (FAO) estimates that between 20 and 40 per cent of global harvests are lost to pests and plant diseases, resulting in annual economic losses of over 220 billion US dollars. Against the backdrop of a growing world population – which, according to the FAO, will require around 50 per cent more food by 2050 – responsible, targeted plant protection is currently an essential component of global food production. The FAO itself pursues a clear reduction-based approach: Integrated Pest Management (IPM), minimising the use of chemical active ingredients and transitioning to ecosystembased methods are its stated objectives.¹² We expressly support this direction, as it also aligns with our own commitment to continuously reducing residues wherever possible. With a growing global population and, at the same time, limited agricultural land, completely doing away with plant protection in conventional agriculture is not currently a realistic option, even if it remains the right and important long-term goal. Responsible and targeted use must therefore be a reality in practically every farming country with which we collaborate.

2.2 WHAT IT MEANS TO REDUCE RESIDUES AND WHERE OUR SPHERE OF INFLUENCE ENDS

An honest examination of the issue requires an important distinction that is often overlooked in public debate: modern laboratory methods are now so sensitive that they can detect even the tiniest traces. The mere fact that a plant protection product is detectable says nothing about how high the residue actually is, whether it poses a health risk, or whether the product was used during cultivation. What matters is not merely whether a trace is found, but how much is present, and whether the legally prescribed maximum levels are complied with. Kotányi's products comply with these requirements.

¹² <https://www.fao.org/pest-and-pesticide-management/about/understanding-the-context/en/> accessed on 22 May 2026

ABOUT KOTÁNYI

VSME B1 C1

VSME B2 C2

VSME B3 C3

VSME B4

VSME B5

VSME B6

VSME B7

VSME C4

VSME B8

VSME B9

VSME B10

VSME B11

VSME C5

VSME C9

VSME C6

VSME C7

VSME C8

INDEX

LEGAL NOTICE

Residues can enter the food chain in a variety of ways: through drift from neighbouring agricultural land, through persistent contamination in the soil from previous growing seasons, through irrigation water, through shared equipment in the supply chain, or through general environmental contamination. Neither farmers nor we, as a processing company, have any direct influence over such inputs. What we can influence, however, is the care with which we select, test and approve our raw materials – and that is precisely where we consistently focus our efforts.

2.3 WHAT WE DO SPECIFICALLY

Supplier knowledge and partnership. We prioritise long-term relationships with our suppliers. These form the basis for working together to drive improvements along the value chain – from good agricultural practices and reducing the use of active ingredients to promoting regenerative farming methods.

Comprehensive incoming goods inspection. Every single batch of raw materials is tested by an external, accredited laboratory for over 700 active ingredients in plant protection products, supplemented by specialised analyses for polar active ingredients that are not detected in standard screening. If legal maximum limits are exceeded, the batch is systematically blocked, not processed further and not placed on the market. This is followed by a root cause analysis with the relevant suppliers.

Continuous reduction. Even though our products fully comply with legal requirements, it is important to us that the presence of pesticides in our products is reduced.

The level of protection provided by EU food law The maximum residue limits applicable in the European Union are not political compromises, but the result of careful scientific risk assessments carried out by the European Food Safety Authority (EFSA) and the relevant national authorities.



They are set with substantial safety margins relative to health-relevant intake levels and take into account vulnerable consumer groups such as children and pregnant women. Provided these maximum levels are adhered to, the foodstuffs in question are deemed safe according to the unanimous assessment of the competent authorities. This system is scientifically sound, and through comprehensive incoming goods inspections we ensure that the associated legal requirements are unconditionally met.

2.4 CALL FOR AN OBJECTIVE DIALOGUE

We understand the concerns of many consumers and take them seriously. A discussion on reducing pesticide residues is not only legitimate but necessary in the interests of environmental and consumer protection. It is in line with the FAO’s stated reduction target as well as with our own commitment. Precisely because the issue is complex, we advocate for a factbased



dialogue between producers, manufacturers, authorities, the scientific community, consumer protection organisations and consumers. In our view, sweeping condemnations of individual findings without putting their levels and significance into context are less helpful than working together to tackle the root causes: better agricultural practices, research into alternatives, direct partnerships with producers and providing the public with nuanced information. This is based on a realistic view of global agricultural conditions and trust in scientifically sound risk assessments. We are committed to this approach. With honesty, scientific rigour and the awareness that food safety always entails a responsibility towards the people who place their trust in our products.

B5 BIODIVERSITY AND CONTAMINANTS

(VSME B5, paragraphs 33 and 34 (a)–(d))

PRESERVING BIODIVERSITY – OUR RESPONSIBILITY AS A COMPANY IN HARMONY WITH NATURE

OUR BUSINESS MODEL IS DEPENDENT ON INTACT ECOSYSTEMS

As a company that lives with and from nature, preserving biodiversity is a business necessity for us.

Our herbs and spices come directly from nature and are at the heart of our products. Without stable ecosystems, fertile soil, clean water and healthy pollinators such as bees and other insects, our business model would be unthinkable.

Recent years, particularly the summer of 2025, have clearly demonstrated the extent to which climate change is altering the environment: heatwaves, periods of drought, water scarcity, extreme weather events and the loss of entire habitats are no longer predictions for the future, but a reality. These developments are also hitting agriculture with full force. A lack of rainfall, parched soil and unstable harvests have a direct impact on the availability and quality of our raw materials (see also Chapter C4 – Climate Risks).

1. SITES IN OR NEAR OF BIODIVERSITY-SENSITIVE AREAS

1.1 METHODOLOGY FOR SITE ASSESSMENT

To identify biodiversity-sensitive areas in the vicinity of our sites, we have drawn on the following data sources:

- » The European Environment Agency’s Natura 2000 Viewer
- » Nature conservation register of the Province of Lower Austria (NÖ Atlas)
- » Publicly available information on natural monuments and FFH protected areas



Site	Total (ha)	Sealed (ha)	Unsealed (ha)	In or near ¹³ a biodiversitysensitive area?	Explanation
Kotányi GmbH (main site) Johann-Galler-Straße 11, 2120 Wolkersdorf	2,791	2,625	0,166	No	Site not located within or adjacent to a Natura 2000 site, a UNESCO World Heritage Site or a Key Biodiversity Area
Kotányi GmbH (Logistics Centre) Johann-Galler-Straße 24, 2120 Wolkersdorf	2,189	1,650	0,539	No	see above
External warehouse Wiener Straße 45, 2120 Wolkersdorf (leased since December 2025)	0,600*	0,550	0,050	No	see above
Total	5,580	4,825	0,755		

Table 44: Site assessment and land use of the three Austrian sites in accordance with VSME B5 Para 33 (biodiversity-sensitive areas) and Para 34 (land use)

¹³ Nearby’ as defined by the VSME (B5 Para 33): The site overlaps (partly) with a biodiversity-sensitive area or borders directly on it. The assessment is based on the Natura 2000 Viewer and the Lower Austria Atlas.

* The existing building at Wiener Straße 45, 2120 Wolkersdorf, has been leased since December 2025 – no new land sealing.

1.3 EXPLANATION OF THE LOCATION

Our company headquarters in the Weinviertel region are situated in a landscape characterised by agricultural land – in particular vineyards, sunflower and wheat fields – as well as ecologically significant habitats such as dry grasslands and species-rich meadows. The nearest area designated under nature conservation law is the wetland



1810/10 in Ulrichskirchen (Natural Monument MI-088) – known for rare plants such as the common cattail and the presence of the green bush grasshopper. It is situated approximately three to four kilometres away. It is a natural monument under Lower Austrian nature conservation law, but not a Natura 2000 site (FFH or bird sanctuary). The nearest Natura 2000 sites (European protected areas) are the Weinviertler Klippenzone FFH site (AT1206A00), with sub-areas spread across the Weinviertel, and the Bisamberg FFH site (AT1215000), situated around 13 to 14 kilometres away. The Hochleithenwald, a large contiguous forest area, is also situated in the immediate vicinity of our company’s site. None of these areas overlaps with our sites or borders. According to

the strict VSME definition of ‘near’ (partial overlap or direct adjacency), our sites are therefore not classified as being within or near a biodiversity-sensitive area. Despite this formal classification, given our geographical setting within an ecologically valuable cultural landscape, we are committed to the conservation of regional biodiversity.

2. LAND USE DATA (VSME B5 Para 34 (a)-(d))

Type of land use	2024 (ha)	2025 (ha)	Change
Total sealed area	4,28	4,83	+12,9 %
Total unsealed area	0,71	0,76	+7,1%
Of which, nearnatural areas on site	0,61	0,65	+ 8,2 %
Semi-natural areas outside the site	0,0	0,0	0 %
Total land use (sealed and unsealed)	4,98	5,58	12,0%

Table 45: Land use 2024–2025 in hectares (VSME B5 Para 34), figures consistent with the site assessment (Para 33)

The 12.9% increase in sealed area results exclusively from the leasing of the existing third-party warehouse at Wiener Straße 45 from December 2025. No additional areas were newly sealed in the process. Instead, an existing, previously vacant building was reactivated and refurbished. This enabled the economically necessary expansion of storage space to be achieved without creating new sealed areas through new construction.

3. MEASURES TO PROMOTE BIODIVERSITY AT THE SITE

3.1 DESIGN OF OUTDOOR AREAS

Our own green spaces are limited, but are designed to be as natural and diverse as possible, in accordance with hygiene standards and economic constraints. Our practical approach follows several guiding principles: existing, naturally growing plants are preserved wherever possible. We promote biodiversity through targeted planting and the care of native shrubs, flowering plants and trees. In total, we have an area of 1,824 m² with trees, shrubs and flowering, bee-friendly plants such as lavender. 3,917 m² are available as wild areas or renaturalised habitats. We do not cultivate these areas. A further 340 m² are used within our building for green terraces, featuring areas of grass and relaxation oases for staff and animals. Around 500 m² are accounted for by the green space in the inner courtyard of the rented warehouse. We take care to create and maintain natural habitats for beneficial organisms by, for example, reducing mowing intervals and planting bee-friendly flowers to provide suitable space for animals and insects. In 2025, for example, we planted a total of 550 early-flowering bulbs. These provide an important food source for bees and other pollinating insects right at the start of the year, when the natural supply of flowers is still limited.



AREA DISTRIBUTION OF SEMI-NATURAL AREAS AT THE SITE

Area	Area
Planted area (trees, shrubs, bee-friendly plants such as lavender))	1.824 m²
Wild areas/renaturalised habitat (uncultivated)	3.917 m²
Courtyard green spaces (meadows, recreational areas)	340 m²
Courtyard – green space at Wiener Straße 45	500 m²
Total	6.581 m² (~ 0,66 ha)

Table 46: Near-natural areas at the site in 2025



3.2 KOTÁNYI MINI-FOREST (AUTUMN 2025)

In autumn 2025, around 20 staff members, together with our Managing Director, Mr Kotányi, and the Citizens Forests Wolkersdorf association, created a mini-forest covering 160 m² on our site at 24 Johann-Gallerstraße.

A total of 200 shrubs and 200 trees were planted, complemented by a protective fence approximately 70 metres long.

The project combines several objectives:

- » Increasing biodiversity and creating habitats for native plants and animals.
- » Actively involving staff and strengthening team spirit.
- » Enhancing the green spaces in the industrial park as a visible ecological statement.
- » Providing cooling and shade to reduce the impact of summer heat on our buildings.

With this measure, we are also fulfilling our promise to plant one tree for every 100 m² of newly sealed surface area, even though the warehouse we will be renting from December 2025 is not a new build.

3.3 BIODIVERSITY AND CLIMATE CHANGE ADAPTATION ON OUR COMPANY PREMISES

Biodiversity is close to our hearts, not least because we are located in the heart of an industrial estate. A typical example of this is the former apple orchard on the edge of our logistics centre’s premises. On a heavily overgrown area featuring old apple trees, other trees and shrubs, birds, insects and wild plants have reclaimed a piece of nature.

To promote biodiversity, information boards have been erected, additional insect hotels installed and nesting sites set up. In collaboration with the Austrian Aid Organisation for the Deafblind and the Severely Hearing- and Visually Impaired (ÖHTB), we have installed bee hotels and raised beds with bee-friendly planting. In doing so, we are increasing the food supply and creating attractive nesting and overwintering habitats for bees and bumblebees.

In light of the global decline in insect populations, these are small but important contributions: if insects are struggling, birds and other animals further down the food chain suffer too. That is why our green spaces are not cleared entirely, and wild walnut trees not only provide shade but also offer insects and other animals places to take refuge.

3.4 ÖGLA CLIMATE CONSULTATION 2024 – RESULTS AND IMPLEMENTATION

In order to systematically further develop our contribution to the ecological design of our site, in 2024 we commissioned a landscape architect from ÖGLA (Austrian Society for Landscape Architecture) to analyse the KOTÁNYI GmbH sites in the Wolkersdorf Business Park in the Weinviertel region with regard to their ecological, climatic and social development potential.

The aim of the consultancy was to assess existing structures and identify specific areas for improvement in terms of the microclimate, the promotion of biodiversity and enhancing the quality of the working environment for staff. Particular focus was placed on examining opportunities for greening façades, roofs and open spaces as a

means of helping to reduce the effects of summer heat. The analysis showed that the sites are characterised by a high degree of surface sealing and a lack of greenery, whilst at the same time there is considerable potential for ecological enhancement. Measures already implemented, such as photovoltaic systems, the avoidance of pesticides and herbicides, and the creation of initial near-natural structures, form an important basis for further improvements. The consultancy confirmed that a significant improvement in the local microclimate can be achieved, in particular through targeted greening measures.

Furthermore, opportunities were identified to sustainably enhance biodiversity at the site, for example by planting climate-resilient trees, creating species-rich green spaces and flower strips, and using regional and native plants. Measures to reduce impervious surfaces and create permeable surfaces offer further potential to support the natural water cycle and optimise the use of rainwater. This contributes to environmental and climate protection whilst also enhancing the quality of the working environment and the well-being of staff. By carrying out the short eco-consultation, we are underlining our clear commitment to responsible site development and the continuous improvement of our environmental performance. The insights gained serve as a sound basis for decision-making, enabling us to gradually implement nature-based and climate-resilient measures and thereby make a measurable contribution to environmental and climate protection as well as social sustainability.

Measures implemented following the ÖGLA consultation and supplemented in 2025:

Measure	Area
Creation of a stone pile	Habitat for reptiles and insects
Creation of a deadwood pile	Habitat for insects and microorganisms
550 early-flowering bulbs planted	Early food source for pollinators
Evaluation of façade greening	Preparations for improving the microclimate
Assessment of existing green spaces	Basis for new plantings
Safety and pruning of existing trees	Preservation of the tree population
Watering points for insects	Support during heatwaves
Wildflower seeds sown on suitable areas	Promotion of plant diversity
Significant reduction in mowing frequency	Protection of wild plants and insects
Deliberate cultivation of naturally established shrubs and trees	Natural succession
Creation of the mini-forest (160 m²)	SiSee section 3.2

Table 47: Measures implemented following the ÖGLA consultancy in 2024

One tree had to be felled during the reporting year: a tree in the Kötányi car park had to be removed following damage caused by a lorry.

4. MEASURES WITHIN OUR COMPANY AND ALONG THE SUPPLY CHAIN

Our commitment to biodiversity does not end at our property boundaries. We are constantly working to minimise environmental impacts throughout our entire supply chain:

» No use of synthetic chemical pesticides on our own premises

» Prioritising the use of cleaning products with reduced environmental impact, provided food safety is guaranteed

» Collaboration with sustainable agricultural partners

» Where appropriate, and subject to approval by our quality assurance team based on our high food safety standards, we aim to give preference to European suppliers. At the same time, we minimise the risk of supply disruptions caused by climate change by assessing suppliers from alternative growing regions and/or those offering alternative varieties to ensure their suitability. This assessment takes into account not only economic and quality aspects but also the suppliers’ commitment to meeting our sustainability requirements

» We have gained new regional suppliers and are in close dialogue with them to implement joint projects aimed at preventing adverse environmental impacts. Future priorities we intend to focus on in our collaboration include, amongst other things, reducing water consumption in the supply chain and projects to protect biodiversity

5. ACHIEVEMENTS IN THE REPORTING YEAR

5.1 LARGELY PALM OIL-FREE – WITH ONE TRANSPARENT EXCEPTION

All the products we manufacture have been converted to palm oil-free formulations in recent years. We are currently working actively to successfully launch our alternatives on the market. Only the product we source externally, ‘Baked Fried Onions’, still contains palm oil; however, this comes from RSPO-certified sources (SGSRSP/SC21-00270). We regularly check compliance with this requirement and are working towards eliminating palm oil from this product as well.

5.2 GROWTH OF THE ORGANIC RANGE

Last year, we recorded an increase of around 1 per cent in products from organic farming internationally. We were able to increase the number of units from 960,524 (2024) to 970,953 (2025) and aim to continue to significantly increase this share. With regard to the Austrian range, there was an increase of around 7 per cent (rising from 632,262 to 679,811 units over the same period).

Product range	2024 (units)	2025 (units)	Change
International - Organic Products	960.524	970.953	+1,1 %
Austria - Organic Products	632.262	679.811	+7,5 %

Table 48: Development of the organic product range 2024–2025

With organic products accounting for 0.32 per cent of the Group’s total production, there is still considerable potential, although certified organic spices and herbs represent a challenging market segment due to global supply chains, often small areas under cultivation in the countries of origin and strict processing requirements.

i METHODOLOGICAL NOTE ON KPI CALCULATION:

Number of organic products produced by the Group (in units) ÷ total Group production (in units) × 100. The AT volume is already included as a subset of the Group figure and is shown separately for information purposes. Volume and percentage figures can be directly verified and traced using this definition. Source: Internal Sales and Production Controlling, as at the end of the 2025 financial year

5.3 DESIGN OF THE COURTYARDS

We have transformed our courtyards into green oases and, as such, into recreational areas for both people and animals. In 2024, the courtyard in the main building and the staff lounge were redesigned.



