

2024 CORPORATE SOCIAL RESPONSIBILITY REPORT

Shaping the Future Sustainably



SEVERT
ARZNEIMITTEL

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Dear reader¹,

Every day, we enjoy running a company whose naturopathic preparations help people to become or stay healthy for good.

We want customers to be able to prescribe, sell or use our products in good conscience. And not just because of their quality and effectiveness, but also safe in the knowledge that the products are made by a family business that is in close touch with nature and takes its responsibility to society and the environment seriously. The Hevert Mission Statement defines the underlying principles, which are also the foundation of our values and goals.

Our corporate social responsibility (CSR) covers a broad spectrum ranging from care for our employees to sustainable business practices and environmental protection, as well as commitment to naturopathy and to social and regional projects. We cooperate closely with our regional, national, and international partners.

Hevert's headquarters are situated in the beautiful surroundings of the Nahe Valley. That is one reason why we embrace our responsibility to the environment. We all know that the clock is ticking when it comes to mitigating the impact of climate change. We take this issue seriously and endeavor to avoid consuming any unnecessary resources in the course of our business activity. For this reason, we have been working with the environmental protection agency natureOffice since 2021 to prepare our climate impact report and have our corporate carbon footprint (CCF) calculated. This allows us to keep track of our carbon emissions at all times and work on reducing our carbon footprint in a targeted way.



natureOffice.com/DE-077-490020

Unavoidable carbon emissions are offset by our support for international conservation projects. The PROJECT TOGO climate protection project is particularly close to our hearts, as it not only actively protects the environment, but also improves the social and economic conditions for local people in West Africa.

Another focus is on our social and regional commitment. Together with our charitable Hevert Foundation, Hevert-Arzneimittel regularly supports various projects in the areas of nature conservation, education, and research – whether through cooperations, sponsorships and memberships, or its own campaigns.

In many respects, 2024 was an eventful year, in which we celebrated no fewer than three 10-year anniversaries: Co-Managing Director Marcus Hevert joined the executive management of Hevert in 2014, we embarked on our own cultivation of medicinal plants a decade ago, and our daycare center has now been providing full-day care for children of Hevert employees for ten years.

We are proud to have been awarded Silver in the special “Corporate Social Responsibility” category at last year’s Vision.A Awards. In awarding the prize, the jury was not only impressed by our wide-ranging overall CSR concept, but in particular by the commitment of the Hevert Foundation.

Away from all the anniversary celebrations and the award, we also had to battle with the general economic situation. As a result of which, we initiated a change process that required company-wide cost savings.

In 2025, we are determined to focus more again on our CSR actions.

¹ Gender-neutral language is used throughout this document. Gender-neutral language is used throughout this document.

With our annual Corporate Social Responsibility Report, we aim to transparently disclose how our company practices sustainability and social engagement to you and to all interested parties, especially our customers and business partners. We want to motivate our partners and other companies to increase their sustainability efforts as well. The aim of our family business is to act as a beacon when it comes to environmental protection, sustainable business practices and responsibility towards employees and society. This report is an important step in achieving this goal.

Let's continue to work together to shape a sustainable future! We can only achieve our goals by engaging with our stakeholders. That is why you are welcome to approach us with questions and suggestions at any time (info@hevert.de). (102-14)

Sincerely,



Marcus Hevert
Managing Director
Hevert-Arzneimittel



Mathias Hevert
Managing Director
Hevert-Arzneimittel

“Socially and ecologically sustainable practices are not just a priority at Hevert-Arzneimittel, they are an obligation. As a family business with a tradition of more than 65 years, sustainability has always been at the heart of our company's philosophy.”

Marcus Hevert (on the left) and his brother Mathias Hevert (on the right) have been jointly managing the company since 2014.



1 COMPANY PORTRAIT



1.1 STRATEGY AND CORPORATE SOCIAL RESPONSIBILITY

As part of an extensive strategy workshop that takes place every five years, the company's vision was last subjected to an in-depth review by Hevert's Executive Committee (see 1.2) in 2020. The most recent annual revision of the Hevert strategy took place in 2024. External market conditions and changes were given as much consideration as developments within the family business.

The family-run company's vision is: "Hevert is an agile and innovative natural medicine company." Behind it is our mission: "Hevert means health." That is why we have dedicated ourselves to the development and production of naturopathic preparations. The satisfaction of our customers is central to all we do. We impress them with high-quality preparations, advice and services, as well as further training. We achieve this through healthy growth, taking reasonable risks and getting solid returns on our investment.