6. OUR GOALS FOR THE COMING YEARS

- » Increasing the proportion of sustainably sourced raw materials
- » Increased use of suppliers with a holistic sustainability programme – covering not only environmental criteria but also social standards.
- » A consistent move away from palm oil and coconut palm fat – even from certified sources – in favour of oils sourced from our own climate zone.
- » Preservation and expansion of wild areas, as well as additional measures to support insects, pollinators and birds.
- » Prioritising the use of environmentally friendly cleaning and disinfectant products, without compromising food safety.
- » Continuation of the tree-planting programme: one tree or shrub for every 100 m² of newly sealed surface area.

Biodiversity is not a static asset. It is dynamic, vulnerable and irreplaceable. As a company that relies on natural raw materials, we feel obliged not only to utilise nature, but also to actively protect it. Apart from the emissions recorded in Chapter B3, no processes within the company were identified that lead to significant negative environmental impacts.

B6 WATER

(VSME B6, paragraphs 35 and 36)

WATER – A RESOURCE TO BE MANAGED RESPONSIBLY

Water is a central component of ecological systems and plays a key role in maintaining biodiversity, food security and economic stability. As a vital element in the processing, cleaning and operation of our production facilities, water is also of great importance to Kotányi. Against the backdrop of increasing global water scarcity and more severe extreme weather events, we feel a responsibility to monitor, analyse and specifically reduce water consumption in our operational processes, analyse it and reduce it in a targeted manner. The aim is to alleviate the pressure on natural water resources in order to contribute to the protection of ecosystems and the long-term availability of this resource.

1. WATER ABSTRACTION AT THE SITE

1.1 METHODOLOGY FOR DATA COLLECTION

In 2024, we began systematically recording our water usage and identifying opportunities for improvement at all our sites. This is based on ongoing monitoring of fresh water intake and its areas of use. We use only municipal drinking water, which is regularly sampled and subjected to external chemical and microbiological testing to ensure the highest quality standards.

NOTE:

Water consumption, as defined by the VSME (Paragraph 36), refers to the difference between water withdrawal and water discharge from significant production processes (thermal drying, agricultural irrigation, etc.). As we source water exclusively from the public supply network and discharge it into the sewerage system after use, our water consumption according to this definition is close to zero. The VSME guidelines expressly stipulate that, in such cases, separate reporting of water consumption is not required. We therefore report water abstraction.

1.2 WATER ABSTRACTION 2024-2025

Water abstraction	2024 (m³)	2025 (m³)	Veränderung
All sites (total)	6.851	7.610	+11,1 %
Of which sites in areas with high water stress	0	0	—

Table 49: Water abstraction at all Kotányi sites in accordance with VSME B6, paragraph 35

1.3 ASSESSMENT OF WATER STRESS AT THE COMPANY’S OWN SITES

All Kotányi sites are located in Wolkersdorf in the Weinviertel region (Lower Austria). This region is classified as an area with low water stress both in the Aqueduct Water Risk Atlas (World Resources Institute)¹⁴ and in the hydrological assessments carried out by the Austrian authorities. In the reporting year, there was no water abstraction at sites located in areas with high water stress.

2. ANALYSIS OF CONSUMPTION TRENDS

In the 2025 reporting year, our total water abstraction amounted to 7,610 m³, which was 759 m³ – or around 11 per cent – higher than in the previous year (6,851 m³). As our production volume remained virtually unchanged over the same period, the increase cannot be explained by growth in production. We have analysed this trend in detail and present our findings transparently.

2.1 STABLE AREAS OF CONSUMPTION

Water consumption related to production remained largely stable. Container cleaning – our largest single consumer, accounting for around one-third of total consumption – rose only moderately by 6.2 per cent to 2,471 m³. Cleaning processes in packaging, semi-finished product manufacturing and facility cleaning, as well as in sanitary facilities, also recorded only minor changes in the single-digit percentage range.



¹⁴ https://www.wri.org/applications/aqueduct/water-risk-atlas/#/?advanced=false&basemap=hydro&indicator=w_awr_def_tot_cat&lat=30&lng=-80&mapMode=view&month=1&opacity=0.5&ponderation=DEF&predefined=false&projection=absolute&scenario=optimistic&scope=baseline&threshold&timeScale=annual&year=baseline&zoom=3 accessed on 1 April 2026

2.2 MAIN CAUSES OF EXCESS CONSUMPTION

Two factors together account for the majority of the excess consumption:

Consumption period	2024 (m³)	2025 (m³)	Difference	Proportion of additional consumption
Unaccounted for consumption and leaks	303	611	+308	around 40 %
Watering of outdoor areas	180	324	+144	around 19 %

Table 50: Significant changes in consumption 2024–2025

Unknown consumption and leaks: This figure has risen from 303 m³ to 611 m³, accounting for around 40 per cent of the increase in consumption on its own. We have taken this rise as an opportunity to refine our leak monitoring and, over the course of the coming year, will systematically identify those consumption points that could not previously be clearly attributed. The aim is to significantly reduce this figure in the next reporting period, both in absolute terms and as a percentage.

Irrigation of outdoor areas: Water consumption for watering our green spaces has almost doubled, rising from 180 m³ to 324 m³. This is due to high irrigation requirements during the hot, dry summer months of 2025. As the greening of our site makes an important contribution to shading, the microclimate and biodiversity (see Chapter B5), we view this as a conscious trade-off between water consumption and ecological benefits. In the medium term, we are exploring measures to reduce consumption, such as increased use of rainwater and the selection of drought-resistant plant species.

2.3 WATER FLOWS – ASSESSMENT AND IMPLICATIONS

Our core operational consumption is stable:

Kotányi water flows 2025

All units in m³

Figures in brackets: percentage share of total annual water consumption (7,610 m³)

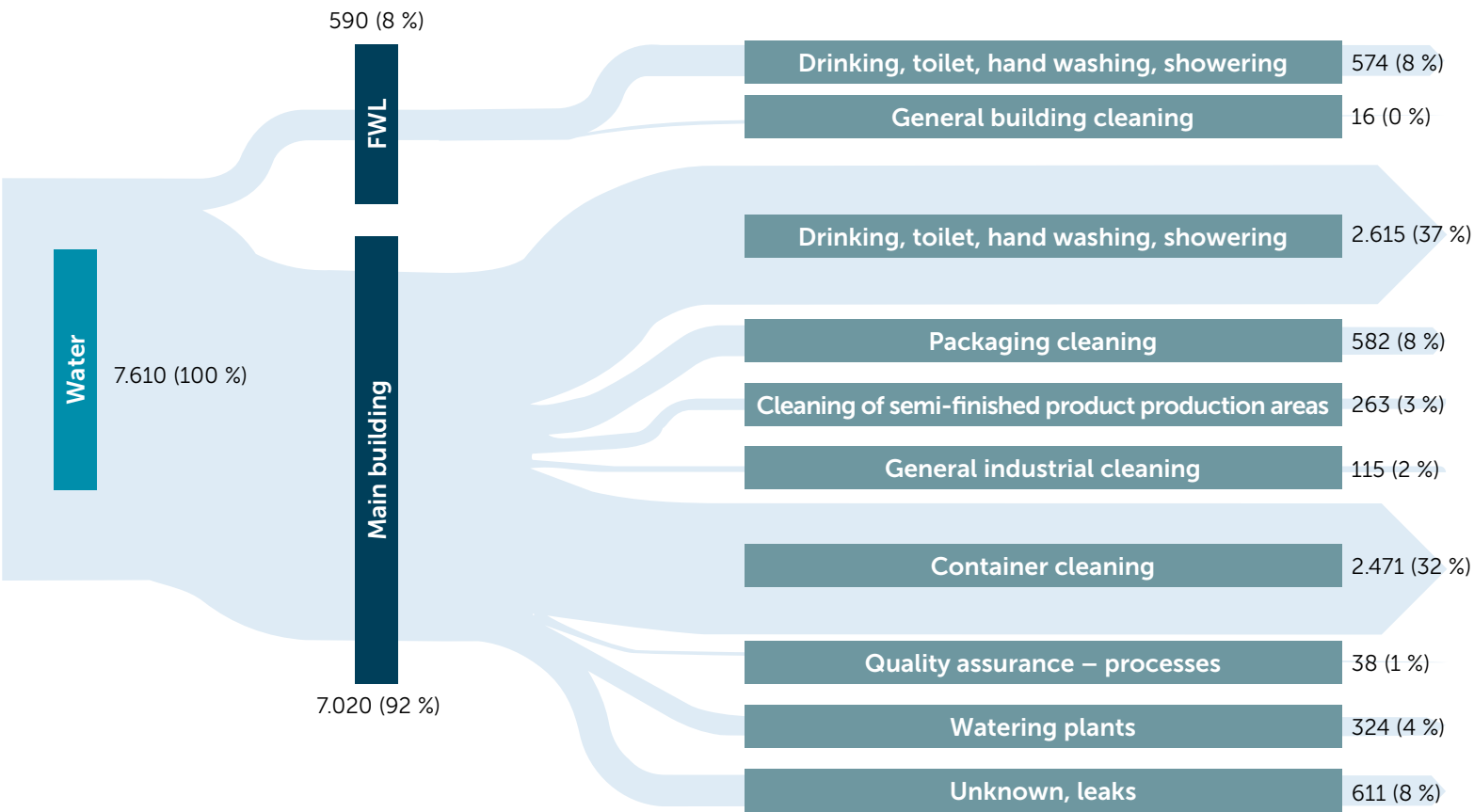


Fig. 17: Water flows at the Wolkersdorf 2120 site (2025)

The increase in water consumption compared with 2024 is essentially attributable to two clearly identifiable exceptional factors. We also regard the rise in unallocated consumption as a clear signal that we need to further professionalise our water monitoring. We have set out to take the following specific steps:

- » Systematic identification of potential leaks and the development of a more comprehensive metering system
- » Investigating the use of rainwater for outdoor irrigation
- » Selection of drought-resistant plant species for future planting
- » Continuously raising awareness amongst our staff about the conscious use of water

With these measures, we aim not only to halt the rise in the coming reporting year, but also to reduce specific water consumption per 1,000 units produced back below the 2024 level.

3. PROTECTION OF THE AQUATIC ENVIRONMENT AT THE SITE

Beyond simply recording volumes, we consistently monitor the quality of the water returned to our aquatic environment.

- » Cleaning agents: We give preference to cleaning agents with a reduced environmental impact (predominantly biodegradable) and completely avoid problematic chemicals with long-term persistence, such as quaternary ammonium compounds (QACs).
- » Wastewater management: After use, process water is discharged via the municipal sewer system. Special precautions have been taken to prevent contaminated water from entering the stormwater drain.
- » Protection of the Rußbach: If necessary, the stormwater drain can be sealed using an inflatable drain plug to prevent backflow into the Rußbach, which runs near our site.

4. WATER IN THE UPSTREAM SUPPLY CHAIN

A significant proportion of our water footprint is attributable not to our own operations, but to the upstream value chain, in particular the cultivation and initial processing of herbs and spices in various regions around the world. Many of these regions are already affected by water scarcity, seasonal droughts or declining groundwater availability (see also Chapter C4 – Climate Risks).

4.1 RISK-BASED ANALYSIS

As part of our water management, we carry out a risk-based analysis of water-related impacts and dependencies along the supply chain. We draw on established data sources such as the Aqueduct Water Risk Atlas (World Resources Institute) and supplement these with local hydrological assessments to identify regions at high risk of water stress.

On this basis, we have been able to specifically identify suppliers operating in regions with elevated water stress (Water Score Index > 2.5). We maintain close dialogue with these partners: using structured questionnaires, we assess the current situation on the ground, jointly define specific measures to reduce water consumption and support their implementation. Initial successes are already evident, such as through projects to collect and use rainwater for irrigation, for example in Vietnam.

4.2 SUPPLIER SURVEY SPRING 2026

To gain a more accurate picture of water management throughout our supply chain, we conducted a structured survey of our business partners in spring 2026. Twenty suppliers – twelve producers and eight traders or distributors – completed the questionnaire in full.

4.2.1 SOLID DATA FROM DIRECT SUPPLIERS

At the level of our direct suppliers, the picture is predominantly professional: 83 per cent use water in their production processes, 90 per cent record consumption via direct measurements, and just under three-quarters have implemented active measures to reduce their water consumption. In most cases, water is required for cleaning and hygiene, rather than for raw material processing. Only a few suppliers report water stress at their own sites – experience shows that significant risks lie one step further back, at the agricultural source.

4.2.2 TRANSPARENCY GAPS AMONG SUBSUPPLIERS

It is precisely here that the survey reveals the greatest need for action: only 14 per cent of our suppliers have quantitative data on their upstream suppliers’ water consumption; 46 per cent are unaware of, or have only insufficient knowledge of, the specific water risks in the regions of origin; and more than half have no information about the water-saving measures taken by their upstream suppliers. These gaps are typical of the sector and reflect a structural challenge: the further back the supply chain goes, the more fragmented the data becomes – particularly in the case of smallholder farming systems in Asia, Africa or the Mediterranean region.

4.2.3 HIGH LEVEL OF WILLINGNESS TO COOPERATE

Particularly encouraging is our suppliers’ openness to joint projects: a total of 60 per cent have expressed an interest in collaborating with Kotányi, many of them with specific ideas. Suggestions included drip irrigation systems for onion and pepper cultivation, regional initiatives for growing caraway, and exchanges on water-saving irrigation and cleaning technologies.

Results of the supplier survey on water

Sample: 20 complete responses (12 producers, 8 traders/distributors)

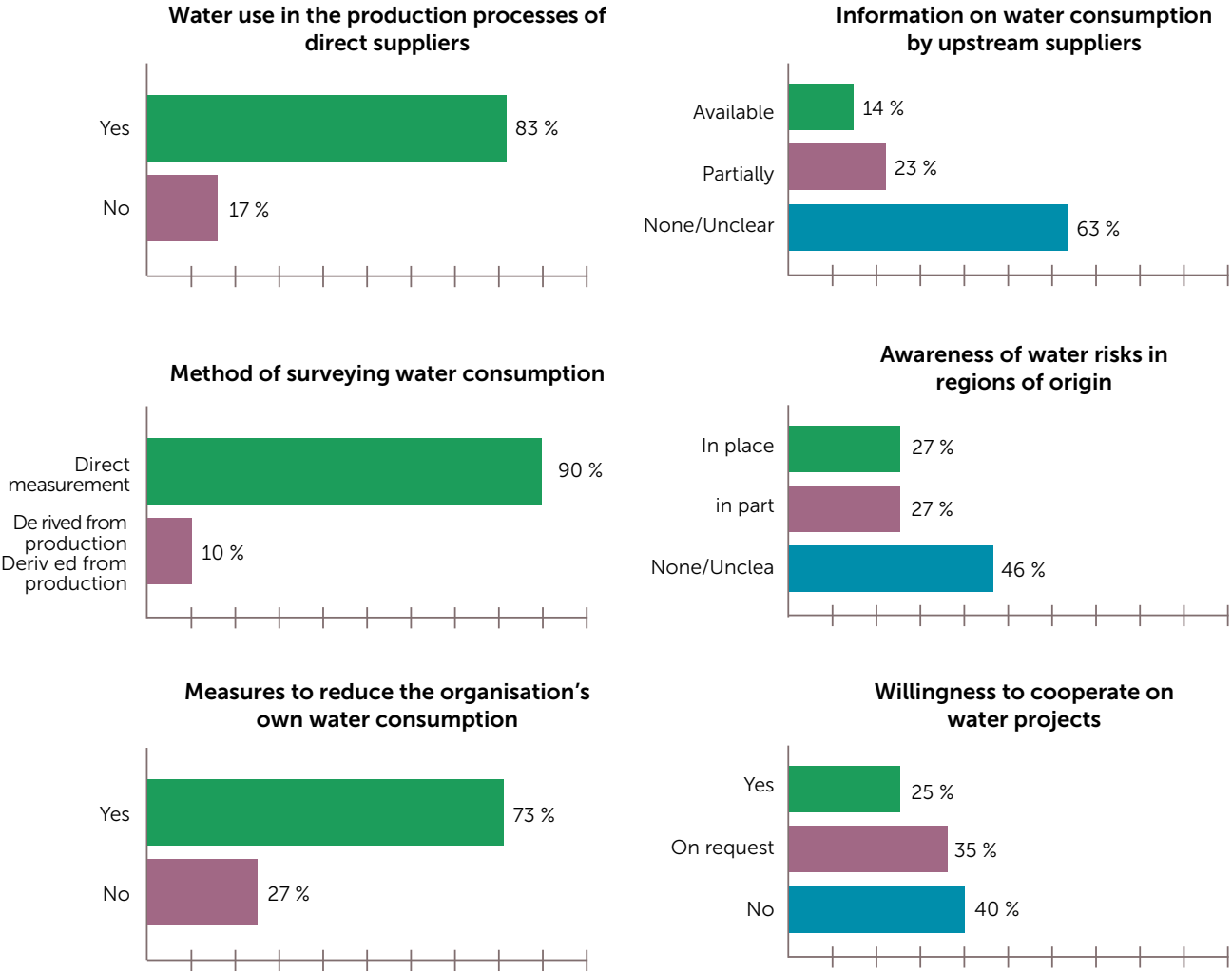


Fig. 18: Results of the supplier survey on water

The survey has identified three clear areas for action, which we intend to pursue consistently in the coming years:

- » **Enhancing transparency.** We will provide targeted support to our suppliers in gathering data and risk assessments from the regions of origin, and will repeat the survey in two years' time to measure progress.
- » **Systematising risk assessment.** By the end of 2027, we will develop our own water risk map for our key raw materials, in line with recognised tools such as the WWF Water Risk Filter or WRI Aqueduct.
- » **Launch specific supplier projects.** We will begin in-depth discussions with those partners who have already put forward specific project ideas before the end of the current financial year. We aim to implement at least one project per year with our suppliers to reduce water consumption in the supply chain or to conserve water reserves.

The survey has shown that, whilst the issue of water is already taken seriously in many parts of our industry, structured and collaborative efforts along the value chain are still in their infancy. We have a clear understanding of our role: as an active partner that requests data, recognises commitment and facilitates concrete projects.



4.3 OUR APPROACH TO RISK MITIGATION IN THE SUPPLY CHAIN

We implement targeted measures in collaboration with our partner farms and upstream suppliers:

- » Prioritising critical growing regions where structural water scarcity exists or is emerging
- » Promoting water-efficient farming practices, such as drip irrigation, mulching systems or local water storage
- » Training and knowledge transfer on resilient farming methods in the context of climate change
- » Integrating water-related criteria into our procurement guidelines and farming partnerships

In addition, we are working with selected partners on pilot projects to improve water efficiency and are assessing the feasibility of collecting data on water consumption and impacts at farm level.

Within our direct sphere of influence, we also aim to achieve the following objective:

- » We aim to reduce our own water consumption (direct and indirect) in m³ per 1,000 units year on year.



B7 RESOURCE USE, CIRCULAR ECONOMY AND WASTE MANAGEMENT

(VSME B7, paragraphs 37 and 38 (a)-(c))

EFFICIENT RESOURCE USE AND THE CIRCULAR ECONOMY AS STRATEGIC AREAS OF ACTION

1. STRATEGIC FRAMEWORK

1.1 OUR COMMITMENT

In the context of planetary boundaries and increasingly scarce raw materials, the transition from linear to circular economic models is a key challenge for the food processing industry. For Kotányi, as a manufacturer of plant-based natural products, responsible resource use and effective waste management are essential components of our sustainability strategy. Our aim is to use raw materials as efficiently as possible, to continuously reduce waste volumes and to close or extend material cycles wherever possible. In this way, we help to minimise environmental impact, reduce dependence on primary resources and strengthen ecological resilience.

1.2 THREE STRATEGIC AREAS OF ACTION

Our activities focus on three closely interlinked areas of action:

- » Reduction and substitution: optimising packaging with a focus on material efficiency, recyclability and bio-based materials; identifying potential savings in production, cleaning, logistics and administration; gradually reducing single-use materials.
- » Circular economy and recycling: returning by-products from production to upstream use streams; utilising food waste for alternative recovery pathways (e.g. animal feed); close collaboration with specialist waste disposal and recycling service providers.
- » Transparency and reporting in accordance with VSME B7: Recording of total material input and waste generation; differentiation by recovery routes; monitoring of resource intensity per production unit..

1.3 INTEGRATION INTO PRODUCT DEVELOPMENT

Right from the development phase of new products, we ensure that they are designed to be more environmentally and socially sustainable than their predecessors. Every innovation entered into our internal Kotányi Innovation Tool (KIT) undergoes an assessment of its environmental and social impacts.

1.4 STRATEGIC TARGETS BY 2030

- » Reduction in the proportion of non-recyclable waste compared with the previous year
- » Achieving the maximum possible recyclability for all products within the Kotányi brand portfolio – within the framework of applicable legislation and technical feasibility – by 2030
- » Incorporation of the PPWR targets into product development
- » Full compliance with ‘Design for Recycling’ requirements from 2030 onwards

2. PACKAGING MATERIALS

2.1 IMPORTANCE AND APPROACH

Packaging accounts for the largest volume of materials we use. We therefore adhere to the principle: as little material as possible, as much as necessary. In doing so, we pursue two objectives simultaneously: on the one hand, reducing material usage and, on the other, increasing recyclability without compromising product protection.

2.2 PACKAGING MATERIALS USED: A MULTI-YEAR COMPARISON

The total packaging shown here comprises product and sales packaging (glass, plastic – including tins, lids, films and composite films – cardboard, trays and labels) used for our products sold both nationally and internationally. Transport packaging (wood/pallets) is not included here and is reported separately in the mass flow balance. Products that we purchase pre-packaged and pre-labelled are also not taken into account.



Year	Units produced	Glass (t)	Plastic cans/ lids/films (t)	Composite film/reel (t)	Cardboard/tr ays/labels (t)	Total packaging (t)	Packaging per item (g)
2019	268.149.485	4.543	1.229	884	1.388	8.044	30,00
2020	304.991.201	5.765	1.501	968	1.522	9.756	31,99
2021	303.893.269	5.148	1.450	997	1.654	9.249	30,43
2022	304.689.522	4.890	1.395	1.000	1.529	8.813	28,92
2023	318.421.092	4.218	1.296	1.035	1.529	8.077	25,37
2024	304.330.006	4.567	1.351	969	1.496	8.384	27,55
2025	303.592.642	4.719	1.370	987	1.468	8.544	28,14

Table 51: Packaging materials used and packaging efficiency (grams per unit produced), 2019–2025

2.3 DEVELOPMENT OF PACKAGING EFFICIENCY

The key indicator for our packaging efficiency is the weight of packaging used per unit produced. Whilst we still required 30.00 grams of packaging per unit in 2019, by 2025 this will be just 28.14 grams – a reduction of 6.2 per cent, unit by unit.

It is noteworthy that this improvement was achieved despite rising production volumes: from around 268 million units (2019) to over 303 million units (2025), peaking at 318 million units in 2023.

Despite this increase in output, we will use 8,544 tonnes of packaging material in 2025 – around 1,200 tonnes less packaging material in 2025 than in 2020 (9,756 t).

This progress is the result of many individual measures: reducing the thickness of films and containers, optimising packaging designs, avoiding unnecessary secondary packaging, and maintaining close dialogue with our packaging suppliers. Glass remains our most widely used packaging material, but it is a material that can be recycled almost indefinitely.

At the same time, the figures show that the path to further reduction is not linear.

Following the best figure of 25.37 grams per item in 2023, the figures for 2024 and 2025 rose slightly again. Possible reasons include changes to the product portfolio, new requirements for product protection or regulatory stipulations. We see this development as an incentive not only to maintain the efficiency gains achieved, but also to return to the path of further reduction.

2.4 MILESTONES ACHIEVED IN THE PACKAGING TRANSITION

- » 100% rPET cans: One milestone is the complete switch of all PET cans for our catering brand to 100% rPET. Recycled polyethylene terephthalate (rPET) is obtained from used, collected PET packaging and is suitable for food contact. In short: old bottles and cans are turned into new ones. This keeps the raw material in the cycle, transforming it from a disposable product into a sustainable resource. As a result, we save around 155 tonnes of virgin PET annually.
- » Relaunch of letter-sized packaging: By optimising the composition of the packaging, we are reducing our use of plastic by 74 tonnes year on year.

- » Switch from PVC to PET sleeves: All PVC sleeves (used to ensure the tamper-evident seal on glass jars) have been replaced with PET sleeves. This results in a reduction in material use of 27 tonnes and ensures the material enters the recycling loop.
- » Shrink and sleeve films: Adjustments save 504 kg of plastic annually; at the same time, this eliminates the need for around 18,000 rolls that would otherwise have to be unpacked manually each year.
- » Shrink films for jars and tins: This improvement results in an annual saving of 13,500 kg of plastic.
- » In-house pre-production without shrink film: This enables a saving of 266 kg of plastic per year.
- » Weight reduction of milled glass: A weight reduction of 2 g per jar equates to 50,000 kg of glass per year.
- » Simplified outer packaging: Switching from two-piece to one-piece cardboard boxes significantly reduces material usage. We have managed to save 33 tonnes – year after year.
- » Colour printing: A critical review saves 2,435 kg of printing ink annually.
- » Pallet utilisation: Optimisation in collaboration with suppliers reduces packaging material and makes transport more efficient.
- » Reuse: Cardboard boxes and interlayers are given a second life; even single-use pallets are reused via a follow-up solution.
- » Resource conservation in the packaging of delivered raw materials: In a project now in its third year, packaging for raw materials that is non-recyclable or difficult to recycle has been systematically identified and – where technically feasible and in compliance with food safety requirements – replaced with recyclable, reusable or otherwise resource-efficient outer packaging. In addition to reducing the amount of material used, this also cuts down on the labour required to empty and dispose of this packaging.

2.5 OVERVIEW OF RESOURCE SAVINGS (2022-2025)

The impact of our measures can be seen in terms of materials: overall, significant quantities were saved between 2022 and 2025.

Material category	Savings (kg)	Comment
Miscellaneous	114.537	This includes products that could be reallocated to another use and did not need to be destroyed, process optimisations to increase material efficiency, etc.
Wood	97.712	e.g. pallets, dunnage
Plastic	96.854	Films, sleeves, cans
Paper/cardboard	85.252	Outer cartons, trays, labels
Glass	50.000	mainly mill glass

Table 52: Resource savings 2022–2025 by material category

A key factor in these achievements is the targeted optimisation of packaging materials. For instance, by making adjustments to shrink and sleeve films, we have been able to save 504 kg of plastic annually whilst simultaneously reducing the workload: around 18,000 fewer rolls need to be unpacked manually each year. The effect is even more pronounced in the further development of shrink films for glass jars and tins. Here, we save 13,500 kg of plastic annually. We are also consistently focusing on reduction in the production process: certain internal pre-assembly stages now manage entirely without shrink film, saving a further 266 kg of plastic per year. At the same time, we are working with our suppliers to optimise pallet

utilisation, which means less packaging material is required and transport can be organised more efficiently. Another key area lies in the intelligent use of existing resources. We reuse cardboard boxes and interlayers multiple times, giving them a second life. For single-use pallets, we have also established a sustainable follow-up solution that ensures they can be reused. In the area of product design, it is clear just how effective even small adjustments can be: by reducing the weight of our ‘Mühle’ glass jar by just 2 grams, we save an estimated 50,000 kg of glass per year. In addition, outer packaging has been simplified. The switch from two-piece to one-piece cardboard packaging has significantly reduced material usage. We have also managed to save 2,435 kg of printing ink annually through a critical review of colour printing processes. Complementary measures, such as increasing the purchase of raw materials in larger containers, help to further reduce packaging material. At the same time, we are constantly working to find alternative recycling routes for rejected raw materials in order to minimise transport distances and the associated emissions as much as possible. Through targeted communication measures, we also promote awareness of proper disposal and an effective circular economy. We have also reduced material usage for large-capacity cans by optimising the mould design, saving around 7.1 tonnes of plastic per year.

3. SPECIAL FOCUS: PLASTIC REDUCTION

3.1 WHY PLASTIC DESERVES SPECIAL ATTENTION

A particular focus is on drastically reducing plastics. Worldwide, over 460 million tonnes of plastic were produced in 2019¹⁵, of which an estimated 20 million tonnes ended up directly in the environment,

including rivers, lakes and oceans¹⁶, where they can have harmful long-term effects. Even today, our oceans contain between 75 and 199 million tonnes of plastic waste, which decomposes only extremely slowly¹⁷. Plastics do not break down completely, but instead disintegrate over hundreds to thousands of years into ever smaller particles, which can be found as microplastics (particles ≤ 5 mm) in all ecosystems¹⁸. Microplastics can now be detected in almost all marine, freshwater, soil and even air samples. These fine plastic particles are easily mistaken for food by marine animals, accumulate in their organisms and can build up along the food chain – right up to us humans. Microplastics therefore pose a far-reaching ecological and health risk to us all. The consequences are devastating, and we do not wish to stand idly by. We know that we must take action and assume responsibility by drastically reducing the proportion of plastics in our packaging and processes.

3.2 SPECIFIC MEASURES

The milestones listed in section 2.4 – in particular the switch to 100 per cent rPET for our catering containers, the relaunch of the letter-sized packaging and the switch from PVC to PET sleeves – specifically address the use of plastic. Furthermore, we are continuously working on further reductions throughout the value chain.

4. WASTE MANAGEMENT AND DISPOSAL

For us, the responsible use of resources does not end with the use of raw materials, but extends to the final stage of the value chain: the management of waste and by-products generated in our production. In line with the waste hierarchy, we aim to avoid waste wherever possible and to manage it as effectively as possible to

¹⁵ https://www.oecd.org/en/publications/global-plastics-outlook_de747aef-en/full-report.html, accessed on 22 May 2026

¹⁶ <https://www.unep.org/plastic-pollution>, accessed on 22 May 2026

¹⁷ <https://www.unep.org/resources/pollution-solution-global-assessment-marine-litter-and-plastic-pollution>, accessed on 22 May 2026

¹⁸ <https://www.wwf.org.uk/learn/environment/plastic-pollution>, accessed on 22 May 2026

channel into recycling streams and utilise for energy where material reuse is not possible.

During the reporting period, we consolidated the data basis for our waste monitoring and drew up a comparative balance sheet, broken down by waste fraction, for the years 2024 and 2025. In addition to an overview of key figures, this provides us with a clear picture of the structural shifts brought about by our measures in the field of the circular economy.

4.1 SEPARATE COLLECTION AND WASTE MANAGEMENT PARTNERS

At our sites, we collect paper, cardboard and corrugated cardboard, glass, plastics, organic waste and residual waste separately. Waste with special requirements – such as that from laboratories and workshops – is recorded separately, stored temporarily in accordance with regulations and disposed of exclusively via authorised third parties.

Recycling and disposal are carried out in collaboration with specialised partners. The largest share is accounted for by Saubermacher, a company that ensures the environmentally sound recycling of the vast majority of waste generated. In addition, glass is recycled by Energie AG and organic waste by Bernard Betriebs GmbH (biogas plant).

4.2 WASTE GENERATED (VSME B7 PARAGRAPH 38 (A) AND (B))

We consistently analyse our waste balance on two levels: in absolute quantities (tonnes) and as specific waste intensity, normalised to the number of finished goods produced. Both perspectives are necessary: the absolute quantity shows the actual volume of waste generated, whilst the specific intensity adjusts this for fluctuations in production volume.

Key figure	2024	2025	Change
Finished goods produced (units)	304.330.006	303.592.642	–0,24 %
Total waste generation – absolute (tonnes)	957,2	988,4	+3,3 %
Specific waste intensity (kg/1,000 units)	3,145	3,256	+3,5 %

Table 53: Overall balance of waste generation – absolute quantities and production-related intensity

In the reporting year, the absolute volume of waste generated rose by 3.3 per cent, whilst the number of units produced fell slightly (–0.24 per cent). The virtually constant volume of waste is thus distributed across slightly fewer finished goods, thereby reducing production-related waste intensity by +3.5 per cent, which is slightly higher than the increase in the absolute quantity. For production-related target management, the specific intensity is the key indicator, as it adjusts the waste generation for fluctuations in production volume.

4.2.1. WASTE GENERATION BY FRACTION

A detailed analysis of the six fractions in our waste separation system provides insight into where our measures are having an effect and where we identify a need for action.

Fraction	2024 [t]	2025 [t]	2024 kg/1.000 items	2025 kg/1.000 items	Change
Glass	17,4	18,0	0,057	0,059	▲ +3,4 %
Plastics	135,8	156,0	0,446	0,514	▲ +14,9 %
Paper/cardboard	391,2	359,4	1,285	1,184	▼ –8,1 %
Residual waste	217,3	173,8	0,714	0,573	▼ –20,0 %
Organic	166,0	221,8	0,545	0,731	▲ +33,6 %
Other	29,5	59,4	0,097	0,196	▲ +101,4 %
Total	957,2	988,4	3,145	3,256	▲ +3,3 %

Table 54: Waste generation by fraction – absolute quantities and specific values per 1,000 finished articles produced

Waste generation by fraction – comparison 2024 vs. 2025

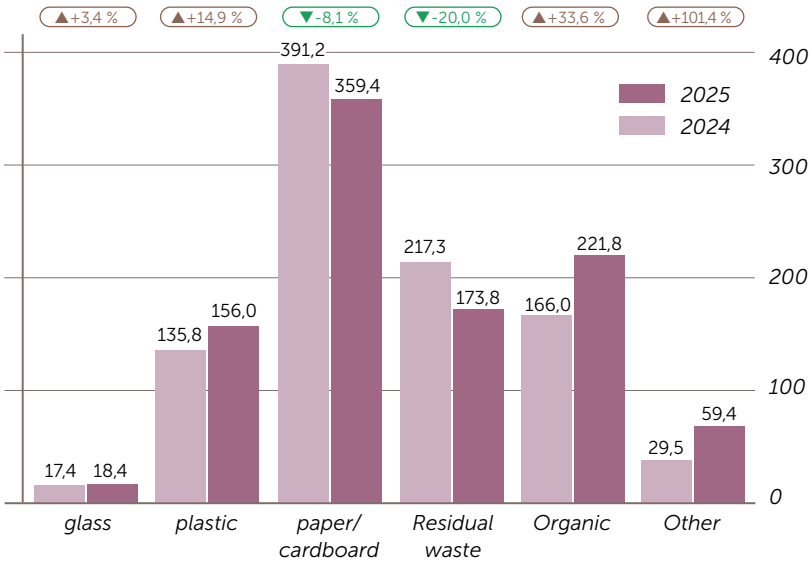


Fig. 19: Waste generation by fraction – comparison of 2024 versus 2025

The most important observation from this analysis is not the slight increase in the total volume, but the qualitative shift within the waste mix. We were able to significantly reduce residual waste and paper/ cardboard – those fractions that tend to occupy lower levels in the waste hierarchy in terms of recovery. At the same time, fractions that are better suited to material recovery are on the rise.

We were able to reduce our residual waste volume by 43.5 tonnes (–20.0 per cent). At the same time, the proportion of organic waste rose by 55.8 tonnes (+33.6 per cent). This correlation is no coincidence, but rather the result of our efforts to separate organic waste more consistently from the residual waste stream and channel it towards more efficient recovery.

THE OVERVIEW AT A GLANCE

Key figure	2024	2025
Total waste generation (t)	957,2	988,4
of which non-hazardous waste (t)	956,6	987,9
of which hazardous waste (t)	0,58	0,55
Recycling/reuse (t)	715,2	757,0
Recycling rate (%)	74,7	76,6

Table 55: Waste balance and recycling rate 2024–2025 (Austrian site) (VSME B7 Para 38 (a) and (b))

WASTE GENERATION AND RECYCLING RATE 2024–2025 AUSTRIAN SITE

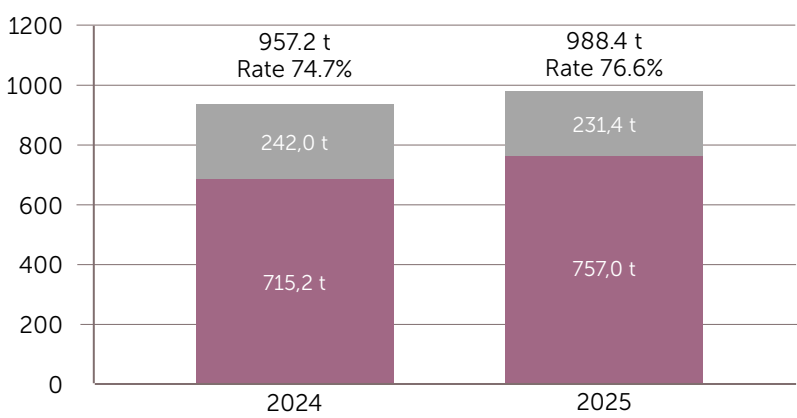


Fig. 20: Waste generation and recycling rate 2024–2025

In the 2025 reporting year, a total of 988.4 t of waste was generated at the Austrian site (2024: 957.2 t). Of this, 757.0 t was recycled or reused. This corresponds to a recycling rate of 76.6 per cent (2024: 715.2 t or 74.7 per cent).

The recycling rate rose by 1.9 percentage points compared with the previous year. The established recyclable material streams continue to be recycled almost in their entirety: glass, paper/cardboard, mixed plastic packaging, scrap metal and small electrical appliances each achieve a recycling rate of 100 per cent.

The increase is largely attributable to the separate collection and material recovery of organic waste streams. The volume of biowaste rose from 166.0 t to 221.8 t (+33.6 per cent). Our organic waste is processed in a biogas plant authorised under waste legislation; following the digestion process, the digestate is spread as fertiliser on agricultural land. As this involves material recovery with nutrient recycling, these quantities – as confirmed by our external waste management partner – are reported as recycled.

This is to be distinguished from the separately recorded former food waste (an increase from 23.8 t to 57.1 t), which is sent for thermal recovery (incineration). It continues to be recorded as 0% in the narrowly defined recycling/reuse rate, as no material recovery takes place.

The success of this reorganisation is evident in the residual waste: the volume of commercial waste fell by 20.0 per cent from 217.3 t to 173.8 t. The volume of paper and cardboard also fell by 8.1 per cent. Hazardous waste remains marginal at around 0.5 t per year (less than 0.1 per cent of the total volume) and is handled entirely by authorised specialist waste management companies.





Breakdown by waste type

Waste type	Total 2024 (t)	Recycled 2024 (t)	Total 2025 (t)	Recycled 2025 (t)	Rate
NON-HAZARDOUS WASTE					
White glass	10,820	10,820	17,980	17,980	100 %
Coloured glass	6,540	6,540	0,000	0,000	100 %
Paper/cardboard	391,200	391,200	359,379	359,379	100 %
Mixed plastic packaging	135,840	135,840	155,980	155,980	100 %
Residual waste (commercial waste)	217,270	0,000	173,831	0,000	0 %
Scrap iron	2,797	2,797	1,340	1,340	100 %
Organic	165,990	165,990	221,820	221,820	100 %
Former foodstuffs for incineration	23,830	0,000	57,100	0,000	0 %
Electrical appliances < 50 cm	0,200	0,200	0,230	0,230	100 %
Other electrical appliances	–	–	–	–	100 %
Reclaimed timber	1,220	1,220	–	–	100 %
Fats (small containers < 60 l)	–	–	–	–	100 %
Baumix	–	–	–	–	0 %
Big Bag	0,200	0,200	0,200	0,200	100 %
Pre-shredded material	0,690	0,345	–	–	50 %
Subtotal: non-hazardous	956,60	715,15	987,86	756,93	—



FOREWORD
TABLE OF CONTENTS
ABOUT KOTÁNYI
VSME B1 C1
VSME B2 C2
VSME B3 C3
VSME B4
VSME B5
VSME B6
VSME B7
VSME C4
VSME B8
VSME B9
VSME B10
VSME B11
VSME C5
VSME C9
VSME C6
VSME C7
VSME C8
INDEX
LEGAL NOTICE

Waste type	Total 2024 (t)	Recycled 2024 (t)	Total 2025 (t)	Recycled 2025 (t)	Rate
HAZARDOUS WASTE					
Used oils for thermal recovery	0,287	0,000	0,172	0,000	0 %
Display devices	–	–	–	–	100 %
Rod-shaped fluorescent tubes	–	–	–	–	100 %
Acetone	0,008	0,000	–	–	0 %
Xylene (liquid)	0,022	0,000	–	–	0 %
Hypochlorite waste liquor	0,073	0,000	–	–	0 %
Laboratory waste and chemical residues (solid)	0,001	0,000	–	–	0 %
Laboratory waste and chemical residues (liquid)	0,019	0,000	0,274	0,000	0 %
Detergent waste	0,004	0,000	–	–	0 %
Solvent mixture	–	–	–	–	0 %
Methanol	0,050	0,000	–	–	0 %
Plant protection products	–	–	–	–	0 %
Batteries	–	–	–	–	100 %
Leftover printer ink, photocopier toner	–	–	–	–	100 %
Oil and air filters	0,064	0,032	0,100	0,050	50 %
Oil-contaminated operating fluids	0,014	0,000	–	–	0 %
Plastic packaging containing harmful residues	0,034	0,017	–	–	50 %
Subtotal (hazardous)	0,58	0,05	0,55	0,05	–
Total	957,2	715,2	988,4	757,0	–

Table 56: Waste generation by category, recycling/reuse volumes and rates, 2024–2025



i **METHODOLOGICAL NOTE:**

Data basis and reporting scope.

The figures are based on the waste disposal records of the Austrian site (reporting scope as per B1). ‘Recycling/reuse’ is defined strictly in the sense of material recovery; other forms of recovery (e.g. energy recovery) and disposal are not included in the rate.



- For the coming reporting period, we are setting the following priorities:
- » Reducing food waste in line with the waste hierarchy and diverting it to alternative uses (Waste2Value, etc.)
 - » Further reduce residual waste generation through improved waste sorting
 - » Further reduce waste intensity relative to production volume

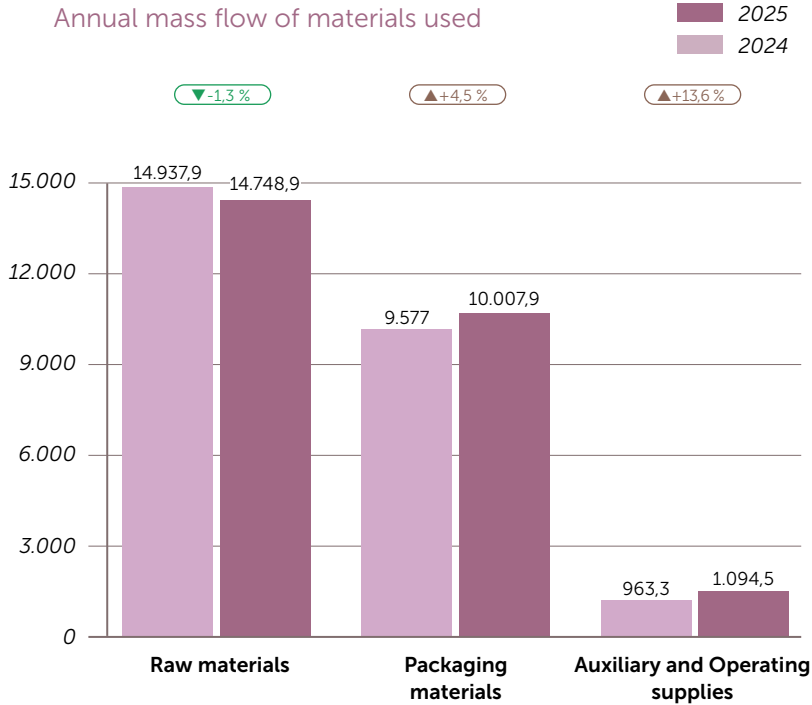
ANNUAL MATERIAL FLOW OF MATERIALS USED *(VSME B7 Para 38 (c))*

Data is recorded in line with the material flows, which are continuously documented as part of our ISO 14001-certified environmental management system. This ensures that the data is verified, methodologically consistent and comparable over the years. It comprises three main categories:

Category	What is included
1. Raw materials	Herbs and spices, table salt, additives, baking ingredients and natural flavourings – the actual substance of our products
2. Packaging materials	Glass, plastic (tins, lids, films, composite films), cardboard, trays, labels, as well as pallets and other wooden packaging
3. Auxiliary and operating materials	Process gases (CO ₂ for pressure fumigation and cooling, etc.), adhesives, adhesive tapes, printing inks, lubricants, cleaning agents and disinfectants, as well as auxiliary materials for quality assurance

Table 57: Breakdown of the mass flow by input category





Total mass flow 2024: 25,478.8 t | 2025: 25,851.3 t | Change: +1.46 % |
Specific material intensity 2024: 83.72 kg / 1,000 units 2025: 85.15 kg / 1,000 units

Fig. 21: Main categories of mass flow in a year-on-year comparison. Green boxes indicate decreases, red boxes increases compared with the previous year.

WHAT THE FIGURES SHOW

Raw material input fell by 189 tonnes, or –1.3 per cent, although the production volume remained virtually unchanged (–0.2 per cent). In relation to the finished goods produced, this corresponds to a reduction in the specific raw material input per unit. This is an initial signal – one that should be interpreted with caution – of efficiency gains in processing, for example through improved yield or a slight shift in the product mix towards less material-intensive formulations.

At +430 tonnes or +4.5 per cent, packaging materials recorded the largest increase in absolute terms. A closer look, however, reveals a more nuanced picture:

Subcategory	2024 [t]	2025 [t]	△ [t]	△ [%]
Glass	4.567,1	4.719,4	+152,3	+3,3 %
Plastic (cans, lids)	1.351,0	1.369,8	+18,8	+1,4 %
Plastic (composite film)	969,2	987,0	+17,8	+1,8 %
Cardboard, trays, labels	1.496,2	1.467,9	–28,3	–1,9 %
Wood (pallets)	1.194,1	1.463,9	+269,8	+22,6 %

Table 58: Detailed analysis of packaging materials

Four observations are particularly relevant here:

- » **We were able to reduce the use of cardboard, trays and labels** (–1.9 per cent), despite the number of units remaining virtually unchanged. Here, the measures taken to Material efficiency, in particular the switch to flash-dried flour, and The optimisation of carton heights is having an effect. This corresponds to the observation from the waste balance, where the paper/cardboard fraction also fell significantly.
- » **Glass recorded** the strongest growth in absolute terms among packaging materials, **at +152 tonnes (+3.3 per cent)**. Due to the high specific mass of glass, even minor shifts in unit numbers have a significant impact on tonnage. We will examine this in greater depth in the next reporting cycle through a unit-number analysis to precisely identify mix effects.
- » **Plastic showed only moderate growth of +1.4 per cent and +1.8 per cent** respectively, which essentially corresponds to fluctuations in production.

» **Wood/pallets show the most striking increase** within the packaging category at +22.6 per cent. We have identified an increased number of single-use pallets, changes in delivery arrangements and a higher proportion of pallet-intensive transport configurations as the causes. We will examine this in more detail in the coming reporting cycle.

Consumables and operating materials show a sharp rise of +13.6 per cent. However, on closer inspection, this figure is put into perspective: 99 per cent of the increase is attributable to a single item, namely the use of CO₂ for pressure fumigation and cooling.

Subcategory	2024 [t]	2025 [t]	△ [t]	△ [%]
CO ₂ (pressure fumigation, cooling)	926,0	1.064,9	+138,9	+15,0 %
All other auxiliary materials (combined)	37,3	29,6	–7,7	–20,6 %

Table 59: Auxiliary and operating materials – breakdown into CO₂ and other substances

This is an important indication of where future management action is required: the CO₂ required for pressure fumigation is one of our key tools for food safety and, at the same time, one of our most significant climate risks. This creates a dependency that our dual materiality analysis has already identified as a relevant financial and climate risk under the heading ‘Increase in pests’.

4.3 GLASS AS A PRIME EXAMPLE OF A FUNCTIONING CIRCULAR ECONOMY

Glass accounts for the largest proportion of our waste – and this is precisely where an opportunity lies. Glass has proven to be an ideal packaging material, particularly for one of our most important products, the Kotányi spice mill. The mill has been specifically

designed as This single-use packaging is designed for glass recycling and can be disposed of entirely via the glass recycling bin. Glass is virtually lossfree and can be recycled indefinitely.

We source the majority of our packaging glass regionally from Pöchlarn in Lower Austria. This keeps transport distances short and reduces the associated emissions. The closed-loop system is also crucial: the same regional plant melts down waste glass collected in Austria to produce new packaging glass. Our Mühlenglas therefore comes from a production process with a high proportion of recycled material. When consumers return the empty jars via the glass recycling bin, they re-enter precisely this regional cycle. In this way, production, use, collection and recycling are largely interlinked within the region.

Figures from Austria Glas Recycling demonstrate just how effective glass recycling is: incorporating as little as 10 per cent of waste glass into new production reduces energy consumption by 2.5 per cent and CO₂ emissions by 5 per cent. From a macroeconomic perspective, too, the cycle in Austria functions in an exemplary manner: around 250,000 tonnes of glass packaging are collected and recycled annually; the collection rate has been above 80 per cent for years and significantly exceeds EU targets.

The recycling targets for 2025 have already been met¹⁹. This cycle alone saves around 190,000 tonnes of quartz sand and approximately 260 million kWh of electricity in Austria each year.

Our Mühlenglas also benefits from this effective cycle: it is produced in Austria and, according to the manufacturer's specifications, contains around 64 per cent recycled glass.

Anyone who disposes of empty glass bottles and our Mühlenglas products correctly is actively contributing to climate and resource protection. Recycled glass is not waste, but a valuable raw material. We specifically promote this awareness through information on our website and regular awareness campaigns that show how easy it is to recycle correctly in everyday life.

¹⁹ <https://www.agr.at/glasrecycling/fakten-rund-um-glasrecycling/>, accessed on 22 May 2026 22.05.2026

5. RESEARCH AND PARTNERSHIPS FOR GREATER RECYCLABILITY

Standing still is not an option for us. We are constantly working to improve the recyclability of our packaging materials, drawing on scientific expertise in the process – for example, through a partnership with the OFI (Austrian Research Institute for Chemistry and Technology) or via Wieselburg University of Applied Sciences, which has carried out a comprehensive life-cycle analysis of our spice packaging.

Since 2025, we have been actively participating in the 'RECOLAP – Recyclability of coated and laminated papers' research project at Campus Wien University of Applied Sciences. As part of this fiveyear collaboration (2025–2030), we are working alongside scientists and other project partners to develop sustainable paper composite solutions for the food sector. The aim is to develop materials that meet high standards of product protection and functionality whilst significantly improving recyclability.

These partnerships provide us with the data we need to make informed decisions and to make our packaging more sustainable, step by step.



6. PAPER CONSUMPTION AND DIGITISATION

6.1 DEVELOPMENTS IN THE OFFICE

We are doing everything we can to reduce material usage in our day-to-day operations as well. The entire production process has been switched to paperless documentation, and all employees' payslips are now sent electronically. Wherever possible, promotional mailings and reports are now sent out digitally only.

The trend in our consumption of photocopying paper (A4, 80 g) has shown a clear downward trend since 2019: whilst around 2.5 tonnes (approx. 510,000 sheets) were used in 2019, consumption in 2025 stood at just 1.5 tonnes (approx. 300,000 sheets). This represents a reduction of around 40 per cent compared with the base year.

The trend between 2019 and 2025 is not linear. The particularly low figure for 2022 (1.15 t) can be explained by the high proportion of staff working from home due to the pandemic. With the return to more on-site working, consumption rose again in 2023 to the 2019 level. Since then, it has fallen significantly again for two consecutive years. We regard this as a sustainable structural change: the digitalisation of internal processes, paperless approval processes, consistent electronic document storage and raising staff awareness are having a measurable impact.



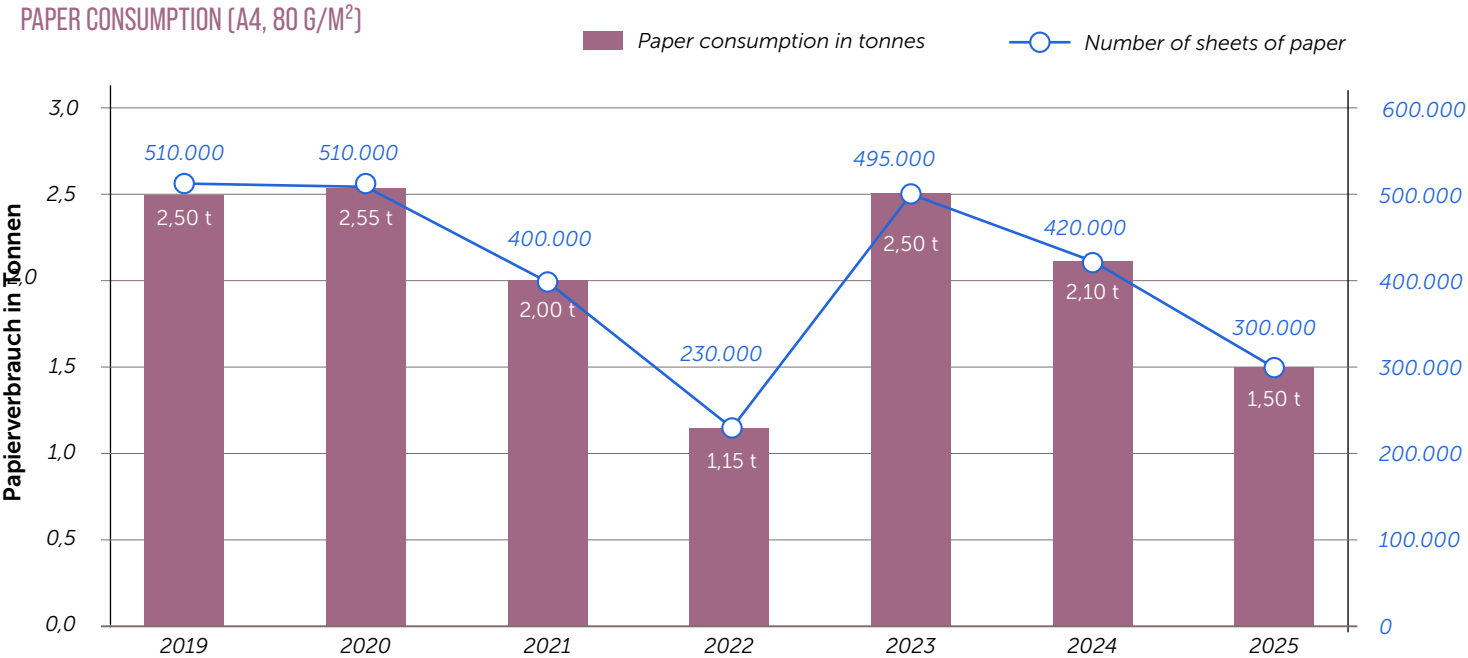


Fig. 22: Paper consumption in tonnes, 2019–2025

6.2 WHY REDUCING PAPER USE IS ENVIRONMENTALLY BENEFICIAL

Paper production is one of the major industrial users of wood. A significant proportion of the global timber harvest is used to produce paper products. This contributes to deforestation and, consequently, to the reduction of important carbon sinks. Added to this are high energy and water consumption, as well as greenhouse gas emissions. On average, around 300 kg of wood and approximately 5,000 litres of water are required to produce 100 kg of fresh paper. Furthermore, energy consumption rises to around 1,000 kWh, and around 110 kg of CO₂ equivalents are generated by the production process alone. To put this into perspective: approximately 1 kg of paper (virgin fibre paper) can be produced from around 2.2 kg of wood, which further highlights the environmental impact of timber extraction and forest use. Despite technical improvements in the manufacturing process – whereby water consumption per kilogram of paper can be reduced to less than ten litres in modern plants, depending on the region – resource use remains high²⁰–.

As paper production ties up substantial natural resources, we intend to rely even more heavily on recycled paper in future in order to reduce environmental impacts. Compared with the production of virgin fibre paper, the manufacture of recycled paper saves, on average, around 78 per cent of water and 68 per cent of energy, as well as reducing CO₂ emissions by around 15 per cent, whilst maintaining equivalent product properties. This reduces the demand for fresh water and energy consumption, and also reduces timber use, thereby helping to preserve forests as important carbon sinks and habitats for biodiversity. At the same time, the use of recycled paper supports a functioning circular economy, as it generates less waste and requires fewer primary raw materials.²¹

In future, we intend to focus on the following measures:

- » Prioritising the procurement of recycled paper with recognised eco-labels (e.g. Blue Angel), particularly for office and communication printing

- » Optimisation of printing and consumption, e.g. through standardised Measures to promote double-sided printing, reduce unnecessary printouts and make internal documents available digitally
- » Raising staff awareness and providing training to reduce paper consumption, e.g. through awareness campaigns or internal target agreements
- » Integration of paperless processes, e.g. digital invoicing, electronic checklists in production and logistics
- » Monitoring and reporting on paper consumption as part of sustainability targets to make progress measurable

7. OUTLOOK: FROM MATERIAL USAGE TO MATERIAL FLOW MANAGEMENT

The transition to a circular economy requires more than just technological logical optimisation. This requires a new understanding of the system that integrates resource use, product design and life-cycle thinking. We are working to systematically embed the principles of circular value creation into our operational processes, partnerships and innovation processes.

Our ambition goes beyond mere waste prevention: we want to keep recyclable materials in the cycle in order to operate in a more environmentally and economically sustainable manner. Initial approaches are described in Chapter 3.2 VSME B2 (Memberships and Industry Engagement).

Specific next steps

- » Further reduction in the thickness of cardboard interlayers
- » Continued digitalisation in production and invoicing to minimise paper-based processes
- » Evaluation of the switch to fully electric transport between production and the finished goods warehouse in Austria
- » Ongoing adaptation to the requirements of the PPWR and the EmpCo Directive
- » Continuation and expansion of research collaborations, in particular RECOLAP

²⁰ https://www.bundesumweltministerium.de/fileadmin/Daten_BMU/Pool/Bildungsmaterialien/gs_abfall_arbeitsblaetter_schueler.pdf (accessed on 31 March 2026)

²¹ <https://www.umweltbundesamt.de/papier-druckerzeugnisse#umweltbezogene-produkteigenschaften> (accessed on 31 March 2026)

C4 MANAGING CLIMATE RISKS

(VSME C4 Para 57 (a)–(d) and Para 58)

1. BACKGROUND AND IMPACT ON KOTÁNYI

As an internationally active company that currently sources plant-based raw materials from over 65 countries around the world, Kotányi is particularly affected by the consequences of climate change. Many of our growing regions are located in climate zones that are already experiencing noticeable changes in weather conditions, particularly in the tropics, subtropics and the Mediterranean region.

Climate risks affect our value chain at several levels: they influence the availability and quality of raw materials, the stability of supplier relationships, price trends and logistics. A systematic understanding of these risks and our own vulnerability to them is therefore essential for a sustainable procurement and business strategy..

2. METHODOLOGY OF CLIMATE RISK ANALYSIS

2.1 DATA BASIS AND SOURCES

Our climate risk analysis is conducted at the level of raw materials and country of origin. It was developed in close consultation between the procurement and quality management departments and external partners, and is based on historical climate data as well as climate projections from scientifically recognised sources, in particular the IPCC AR6 (Intergovernmental Panel on Climate Change),

ÖKS15 (Austrian Climate Scenarios), NASA, NOAA, FAO, WorldClim and the EEA (European Environment Agency).

2.2 CLIMATE SCENARIOS USED

Two scenarios are used to estimate the range of future developments: a moderate one and a high-emission one. RCP 4.5 climate protection scenario: Assumes moderate climate protection measures and technological improvements. Warming is significantly lower than in higher-emission scenarios, leaving scope for adaptation and risk management.

RCP 8.5 business-as-usual: Sustained high emissions without effective climate protection measures (often referred to as the worstcase scenario). Warming by 2100 is significantly more severe.

Background: ‘RCP’ stands for Representative Concentration Pathway. The number indicates the additional radiative forcing in watts per square metre by 2100 (compared with pre-industrial levels) – higher values indicate greater warming and more severe climate impacts.

2.3 ASSESSMENT DIMENSIONS

The value chain is assessed across three established risk dimensions:

- » Exposure: proportion of a raw material sourced from climate-sensitive regions
- » Sensitivity: structural vulnerability (e.g. monocultures, fragile ecosystems, poor local infrastructure)
- » Adaptability: local resilience (agroecological diversity, diversification, established partnerships)

Individual risks are categorised according to probability of occurrence and extent of damage (high/medium/low).

3. IDENTIFIED CLIMATE-RELATED HAZARDS AND TRANSITIONAL EVENTS (VSME C4 Para 57 (a))

3.1 PHYSICAL CLIMATE RISKS

The analysis identified the following physical climate risks in our supply chain:

- » **Chronic temperature rises:** lower crop yields, loss of quality, increase in pests
- » **Increased temperature variability:** crop failures, increase in pests, ‘food loss’
- » **Acute heat events:** heatwaves lead to crop failures, transport problems and place employees throughout the supply chain under physical stress.
- » **More severe storms and wildfires:** disruptions to logistics and direct damage in growing regions (e.g. Turkey, Spain, Greece, Southern Europe, South-East Asia)
- » **Cyclones, hurricanes and typhoons:** Particularly relevant for nutmeg sourcing from Grenada (Caribbean) and Indonesia – past typhoons have already led to crop failures there.
- » **Water scarcity and drought:** Particularly in India, Vietnam, Egypt, Turkey, Iran, Spain, Italy and Greece (all with high water stress scores according to WRI Aqueduct)
- » **Heavy rainfall, hail and flash floods:** Localised crop failures and damage to infrastructure in growing regions
- » **Soil erosion:** The main cause of soil degradation in the Mediterranean region; reduces soil fertility and yields.
- » **Spread of pests:** A warmer climate favours pest growth, shortens generation times and leads to the introduction of new species.
- » **Loss of biodiversity:** Reduces the ecological resilience of cropland and diminishes the number of natural predators of pests.

ABOUT KOTÁNYI

VSME B1 C1

VSME B2 C2

VSME B3 C3

VSME B4

VSME B5

VSME B6

VSME B7

VSME C4

VSME B8

VSME B9

VSME B10

VSME B11

VSME C5

VSME C9

VSME C6

VSME C7

VSME C8

INDEX

LEGAL NOTICE

3.2 TRANSITION RISKS

Beyond physical risks, we have identified climate-related transition events based on our internal risk overview. These include political and regulatory risks such as CO₂ pricing and import regulations, tightening regulatory requirements, changes in consumer behavior, and single-sourcing dependencies; technological risks such as delayed technological adaptation, misinvestments, and energy price volatility; as well as reputational risks such as allegations of greenwashing or negative media coverage of climate- or environment-related incidents.

4. ASSESSMENT OF EXPOSURE AND SENSITIVITY *(VSME C4 Para 57 (b))*

4.1 OVERALL ASSESSMENT

Around half of our procurement comes from regions considered to be particularly climate-sensitive – the Mediterranean, South-East Asia and South Asia, North Africa, Central America and South America, and the Middle East. Consequently, our supply chain’s climate exposure is substantial and strategically relevant. Overall, we classify the identified climate risks in our procurement as medium-high to high. This relates in particular to price stability, security of supply and product quality. Without effective counter-measures, these risks have the potential to have a significant impact on our business activities and financial performance in the medium to long term.

Geographical distribution of Kotányi’s raw material procurement, colour-coded by climate risk level

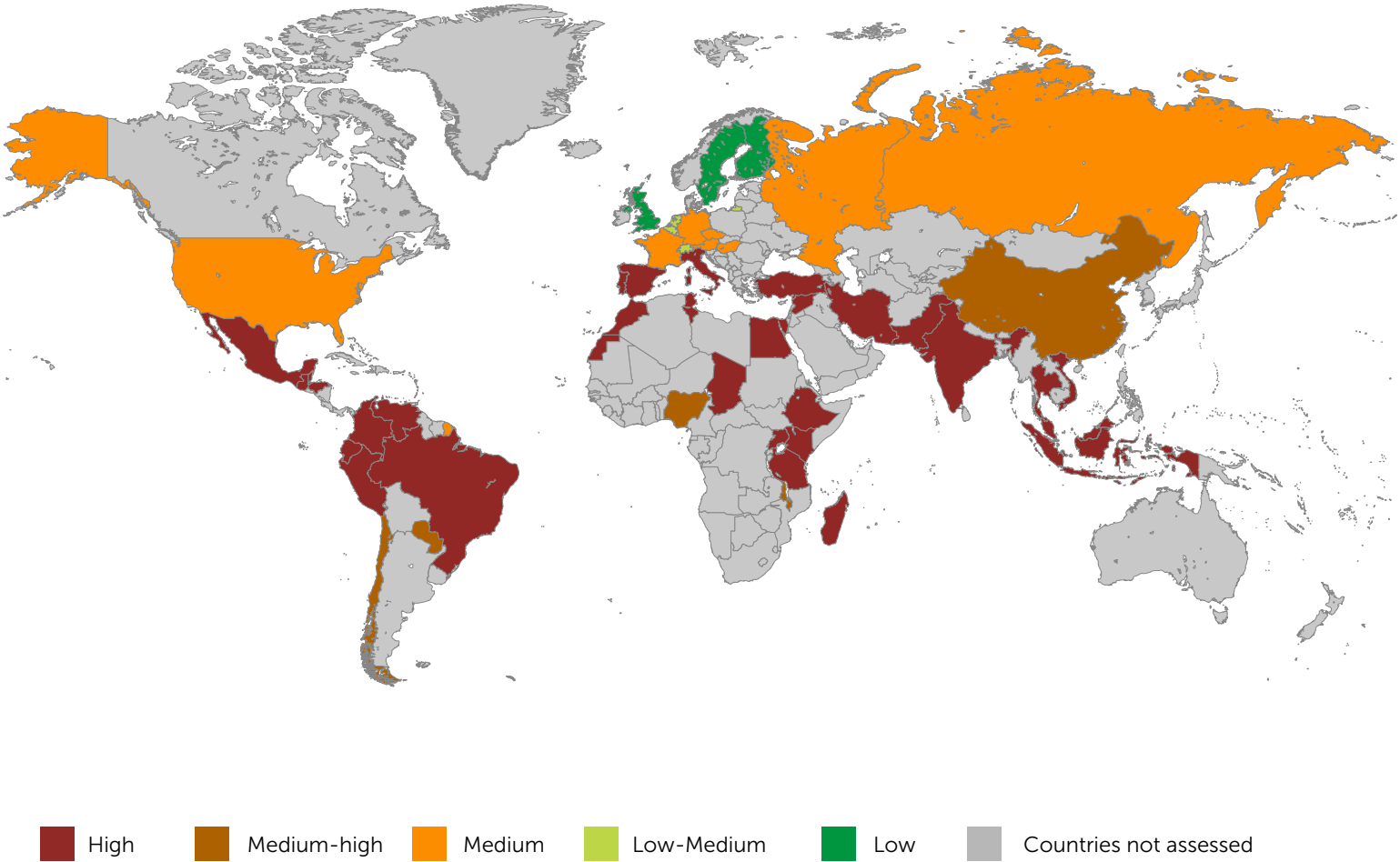


Fig. 23: Geographical distribution of countries from which Kotányi sources significant quantities of raw materials, colour-coded according to climate risk level.

4.2 TOP SOURCING COUNTRIES WITH HIGH CLIMATE RISK

The following countries are among our most important sources of supply in terms of volume and are also classified as highly climate-sensitive:

Code	Country	Main raw materials for Kotányi	Risk
CN	China	Garlic (granulated/powder), ginger, chilli, star anise, sesame	Medium-high
ES	Spain	Paprika (all varieties), cayenne pepper, olive oil, orange peel	High
VN	Vietnam	Pepper (black/white/green), cinnamon, star anise, nutmeg	High
IN	Indien	Turmeric, caraway, green pepper, sesame, fenugreek, organic herbs	High
TR	Turkey	Oregano, bay leaves, sage, sumac	High
EG	Egypt	Basil, marjoram, fennel, thyme, coriander, onion powder, lemongrass	High
ID	Indonesia	White pepper, cassia cinnamon, nutmeg, cloves	High
BR	Brazil	Black pepper, pink peppercorns	High
GD	Grenada	Whole nutmeg (monopoly supplier)	High
MA	Morocco	Rosemary (chopped, ground)	High
IR	Iran	Saffron, tarragon, pistachios, barberry, Persian salt	High
MG	Madagascar	Vanilla, cloves, rose berries	High

Table 60: Climate-sensitive top sourcing countries with critical raw materials



4.3 CRITICAL COMBINATIONS OF RAW MATERIAL – COUNTRY – RISK

The climate risk analysis identifies specific combinations in which a high climate risk coincides with strategically important or hard-to-substitute raw materials:

Code	Country	Main raw materials for Kotányi
Pepper (black/white/green)	Vietnam, Brazil, India, Indonesia	Heat stress, water scarcity, heavy rainfall – according to research, heat leads to ‘spike shedding’ (loss of fruit clusters); WRI water stress index >3 in India and Vietnam
Nutmeg	Grenada (MONO-POL), Indonesia	Tropical cyclones and hurricanes – historical typhoons have destroyed nutmeg trees; the monopoly situation exacerbates the risk.
Oregano, bay leaves, cumin	Turkey	Forest fires, drought, water stress – forest fires in Turkey have already led to crop failures in bay leaves.
Capsicum (paprika, chilli, cayenne pepper)	Spain, China, Mexico, Hungary	Heat, drought, soil erosion – Spain as a Mediterranean hotspot
Basil, marjoram, fennel, thyme, onion, dill tips	Egypt	Water scarcity, desertification, heat stress – WRI water stress >3
Turmeric, caraway, ginger	India	Heatwaves, monsoon variability, heavy rainfall
Cinnamon (Cassia), cloves	Indonesia, Vietnam, Madagascar	Tropical storms, heat, water stress
Allspice, paprika, chilli, pink peppercorns	North and South America (Peru, Chile, Brazil, Mexico)	Rising temperatures, extreme weather, water scarcity
Saffron	Iran	Heat stress, water scarcity – Iran has the highest water stress score; high-priced product with a high barrier to substitution
Rosemary	Morocco	Heat, desertification, drought stress
Vanilla	Madagascar	Tropical cyclones, heat; highly volatile price trends

Table 61: Commodity–country combinations with high climate risk (Source: internal climate risk analysis and procurement statistics)

4.4 ASSESSMENT OF THE WOLKERSDORF SITE

Our production site in Wolkersdorf underwent a systematic site assessment as part of the climate risk analysis. The key factors are those climate hazards that could affect the continuity of our production, the integrity of our stock, the functionality of our technical infrastructure and the health of our staff.

A key risk, which is currently significant and is expected to become even more so in the future, is heat stress. The ÖKS15 regional climate projections indicate that, under the RCP 8.5 scenario, Lower Austria will experience between 6.6 and 23 additional days of extreme heat per year by the period 2071–2100. At our site, this development has a twofold impact: firstly, storage and production areas heat up more significantly, which further exacerbates the pest pressure – already classified as high – and thus directly affects product quality, pest control costs and food safety.

Secondly, prolonged heat strains the physical and cognitive performance of our staff, particularly in areas without continuous air conditioning, and leads to noticeable losses in the efficiency of our photovoltaic system during the summer. The sensitivity analysis has identified structural aggravating factors, including, in some areas, inadequate thermal insulation, large south-facing glazed surfaces, and limited natural ventilation options, which cannot be utilised to their full extent due to pest control requirements.

Other climate-related hazards have a significantly lesser impact at the site. Storms and hail pose a moderate risk, primarily with regard to the building envelope and the roof-integrated photovoltaic system; these can be managed through standard insurance and maintenance strategies. Flood risks are classified as low based on the HORA hazard zone analysis (www.hora.gv.at), as is the risk from forest or wildfires, as there are no adjacent areas of vegetation with any significant fire load potential. Indirectly, however, we are indirectly affected via the supply and transport infrastructure: disruptions to the electricity, water and telecommunications networks, as

well as to supra-regional logistics, caused by heat or severe weather, can have an impact on our operations, even if the site itself is not directly affected.

Taken as a whole, it is clear that the Wolkersdorf site is comparatively resilient to acute major incidents. The key challenge lies in the chronic consequences of global warming, particularly the interplay between heat, pest pressure and staff health. This is precisely where our adaptation strategy comes into play: through structural measures such as thermal refurbishment, heat-protective glazing and green courtyards; through the gradual expansion of air-conditioning and the implementation of preventive pest control measures, including CO₂-based stock protection methods; and through safeguarding critical supply chains against climate-related failures.



5. TIME HORIZONS OF CLIMATE RISKS

(VSME C4 Para 57 (C) AND Para 58)

Climate risks operate on different timescales. We distinguish between three horizons, each of which requires different strategic responses.

Code	Key risks	Assessment
Short term (0–3 years)	Crop failures due to extreme weather events (heatwaves, floods); short-term price volatility; supply difficulties	High
Medium term (3–10 years)	Increasing uncertainty regarding yields due to chronic temperature rises and shifts in climatic zones; increased pest pressure; declining raw material quality; growing regulatory pressure	Medium-high
Long term (10–15+ years)	Permanent unavailability of individual growing regions; loss of established supply networks; significant pressure to adapt in terms of variety selection and production planning; geopolitical tensions over water and agricultural land; structural supply shortages	High

Table 62: Time horizons and assessment of climate risks

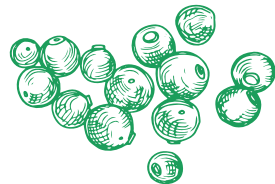
6. CLIMATE ADAPTATION MEASURES

(VSME C4 Para 57 (d))

The climate risk analysis forms the basis for targeted adaptation measures, which we are continuously developing. The catalogue of measures includes steps to safeguard our operations as well as to stabilise the supply chain.

6.1 MEASURES ALREADY IMPLEMENTED AND THOSE CURRENTLY BEING IMPLEMENTED

- » Diversification of supply sources: establishing alternative supplier structures in lower-risk regions for particularly vulnerable raw materials
- » PV system and expansion of renewable energy: Reducing dependence on external electricity supplies and hedging against energy price volatility
- » CO₂ fumigation (stock protection): An effective measure against increasing pest pressure, exacerbated by a warmer climate.
- » Preventive IPM (Integrated Pest Management): Expansion of preventive pest management at the production site
- » Greening of outdoor areas: providing shade to help cool the premises; target: indoor temperature on hot days ≤26 °C (currently up to 32 °C)
- » Air conditioning in storage areas: To safeguard product quality, reduce pest pressure and promote staff wellbeing



6.2 PLANNED AND UNDER CONSIDERATION MEASURES

- » Variety selection and genetic diversity: Promoting drought- and heat-tolerant varieties in collaboration with suppliers and research institutes
- » Strategic stockpiling: Increased safety stocks of particularly critical raw materials to cushion short-term supply bottlenecks
- » Early warning systems: Establishment of a systematic monitoring system for climate indicators in key growing regions (e.g. precipitation anomalies, soil moisture) with defined escalation procedures
- » Climate-related criteria in supplier assessment: Integration of climate risk indicators into the supplier selection process
- » Alignment with EU regulations: Preparing for CBAM, EUDR and ERS requirements within the supply chain

The climate risk analysis clearly shows that climate change is already having a significant impact on Kotányi’s global supply chain and will continue to intensify this impact in the coming decades. Tropical and subtropical growing regions, as well as the Mediterranean basin, are particularly affected – regions which the IPCC AR6 identifies with high confidence as being at aboveaverage risk. The main risks identified – such as chronic temperature rises, heatwaves, water scarcity and pest pressure – threaten the long-term availability, quality and price stability of key raw materials. Through the adaptation measures we have already introduced (diversification of sourcing, water efficiency, energy self-sufficiency) and our planned expansions, we are creating the conditions to actively address these risks and further strengthen the resilience of our value chain.



FOREWORD
TABLE OF CONTENTS
ABOUT KOTÁNYI
VSME B1 C1
VSME B2 C2
VSME B3 C3
VSME B4
VSME B5
VSME B6
VSME B7
VSME C4
VSME B8
VSME B9
VSME B10
VSME B11
VSME C5
VSME C9
VSME C6
VSME C7
VSME C8
INDEX
LEGAL NOTICE

B8 DOCUMENTATION

1. GENERAL CHARACTERISTICS

(VSME B8 Para 39 (a)-(c) und Para 40)

Our staff

People who inspire us and make a difference with us

Our employees are the foundation of our success. Their dedication, commitment and identification with our brand have made Kotányi what we are today and carry our products, our values and our tradition forward day after day. For us, responsibility towards our employees means supporting their development and shaping change together with them.

We see diversity as a strength: different perspectives, cultures and experiences make our work better. Gender, age, background, nationality, religion or belief, sexual orientation, pregnancy or parenthood, marital status, disability or other legally protected characteristics have no bearing on the opportunities and career paths available to anyone here. There is no place for discrimination in our organisation.

For us, this is not just a guiding principle, but a way of life. We make all decisions relating to individuals – from recruitment and promotions to salary progression and disciplinary measures – in a strictly nondiscriminatory manner. We pay equal pay for comparable work; any differences arise solely from age, experience or length of service, never from personal characteristics.

As an employer, we aim to be more than just a place where people work. We are committed to appreciative, respectful leadership; targeted professional development with clear career prospects; and preventative health measures that counteract stress and promote wellbeing.

Our managers see themselves as role models: they provide guidance, support their teams and lead by example, so that challenges can be overcome together – step by step, side by side.

This creates a working environment in which everyone feels welcome and valued, and where people not only work but also grow, take on responsibility and actively help shape Kotányi’s future.

As of December 2025, Kotányi employs 663 staff across the group, 387 of whom are based in Austria. Our Austrian teams bring together more than 23 different nationalities – a living example of diversity in action. Both in our international branches and at our head office in Austria, we value the individual diversity of our staff, actively nurture their potential and ensure that all decisions are made free from discrimination.

In addition to fair, secure and attractive working conditions, we place particular emphasis on future-oriented training and development opportunities to create a working environment that motivates, inspires and offers long-term prospects. In this way, we aim not only to be an attractive employer, but also to enable our staff to play an active role in shaping the future of the company.

1.1 EMPLOYEES BY COUNTRY, CONTRACT TYPE AND GENDER

(VSME B8 Para 39 (a)-(c))

As at 31 December 2025, the Kotányi Group employed 387 staff* (58.4 per cent) in Austria (Wolkersdorf headquarters) and 276 employees (41.6 per cent) at international branches. All employment contracts are permanent; fixed-term arrangements are limited to the one-month probationary period customary in the industry within permanent contracts.

1.1.1 EMPLOYEES BY CONTRACT TYPE AND GENDER

Scope of the report – Austria (Wolkersdorf head office)

Contract type	Women	Men	Total	Proportion
Permanent	182	205	387	100%
Fixed-term	0	0	0	0%
Total	182	205	387	100%

Table 63: Proportion of women in Austria: 182/387 = 47.0 per cent; reporting figure in accordance with the defined scope of reporting (Austria only)

For information purposes – Group as a whole

Contract type	Women	Men	Total	Proportion
Permanent	320	343	663	100%
Fixed-term	0	0	0	0%
Total	320	343	663	100%

Table 64: Proportion of women in the Group: 320/663 = 48.3 per cent; for information purposes only; not part of the scope of the reporting requirements

1.1.2 EMPLOYEES BY COUNTRY AND GENDER

(based on the Group as a whole)

Country (country of employment contract)	Employees Total	Women	Men	Proportion of women
Austria (Wolkersdorf Central)	387	182	205	47.0%
Russia	93	55	38	59.13%
Poland	46	12	34	26.56%
Hungary	37	19	18	51.35%
Croatia	22	13	9	59.09%
Czech Republic	20	8	12	40.00%
Germany	15	4	11	26.67%
Romania	13	8	5	61.53%
Slovenia	11	7	4	63.63%
Slovakia	9	6	3	66.67%
Ukraine	3	2	1	~66.7%
Bulgaria	2	2	0	100%
China	2	2	0	100%
Italy	1	0	1	0%
Brazil	1	0	1	0%
South Korea	1	0	1	0%
Subtotal: international	276	138	138	50.0%
Total	663	320	343	48.3%

Table 65: Austria: actual headcount (182 women/205 men). International branches: women/men derived from the country-specific proportions of women and rounded to whole numbers (total 138/138). Due to rounding, the sum of the country figures may differ slightly from the subtotal.

1.2 NEW EMPLOYEES – NEW RECRUITS BY AGE AND GENDER (AUSTRIA)

New employees (Austria)	2023	2024	2025
Total number of new employees	66	78	97
Total women	24	33	49
of whom are under 30	7	10	15
of which aged 30–50	11	20	25
of which >50 years	6	3	9
Total men	42	45	48
of whom are under 30	15	14	18
of which aged 30–50	21	26	24
of which >50 years	6	5	6

Table 66: New entrants by age and gender (Austria), 2023–2025

The rising number of new recruits underscores our recruitment efforts in a tight labour market.

1.3 WORKFORCE IN AUSTRIA – AGE STRUCTURE AND NEW HIRES

Age structure of the workforce (Austria)

Employee group (Austria)	<30 years	30–50 years	>50 years
Employees	13%	60%	27%
Workers	17%	55%	27%

Table 67: Age Structure of the Workforce in Austria (2025), figures rounded

There are currently eleven employees with ‘privileged disabled’ status.



1.4 STAFF TURNOVER (VSME B8 PARA 40)

Staff turnover remains a key issue across all areas, given the shortage of skilled workers. We are therefore consistently investing in staff retention, professional development and an attractive working environment, so that we can continue to attract the best talent to Kotányi and retain them in the long term.

STAFF TURNOVER RATE IN AUSTRIA (NUMBER OF DEPARTURES / AVERAGE WORKFORCE)

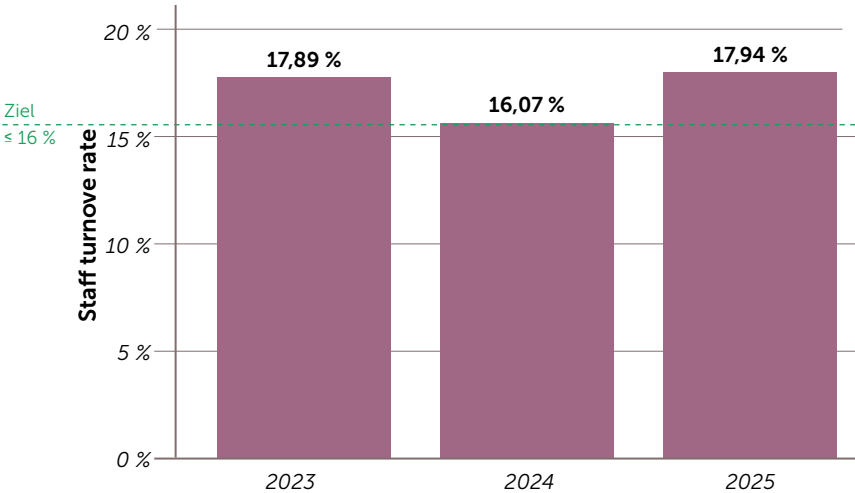


Fig. 24: Staff turnover rate in Austria 2023–2025, compared with the target of no more than 16 per cent

Staff turnover in Austria	Actual 2023	Actual 2024	Actual 2025
Rate (departures in headcount / average workforce)	17.89%	16.07%	17.94%
of which women/men	17/46	22/35	28/40
Target	≤16%	≤16%	≤16%

Table 68: Staff trends – staff turnover 2023–2025

Unfortunately, we were unable to achieve our target of reducing staff turnover to below 16 per cent. The reasons for this include demographic trends and the overall labour market situation: the age-related shortage of skilled workers is improving job prospects and increasing employees’ willingness to change jobs. Through staff retention programmes, regular satisfaction surveys and attractive offers as part of our Health & Vitality Programme, we are doing everything we can to reduce staff turnover in the long term and secure long-term employment relationships – with a particular focus on the Wolkersdorf site.



B9 DOCUMENTATION: HEALTH AND SAFETY

1.OCCUPATIONAL SAFETY AND HEALTH PROTECTION

(VSME B 9 Para 41)

The health, safety and wellbeing of our staff are our top priority. Our aim is to create a working environment in which everyone can work safely, healthily and with motivation, and in which the quality of life at work is enhanced.

Our managers and all those in positions of responsibility act as role models in this regard: they ensure that safety regulations are consistently adhered to, that appropriate protective measures are implemented, and that these are continuously improved.

We work closely with Heiss Logistic Ges.m.b.H. on health and safety and occupational health support. Regular site inspections, workplace visits and assessments – both announced and unannounced – serve to identify and eliminate potential hazards at an early stage. In addition, we carry out noise measurements, analyses of indoor comfort (temperature, humidity, lighting) and ergonomic consultations, and continuously review mandatory testing requirements, evacuation plans, fire safety measures, and the causes of workplace accidents and work-related illnesses.

Accidents at work can only be prevented if rules are clearly communicated, consistently implemented in day-to-day operations and their compliance carefully monitored. Every reported observation, every incident and every near-miss is a valuable piece of information that helps us to identify risks at an early stage and eliminate them in a targeted manner. The fact that our employees participate in this process with a high degree of attention and a sense of responsibility is evident, for example, in the consistent reporting of safety-related incidents. Nevertheless, we were unfortunately unable to reduce the number of workplace accidents compared with the previous year. We regard every single incident as an opportunity to analyse its causes and derive targeted measures from this to achieve our goal of a continuous reduction in accident figures.

In addition to accident prevention, reducing sickness-related absences is also a key objective for us. By 2030, we aim to reduce the number of sick days to the Austrian average. Whilst we have already been successful with office staff, the focus is now on our manual workers.

Preventative measures – ranging from training on ‘correct lifting’ and healthy eating to joint sporting activities – are designed to promote their long-term health.

We are committed to creating a healthy, safe, motivating, productive and non-discriminatory working environment and to further fostering our positive working atmosphere, which is a top priority within our company.

Since 2026, our staff have had access to a new company doctor who is on hand to deal comprehensively with all health-related concerns. Appointments are easily communicated via our intranet and notice boards; in addition, all staff receive automatic reminders by email. Our services go far beyond the usual preventive medical checkups: in addition to free health checks, we offer risk-based vaccinations, which are subsidised or fully paid for by the company vaccinations,

tests for eyesight, hearing and lung function, as well as advice on nutrition, exercise and giving up smoking. The advice is provided in a trusting and confidential manner and can be accessed during working hours. Consultations are subject to medical confidentiality, and health-related data is handled strictly in accordance with data protection guidelines. The high uptake and positive feedback from our staff demonstrate just how valuable occupational health support is for the wellbeing and health of our team.

1.1 WORK-RELATED ACCIDENTS AND ILLNESSES (AUSTRIA)

Key figure	ACTUAL 2024	ACTUAL 2025	TARGET 2026
Reportable workplace accidents (number)	8	11	0*
Accident rate (per 1 million working hours)	22.56	29.38	–
Reported near misses (number)	7	6	0*

Table 69: Work-related accidents and illnesses in accordance with VSME B9, paragraph 41(a) and (b)

*Target: 100% reporting rate; the number of reportable accidents at work and near misses is to be reduced to 0 through preventive measures.



1.2 SICK LEAVE AND PREVENTION (AUSTRIA)

Days of sick leave (average, AT)	2023	2024	2025
Total (all employees)	16.48	16.72	15.46
Workers	23.17	22.08	21.00
White-collar workers	7.14	9.14	7.08
Duration >100 days (manual workers/ white-collar workers), though not conti- nuously	7 manual workers	7 manual workers / 2 white-collar workers	1 worker

Table 70: Average number of sick days (Austria) by employee group, 2023–2025

Our average number of sick days is higher than the level reported by WIFO (15.1 days for 2024). Alongside accident prevention, reducing sickness-related absences is a key objective: we aim to reduce the number of days on sick leave to the Austrian average level as reported in the WIFO Absenteeism Report. Whilst we have already been successful with office staff, the focus is now on manual workers through preventive measures – ranging from training in correct lifting techniques and healthy eating to group sports activities.

2. OUR HEALTH & VITALITY PROGRAMME –
HEALTH AS OUR GREATEST ASSET

Health and safety in the workplace are firmly embedded in our day-to-day business operations. Through our holistic ‘Health & Vitality’ programme, we promote the wellbeing of our staff in a targeted and systematic manner. This commitment has already been recognised

five times with the seal of approval from the Austrian Network for Workplace Health Promotion (ÖNBGF). This award, recognised throughout Austria for companies that implement workplace health promotion sustainably and effectively in accordance with clearly defined quality criteria, assesses, amongst other things, strategic integration, the quality of measures, employee participation and long-term impact. The repeated award thus not only recognises individual initiatives but also the consistent and continuous integration of health into our corporate culture.

We view health as the interplay of physical, mental and social well-being. Accordingly, we focus on a broad spectrum of preventive and supportive services. Regular workplace inspections with personalised ergonomic advice, as well as the targeted deployment of physiotherapists – particularly in production and logistics – help to identify strain at an early stage and reduce it in the long term. In addition, we offer regular health check-ups, vaccination campaigns and consultation hours with our company doctor directly on site to ensure easy access to medical care.

Furthermore, we provide financial support to our staff for external medical care to enable prompt and straightforward treatment. These measures are supported by initiatives to promote a healthy lifestyle: the weekly basket of organic fruit from the local region, discounted meals in the canteen, group sports events, health days and interactive hands-on activities create additional incentives for health-conscious behaviour. Keynote talks, information campaigns and cookery events raise awareness of nutrition, exercise and recovery.

Clear lines of responsibility and well-defined deputisation structures also ensure reliability in day-to-day work and prevent additional strain in the event of staff absences. Supplementary initiatives organised by staff and joint activities foster social cohesion within the company.



3. COMMUNICATION THAT BRINGS PEOPLE TOGETHER

Communication shapes everything we do, both in our day-to-day working lives and in our interactions with one another. At Kotányi, we know how important it is to communicate openly, honestly and transparently.

Digitalisation has transformed traditional channels of communication and opened up new possibilities. We make a conscious effort to capitalise on these opportunities: real-time exchanges, modern tools and digital platforms.

These approaches enable dynamic collaboration. It is important to us that our staff actively help shape change and are involved in its implementation from the very beginning.

3.1 GREATER ACCEPTANCE THROUGH GOOD COMMUNICATION

Our company-wide social intranet (COYO), which is available in all countries, promotes lively exchange and strengthens cohesion, regardless of hierarchy or nationality. Challenges are overcome together, information – ranging from strategic direction to project updates – is shared quickly, and we celebrate successes together. This creates an environment in which we listen, understand, learn from one another and grow together.

4. WORKPLACE SOCIAL COUNSELLING

(in cooperation with Caritas)

One of our biggest problems today is that we often don't listen to understand – but only to reply. At Kotányi, we take these words seriously. We value our staff and demonstrate this by actively listening to their personal concerns and worries.

In cooperation with Caritas, a confidential in-house Social counselling with professional case management is available.

This free, confidential counselling service provides support with personal, family or financial challenges and makes a significant contribution to stability and resilience in everyday working life. Specially trained counsellors visit the company in person, listen attentively and help to find solutions together. In addition to face-to-face sessions on site, telephone

and online counselling sessions. In 2025, eleven staff members made use of the in-house social counselling service; a total of 53 counselling sessions were held. The following overview shows the uptake by type of support, broken down by the number of people supported and the number of counselling sessions.

Social Counseling 2025 - Support by Type (Counseling Sessions vs. Clients)



Fig. 25: Social counselling 2025 – Counselling sessions and clients by type of support (sorted by number of counselling sessions)

ABOUT KOTÁNYI

VSME **B1** **C1**VSME **B2** **C2**VSME **B3** **C3**VSME **B4**VSME **B5**VSME **B6**VSME **B7**VSME **C4**VSME **B8**VSME **B9**VSME **B10**VSME **B11**VSME **C5**VSME **C9**VSME **C6**VSME **C7**VSME **C8**

INDEX

LEGAL NOTICE

5. A SPACE FOR WELL-BEING – A NEW QUALITY OF LIFE AT OUR SITE

At Kotányi, we know that a workplace is more than just a desk or a machine. It is a place where people come together, ideas are born and great things are achieved as a team. That is why we have deliberately developed our site further by implementing measures that sustainably enhance the wellbeing, satisfaction and quality of life of our staff.

5.1 COURTYARD – FRESH AIR, NEW PERSPECTIVES

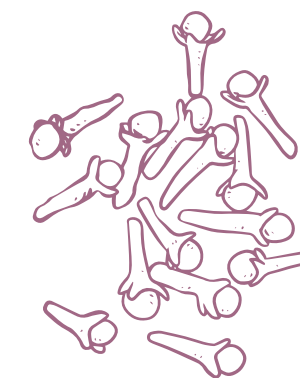
Our courtyard has been given a fresh new look: 24 additional seats invite you to enjoy your breaks outdoors. Wind- and weather-resistant parasols, modern chairs and new ceramic tiles create a welcoming atmosphere. Trees remain in place to provide natural shade, whilst new plant beds with automatic watering bring freshness and greenery to the break area.

5.2 DINING ROOM – COMFORT AND ATMOSPHERE REDEFINED

Our dining room has also been modernised: four new airconditioning units ensure comfortable temperatures, whilst acoustic and moss panels on the walls promote tranquillity and a sense of well-being. Fresh colours and modern furnishings create a bright, welcoming atmosphere – a place where breaks, conversations and socialising become even more enjoyable. With these measures, we aimed not only to create modern spaces, but also to foster a sense of community, interaction and well-being. The redesign is an expression of our appreciation for the people who contribute to our success every day. Each space has been carefully planned to facilitate breaks, conversation and relaxation, and to provide a place where people enjoy spending time.

6. CELEBRATING TOGETHER AND BEING TOGETHER

A strong sense of togetherness thrives on personal interaction across departmental and national boundaries. Once a year, we therefore invite all Austrian staff to a large staff gathering as part of our barbecue. There, the company management presents the latest figures, data and facts about the company, thereby ensuring transparency regarding Kotányi's development and direction. A regular entertainment act ensures a good time: in 2025, the cabaret artist Klaus Eckl had our staff in stitches. At the barbecue that follows, the focus is not just on the food but, above all, on being together: games, competitions and activities strengthen team spirit and cohesion beyond the day-to-day work routine. Another integral part of our corporate culture is the Christmas party in the run-up to Christmas. It takes place in a festive setting and features a special entertainment programme. This is how we bring our workforce together and foster a sense of belonging to a strong Kotányi community.



B10 STAFF: REMUNERATION, COLLECTIVE BARGAINING AND TRAINING

(VSME B10 Para 42 (a)–(d))

1. MINIMUM WAGE AND FAIR REMUNERATION

(VSME B10 Para 42 (a))

Salaries and wages are based on the collective agreements for the food and beverage industry and form the basis for fair minimum pay; all employees receive at least the remuneration stipulated in the collective agreement. In addition, we focus on performance-related pay and the fair recognition of overtime and special services, bonuses and incentives. In recent years, no reports or complaints have been lodged that have led to a conviction; we are not aware of any cases of discrimination.

2. GENDER-SPECIFIC PAY GAP

(VSME B10 Para 42 (b))

Fair, gender-neutral pay is essential to us. Salaries and wages are based on the collective agreements for the food and beverage industry; all our employees are therefore covered by these. The pay

scales set out in the collective agreements are structured in a gender-neutral manner according to role and grade and form a structural basis for equal pay for equal grades. In recent years, we have not been made aware of any cases of pay discrimination. VSME B10 Para 42(b) requires disclosure of the gender pay gap. This is calculated as the percentage difference between the average pay of men and women:

Gap in % = (average pay for men – average pay for women) ÷ average pay for men x 100

For the reporting year 2025, we are deliberately postponing the publication of the quantitative figure. A methodologically sound and audit-proof indicator requires a uniformly defined basis for calculation (e.g. gross hourly pay or full-time equivalents) as well as appropriate grouping according to work of equal value. In particular, the definitions relevant to an adjusted analysis are set out in the Austrian implementing legislation for the EU Pay Transparency Directive (Directive (EU) 2023/970), which is currently still pending. To avoid publishing a metric that is methodologically flawed or not comparable, we will only report the figure once this framework and a uniform basis for calculation have been established.

It is important to us to make a clear distinction between two levels: the unadjusted pay gap compares the average pay of all men and all women, regardless of role, level of responsibility and extent of employment; it is therefore also influenced by structural factors such as the distribution of genders across roles and the high proportion of part-time, parental part-time and parental leave arrangements. An adjusted pay gap, on the other hand, compares equivalent roles and is the true benchmark for ‘equal pay for equal work’. To establish this comparability objectively, we are currently developing a systematic job evaluation system. It assesses each role on

the basis of precisely those four criteria that are decisive for the evaluation of work of equal value: competence/skills, responsibility, work tasks (workload) and working conditions. This allows roles to be classified according to the level of demand, regardless of the individual or their gender, and enables roles of equivalent value to be clearly grouped together. In this way, we are laying the groundwork for a meaningful pay analysis. As soon as the legal framework is in place, we will discuss the classification of individual staff members within a committee and, on this basis, determine and disclose both the unadjusted pay gap and a pay gap adjusted for work of equal value. We have already begun to establish this system; it also serves to prepare us for the future reporting obligations under the EU Pay Transparency Directive, which will come into force in stages from 2027.

Key figure (VSME B10 Para 42(b))	Status/Information
Gender pay gap (unadjusted)	Quantitative figure in preparation – see explanation
Calculation method	(Average pay for men – Average pay for women) ÷ Average pay for men x 100
Planned basis for calculation	Gross hourly pay or full-time equivalents; grouped by equivalent work
Collective agreement coverage	100 per cent of employees
First quantitative disclosure planned	Following the establishment of the methodology or the entry into force of the Austrian implementing legislation

Table 71: Status of Disclosure of the Gender Pay Gap

FOREWORD
TABLE OF CONTENTS
ABOUT KOTÁNYI
VSME B1 C1
VSME B2 C2
VSME B3 C3
VSME B4
VSME B5
VSME B6
VSME B7
VSME C4
VSME B8
VSME B9
VSME B10
VSME B11
VSME C5
VSME C9
VSME C6
VSME C7
VSME C8
INDEX
LEGAL NOTICE

3. COLLECTIVE AGREEMENT COVERAGE (VSME B10 Para 42 (c))

All our staff are covered by collective agreements – we are therefore 100 per cent covered by collective agreements.

4. TRAINING AND DEVELOPMENT – COMPETENT. RESPONSIBLE. COMMITTED.

(VSME B10 Para 42 (d))

The training and professional development of our staff is particularly important to us. We know that motivated staff are those who understand the purpose of their work, take on responsibility and actively share their knowledge. Specialist knowledge alone is not enough; what is crucial is that knowledge is applied in practice, passed on and continually expanded.

Our aim is clear: all staff at every level of the hierarchy should possess the necessary skills to carry out their duties confidently, independently and efficiently. For us, competence means the combination of knowledge, skills and practical application, coupled with an awareness of one’s own responsibilities. That is why we have defined clear job profiles for every role and ensure that all staff receive the training and support they need to carry out their duties in line with requirements.

In 2025, an average of 12.11 training hours per female employee and 12.69 hours per male employee (internal and external) were recorded at our Austrian sites. The reported training hours include external training courses, which we record on a time-specific and individual basis, as well as compulsory internal training. For compulsory internal training courses that are not recorded on a time-specific basis, the number of hours was estimated appropriately on the basis of the defined training duration per session and the number

of participants. Brief, ad hoc workplace briefings are not included in this metric; they are described in qualitative terms as part of our competence management.

As we conduct a particularly large number of internal training courses and briefings, we are currently further expanding our systematic, timebased recording of these. As a result, our key figure is becoming more accurate year on year and reflects the actual scope of our training even more precisely.

Gender	Internal*	External	Total (internal + external)
Female employees	9.36 hours	2.75 hours	12.11 hours
Male staff	9.36 hours	3.33 hours	12.69 hours

Table 72: Average annual training hours per employee by gender (VSME B10 Para 42(d) – sites in Austria, 2025)

*Internal hours: bottom-up estimate of mandatory internal training in 2025 (3,624 hours ÷ 387 employees in Austria = 9.36 hours per person), distributed proportionally on a per capita basis due to the lack of participant-specific gender data – hence the same internal figure for each gender. External hours: actual per capita averages by gender.

5. AN ATTRACTIVE EMPLOYER – ATTRACTING, DEVELOPING AND RETAINING EMPLOYEES

Our success is based on the commitment and performance of each and every individual. To remain successful in the long term, we need motivated staff who carry out their duties with enthusiasm, dedication and team spirit. That is why we aim to create and maintain a working environment that focuses on satisfaction, development and long-term loyalty.

5.1 TARGETED DEVELOPMENT AND INDIVIDUAL SUPPORT

Our performance review documents are available in ten different versions, tailored to the area of work and career stage. This enables us to assess our employees’ skills in a targeted manner and identify their individual development needs. For employees in operations and the warehouse, the assessment is carried out anonymously, with a particular focus on health and safe working conditions.

5.2 PRACTICAL TRAINING AND DIGITAL TOOLS

Through our online training module in Engage!, staff can easily submit requests for further training, track progress and evaluate the effectiveness of the measures. For new staff, there is a comprehensive induction programme which includes, amongst other things, an overview of the company, a tour of the premises, an introduction to spices and comprehensive training on quality management, to ensure a smooth start.

In addition, we offer regular training on topics such as personal hygiene, health and safety, emergency and crisis management, as well as numerous workplace-specific briefings. In the production area, we ensure sufficient handover times during shift changes and operate a tried-and-tested mentoring programme, in which new staff are supported by experienced colleagues.

5.3 WORK-LIFE BALANCE & EMPLOYER ATTRACTIVENESS

For us, employer attractiveness means more than just fair pay. Flexible working hours and the option to work from home for up to two days a week help to balance work and family life. At head office, around 10.3 per cent of staff are employed on a part-time basis; 7 are on parental part-time leave and 19 women are on maternity leave (as of March 2026). For these employees, we offer flexible, family-

friendly arrangements to ensure a smooth return to work. Against the backdrop of the ‘war for talent’, we aim to further increase staff satisfaction, reduce staff turnover and strengthen development and support through regular staff appraisals.

5.4 EMPLOYEE SURVEY

An ageing population and a growing shortage of skilled workers are presenting companies with new challenges. We are in the midst of the ‘war for talent’: well-trained, experienced staff are in short supply, and it requires creative, bold and strategic measures to attract the best talent and retain them in the long term.

Our objectives and measures:

- » To further increase staff satisfaction, including through regular surveys, transparent communication and targeted improvements to the working environment
- » Reduce staff turnover and strengthen retention, particularly at the Wolkersdorf site, to safeguard knowledge, experience and team stability
- » Support development and personal growth through regular staff appraisals focusing on further training, career planning and health
- » Enhance our appeal as an employer by promoting modern working conditions, flexible working models and a culture of mutual respect. All salaried staff receive annual feedback as part of a mandatory staff appraisal.

The staff survey, conducted every three years, provides an important basis for assessing our working conditions and for the targeted further development of our measures. In the year Significant progress was made in 2025: the participation rate increased significantly

compared with the 2022 survey. Whilst only around 33 per cent had taken part in the survey in 2022, participation in 2025 was significantly higher at around 71 per cent. We regard this as a clear sign of our employees’ increased trust in the survey process, as well as a growing interest in actively contributing to the company’s further development.

For the first time, the survey was analysed in a differentiated manner, with the existing questionnaire for office staff supplemented by a separate version for production staff. This methodological advancement enables a more target-group-specific analysis and the formulation of even more precise measures.

In terms of content, too, the results show a positive trend: as can be seen in Fig. 26, the satisfaction index has increased in both groups.

TREND IN THE EMPLOYEE SATISFACTION INDEX



Fig. 26: Trend in the satisfaction index (Employee survey at the Wolkersdorf site, 2022 and 2025)



B11 CONVICTIONS AND FINES FOR CORRUPTION AND BRIBERY

(VSME B11 Para 43)

We regard conduct characterised by integrity and compliance with the law as an indispensable part of our corporate DNA. Uncompromising compliance with all applicable anti-corruption and anti-bribery laws is a matter of course for us and is enshrined in our Code of Conduct, which was revised in 2025 and is binding on all national and international employees (see Chapter B2). Compliance is monitored through regular internal audits and compliance training (including ‘Competitive Conduct’).

For the 2025 reporting year, we disclose the key figures required under VSME B11 (para. 43):

Key figure	2025
Number of convictions for breaches of anti-corruption and bribery laws	0
Total fines imposed for such breaches	€0

Table 73: Convictions and fines for breaches of anti-corruption and anti-bribery laws (VSME B11 Para 43)

Throughout the entire reporting period, there were no convictions and no fines in connection with breaches of anti-corruption or anti-bribery laws. Similarly, no corresponding internal or external breaches or complaints were identified.



C5 EMPLOYMENT: ADDITIONAL GENERAL CHARACTERISTICS

(VSME C5 Para 59 and Para 60)

1. PERCENTAGE OF WOMEN IN LEADERSHIP POSITIONS

(VSME C5 Para 59)

By ‘management’, we mean departmental heads and the executive board. By ‘women in management positions’, we mean all female managers, including top management. Our three managing directors are male; the proportion of women in management positions has remained largely unchanged in recent years. We report the relevant figures transparently:

Key figure (Austria, 2025)	Proportion of women
Women in leadership roles (management = department heads + executive management, including senior management)	35.9%
of which women in top management	27.5%
Women in salaried roles	56.58%
Women in manual labour roles	39.75%

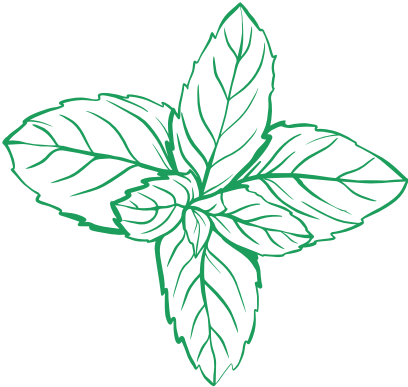
Table 74: Percentage of Women in Austria (2025)

At management level (department heads and senior management), the proportion of women (35.9 per cent) corresponds to a female-to-male ratio of around 0.56 (approximately 36 to 64). In senior management specifically, the proportion of women is 27.5 per cent (female-to-male ratio around 0.38).

2. SELF-EMPLOYED AND TEMPORARY STAFF

(VSME C5 Para 60)

On average, the company employs five male agency workers per week (as at 2025). Self-employed individuals who work exclusively for the company and do not have their own staff are not classified as employees.



3. AGE STRUCTURE OF THE WORKFORCE (as at 2025)

Age structure in Austria (white-collar / blue-collar workers)

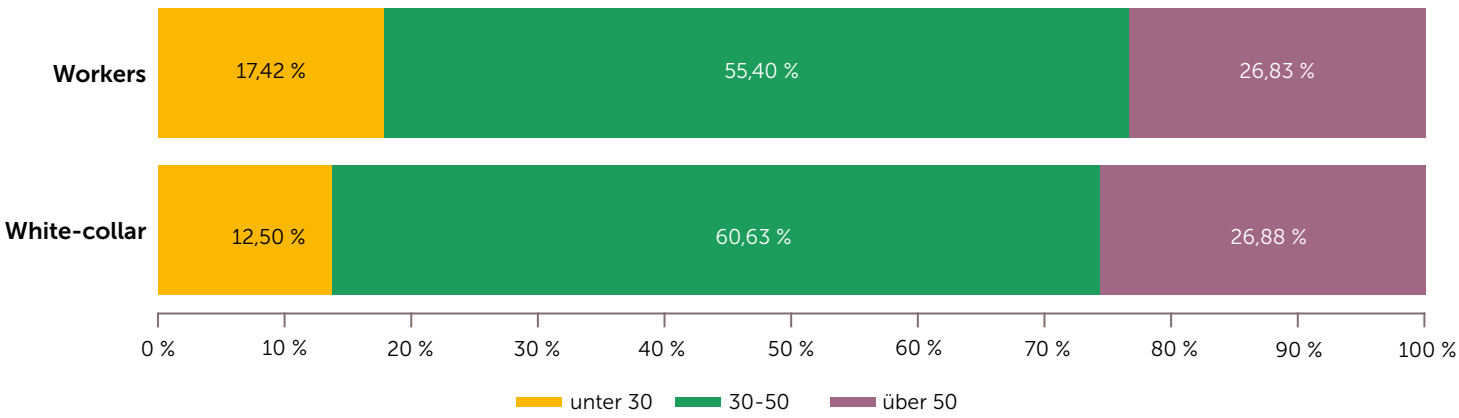
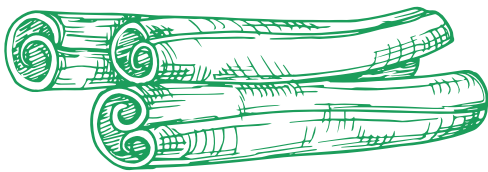


Fig. 27: Age structure in Austria by employee group

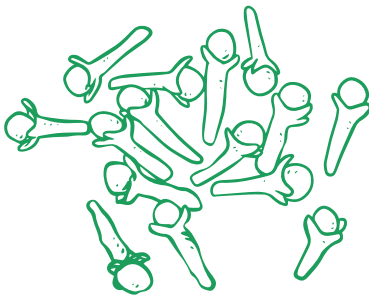


FOREWORD
TABLE OF CONTENTS
ABOUT KOTÁNYI
VSME B1 C1
VSME B2 C2
VSME B3 C3
VSME B4
VSME B5
VSME B6
VSME B7
VSME C4
VSME B8
VSME B9
VSME B10
VSME B11
VSME C5
VSME C9
VSME C6
VSME C7
VSME C8
INDEX
LEGAL NOTICE

C9 GENDER DIVERSITY IN THE GOVERNANCE BODY

(VSME C9 Para 65)

The governing body of Kotányi GmbH is the management board. As at the reference date, it consists of three male members. The proportion of women on the governing body is therefore 0% (female-to-male ratio: 0; zero female members to three male members). Kotányi GmbH is wholly owned by Kotányi Holding GmbH. Overarching supervisory functions are carried out at the level of the ownership structure (private foundation); this supervisory body is not part of the reporting entity’s governance body and is therefore not taken into account under paragraph 65.



C6 RESPECT FOR HUMAN RIGHTS WITHIN THE ORGANISATION’S OWN WORKFORCE

(VSME C6 Para 61 (a)–(c))

As a responsible company, we do not tolerate any human rights violations within our own workforce. Treating our employees with respect and fairness forms a central pillar of our corporate culture and our day-to-day operations. We expressly commit to internationally recognised human rights standards, in particular the principles of the United Nations Universal Declaration of Human Rights and the core labour standards of the International Labour Organisation (ILO).

1. HUMAN RIGHTS POLICY AND CODE OF CONDUCT (VSME C6 Para 61 (a) und (b))

Kotányi has a Code of Conduct and a Statement of Principles that

set out our commitment to respecting the human rights of our own workforce. Both documents are publicly available on our company’s website and are regularly reviewed and, where necessary, adapted to current legal and social requirements.

The guidelines explicitly address the following areas:

Subject area	Covered in the Code of Conduct and/or the Policy Statement
Child labour	Yes
Forced labour	Yes
Human trafficking	Yes
Discrimination (of any kind)	Yes
Accident prevention and health and safety	Yes
Other issues – psychological and physical violence, harassment (including sexual harassment) and intimidation of any kind	Yes

Table 75: Topics covered in the Code of Conduct. Source: Kotányi Code of Conduct and Statement of Principles (published on the company’s website)

2. COMPLAINTS MECHANISM (VSME C6 Para 61 (c))

We have an established complaints mechanism in place for our own workforce. Our employees can report concerns, breaches or suspected incidents via confidential channels – either anonymously or in person. An open culture of feedback, in which such reports can be made without fear of reprisals, is a key priority for us.

C7 SERIOUS INCIDENTS RELATED HUMAN RIGHTS

(VSME C7 Para 62 (a) –(c))

1. CONFIRMED SERIOUS INCIDENTS IN THE REPORTING YEAR (VSME C7 Para 62 (a) I.–V.)

In the reporting year, the situation regarding our own workforce was as follows.

Incident category (own workforce)	Confirmed incidents in the 2025 reporting year
Child labour	No
Forced labour	No
Human trafficking	No
Discrimination	No
Other (sexual harassment)	Yes – 1 incident

Table 76: Confirmed incidents in the reporting year (2025)

Regarding the confirmed incident: During the reporting year, one case of sexual harassment within the workforce was reported and confirmed. In the interests of the female employees concerned, the person responsible was dismissed immediately. The female colleagues concerned chose not to take any further legal action. The way this incident was handled demonstrates that our zero-tolerance policy is consistently implemented in practice and that our internal reporting channels function effectively.

2. PLANNED MEASURES TO FURTHER STRENGTHEN HUMAN RIGHTS (VSME C7 Para 62 (b))

To further strengthen respect for human rights within our own workforce, we are planning comprehensive training initiatives for 2026, focusing on the prevention of discrimination and harassment. The aim is to raise staff awareness of the relevant risks, to promote a respectful and inclusive working environment, and to embed non-discriminatory behaviour sustainably in day-to-day working life. We will continue to do everything in our power to ensure a working environment that protects and promotes the dignity and rights of all employees.

2.1 OUR GOAL FOR THE COMING YEARS:

- » No internal or external complaints regarding breaches of Code of Conduct (CoC) principles or legal obligations

2.2 AWARENESS OF INCIDENTS IN THE VALUE CHAIN

(VSME C7 Para 62 (c))

For us, the responsibility to respect human rights does not end at the boundaries of our company. We expect the same commitment from our business partners and critically assess new strategic suppliers before entering into a business relationship. Written confirmation of compliance the ETI Base Code – particularly with regard to the prohibition of child labour and other core labour standards such as forced labour, discrimination and safe working conditions – is a prerequisite for collaboration.

Based on these due diligence checks and ongoing communication with our suppliers, we are not aware of any confirmed serious incidents relating to human rights in our value chain during the reporting year, neither in relation to workers at direct suppliers nor in relation to affected communities or end consumers of our products. We are doing everything we can to ensure that this remains the case in future, and we are continuously refining our audit processes throughout the supply chain.



C8 INVOLVEMENT IN ACTIVITIES RELATED TO EU REFERENCE BENCHMARKS

(VSME C8 Para 63 und 64)



We hereby explicitly confirm to Kotányi GmbH that we are not engaged in any of the categories of activity listed below:

Exclusion criterion pursuant to EU 2020/1818	Activities of Kotányi GmbH	Status
Controversial weapons	Anti-personnel mines, cluster munitions, chemical and biological weapons – Kotányi is not involved in their manufacture, distribution, storage or use. We produce exclusively spices, herbs and seasonings for the food market.	Not applicable
Tobacco production	No cultivation, processing or distribution of tobacco products or tobacco precursors.	Not applicable
Fossil fuels – coal (≥ 1% of turnover)	No activities relating to the extraction, exploration, processing, distribution or combustion of hard coal, lignite or other coal-based energy sources.	Not applicable
Fossil fuels – Crude oil (≥ 10% of turnover)	No activities relating to the extraction, refining or distribution of crude oil or petroleum products.	Not applicable
Fossil fuels – Natural gas (≥ 50% of turnover)	Natural gas is used exclusively as an energy source for heating the production site (192.08 t CO ₂ e, approx. 32.7% of Scope 1 emissions in 2025) – but is not extracted, processed or distributed.	Not applicable
Electricity generation with > 100 g CO ₂ /kWh (≥ 50% of turnover)	Kotányi is not an electricity generator. All electricity used is purchased; the in-house photovoltaic system is used to meet the company's own consumption. Any surplus is fed into the grid. Kotányi therefore does not cover ≥ 50 per cent of turnover.	Not applicable
Manufacture of pesticides/other agrochemical active substances	Kotányi is a processor and distributor of food products. We do not manufacture or distribute any pesticides, herbicides, fungicides or other agrochemical active substances.	Not applicable

Table 77: Assessment of activity categories in accordance with VSME C8 Para 63 (a) – (d) and EU Regulation 2020/1818

As a family-run food processor, our company is exclusively engaged in the processing, blending and distribution of herbs, spices and seasonings. We are not active in any of the economic sectors defined as subject to exclusion under the EU reference benchmarks for climate-related investments. Kotányi is not active in any of the exclusion categories listed in accordance with EU Regulation 2020/1818.



INDEX

Table		Page
Table 1:	Reporting framework in accordance with VSME B1, paragraph 24 (a)–(d)	5
Table 2:	Overview of key figures for our strategic sustainability targets	7
Table 3:	Scope of our product portfolio	9
Table 4:	Annual raw material volume of Kotányi GmbH	9
Table 5:	Locations of Kotányi GmbH (VSME B1 Para 24 (e)(vii))	11
Table 6:	NACE classification (VSME B1 Para 24 (e)(ii))	11
Table 7:	Basic data on Kotányi GmbH (VSME B1 Para 24 (e)(i) and (vi))	11
Table 8:	Key financial figures for Kotányi GmbH (VSME B1 Para 24 (e)(iii)–(v))	11
Table 9:	Subsidiaries of the Kotányi Group	12
Table 10:	Stages of the Kotányi GmbH value chain	13
Table 11:	Certifications and labels (VSME B1, para. 25)	17
Table 12:	Overview of objectives, sub-objectives and contributions	21
Table 13:	Materiality assessment – climate change	28
Table 14:	Materiality assessment – energy and water	28
Table 15:	Materiality assessment – biodiversity and circular economy	29
Table 16:	Materiality assessment – own workforce	29
Table 17:	Materiality assessment – consumers/end users and governance	30
Table 18:	Key topics for Kotányi GmbH	30
Table 19:	Mapping of ESRS key areas to VSME requirements	31
Table 20:	VSME disclosures of a formal nature	32
Table 21:	Scope of the 2025 stakeholder survey	32
Table 22:	Rating of the three key questions by stakeholder group (scale 1 to 5)	33
Table 23:	Top issues from our stakeholders’ perspective	33
Table 24:	Specific suggestions from open-ended responses	34
Table 25:	ESG governance structure of Kotányi GmbH (VSME C2 Para 49)	35
Table 26:	Communication channels at Kotányi GmbH	36
Table 27:	Quantified results of heat recovery	37
Table 28:	Kotányi’s memberships and industry involvement	38
Table 29:	Waste2value – Status of material recovery	38
Table 30:	Specific packaging milestones for PPWR compliance	41

INDEX

Table		Page
Table 31:	Compliance training and integration	43
Table 32:	Training measures on human rights in the supply chain (VSME B2 Para 26 (a))	45
Table 33:	Energy consumption by energy source in MWh	47
Table 34:	Action plan to improve energy efficiency	51
Table 35:	Overview of Scope 1 emissions in t CO ₂ e (2025)	53
Table 36:	Measures already implemented to improve CO ₂ efficiency in pest control	54
Table 37:	Overview of Scope 2 emissions, location-based (t CO ₂ e) and market-based (t CO ₂ e) (2025)	54
Table 38:	GHG intensity (Scope 1 + 2) (2025)	55
Table 39:	Total emissions (Scope 1 + 2 + 3) in t CO ₂ e (2025)	57
Table 40:	Overview of Scope 3 emissions in t CO ₂ e (2025)	57
Table 41:	Overview of GHG intensity (Scope 1 + 2 + 3) (2025)	57
Table 42:	Reduction targets for the coming years (base year 2025)	58
Table 43:	Decarbonisation levers, measures, time horizon, expected GHG impact and financial implications	59
Table 44:	Site assessment and land use of the three Austrian locations in accordance with VSME B5 Para 33 (biodiversity-sensitive areas) and Para 34 (land use)	63
Table 45:	Land use 2024–2025 in hectares (VSME B5 Para 34), figures consistent with the site assessment (Para 33)	64
Table 46:	Near-natural areas at the site in 2025	65
Table 47:	Measures implemented following the 2024 ÖGLA consultation	66
Table 48:	Development of the organic product range 2024–2025	67
Table 49:	Water withdrawal at all Kotányi sites in accordance with VSME B6 Para 35	68
Table 50:	Significant changes in water consumption 2024–2025	69
Table 51:	Packaging materials used and packaging efficiency (grams per unit produced), 2019–2025	74
Table 52:	Resource savings 2022–2025 by material category	75
Table 53:	Overall waste balance – absolute quantities and production-related intensity	76
Table 54:	Waste generation by category – absolute quantities and specific values per 1,000 finished products	76
Table 55:	Waste balance and recycling rate 2024–2025 (Austrian site) (VSME B7 Para 38 (a) and (b))	77
Table 56:	Waste generation by category, quantities recycled/reused and recycling/reuse rates 2024–2025	78
Table 57:	Breakdown of material flows by input category	80
Table 58:	Detailed analysis of packaging materials	81
Table 59:	Auxiliary and operating materials – breakdown into CO ₂ and other substances	81

INDEX

Table		Page
Table 60:	Climate-sensitive key sourcing countries with critical raw materials	86
Table 61:	Raw material–country combinations with high climate risk (source: internal climate risk analysis and procurement statistics)	86
Table 62:	Time horizons and assessment of climate risks	87
Table 63:	Proportion of women in Austria: 182/387 = 47.0%, reporting figure in accordance with the defined reporting scope (Austria only)	89
Table 64:	Proportion of women in the Group: 320/663 = 48.3%, for information purposes only, not part of the mandatory reporting scope	89
Table 65:	Austria: actual headcount (182 women/205 men). International subsidiaries: numbers of women and men derived from country-specific proportions of women and rounded to whole persons (total: 138/138). Due to rounding, the sum of the country figures may differ slightly from the subtotal.	90
Table 66:	New employees by age and gender (Austria), 2023–2025	90
Table 67:	Age structure of the workforce in Austria (2025)	90
Table 68:	Employee turnover trends 2023–2025	91
Table 69:	Workplace accidents and work-related illnesses in accordance with VSME B9 Para 41 (a) and (b)	92
Table 70:	Average days of sick leave (Austria) by employee group, 2023–2025	93
Table 71:	Status of gender pay gap disclosure	96
Table 72:	Average annual training hours per employee by gender (VSME B10 Para 42(d) – Austrian locations, 2025)	97
Table 73:	Convictions and fines for breaches of anti-corruption and bribery laws (VSME B11 Para 43)	99
Table 74:	Proportion of women in Austria (2025)	100
Table 75:	Topics covered by the Code of Conduct. Source: Kotányi Code of Conduct and Policy Statement (published on the company website)	101
Table 76:	Confirmed incidents in the reporting year (2025)	102
Table 77:	Assessment of activity categories in accordance with VSME C8 Para 63 (a)–(d) and EU Regulation 2020/1818	103

INDEX

Fig.		Page
Fig. 1:	Declaration of Conformity and Test Certificate	1
Fig. 2:	Countries of primary business activity	12
Fig. 3:	The company's value chain	13
Fig. 4:	Kotányi Spice Hacks videos (Source: https://www.kotanyi.com/at/wissen-mit-wuerze/)	19
Fig. 5:	Overview of SDGs relevant to Kotányi	20
Fig. 6:	Results of the double materiality analysis	27
Fig. 7:	Assessment of the top issues by stakeholder group	33
Fig. 8:	Transport distances in km to our site in 2120	36
Fig. 9:	'klimaaktiv' certification	37
Fig. 10:	Sustainability reports from Kotányi's suppliers; results of the 2025 survey	44
Fig. 11:	Energy demand by sector (energy consumers) and energy source	48
Fig. 12:	Electricity consumption per tonne of goods produced	48
Fig. 13:	Consumption of purchased electricity in kWh per tonne produced	49
Fig. 14:	Consumption of purchased electricity in MWh per year relative to the quantity produced in tonnes per year	50
Fig. 15:	Energy flows at Kotányi GmbH, 2025	52
Fig. 16:	Mobility emissions by energy source, 2022–2025 (t CO ₂ e, GHG Protocol; including upstream fuel emissions, across all scopes)	56
Fig. 17:	Water flows at the Wolkersdorf 2120 sites (2025)	69
Fig. 18:	Results of the supplier survey on the topic of water	71
Fig. 19:	Waste generation by category – comparison of 2024 versus 2025	76
Fig. 20:	Waste generation and recycling rate 2024–2025	77
Fig. 21:	Main categories of mass flow in year-on-year comparison. Green borders indicate decreases, red borders increases compared with the previous year.	81
Fig. 22:	Paper consumption in tonnes, 2019–2025	83
Fig. 23:	Geographical distribution of countries from which Kotányi sources significant quantities of raw materials, colour-coded according to climate risk level.	85
Fig. 24:	Staff turnover rate in Austria 2023–2025, compared with the target of no more than 16%	91
Fig. 25:	Social counselling 2025 – counselling sessions and clients supported by type of support (sorted by number of counselling sessions)	94
Fig. 26:	Trend in the satisfaction index (staff survey at the Wolkersdorf site, 2022 and 2025)	98
Fig. 27:	Age structure in Austria by employee group	100

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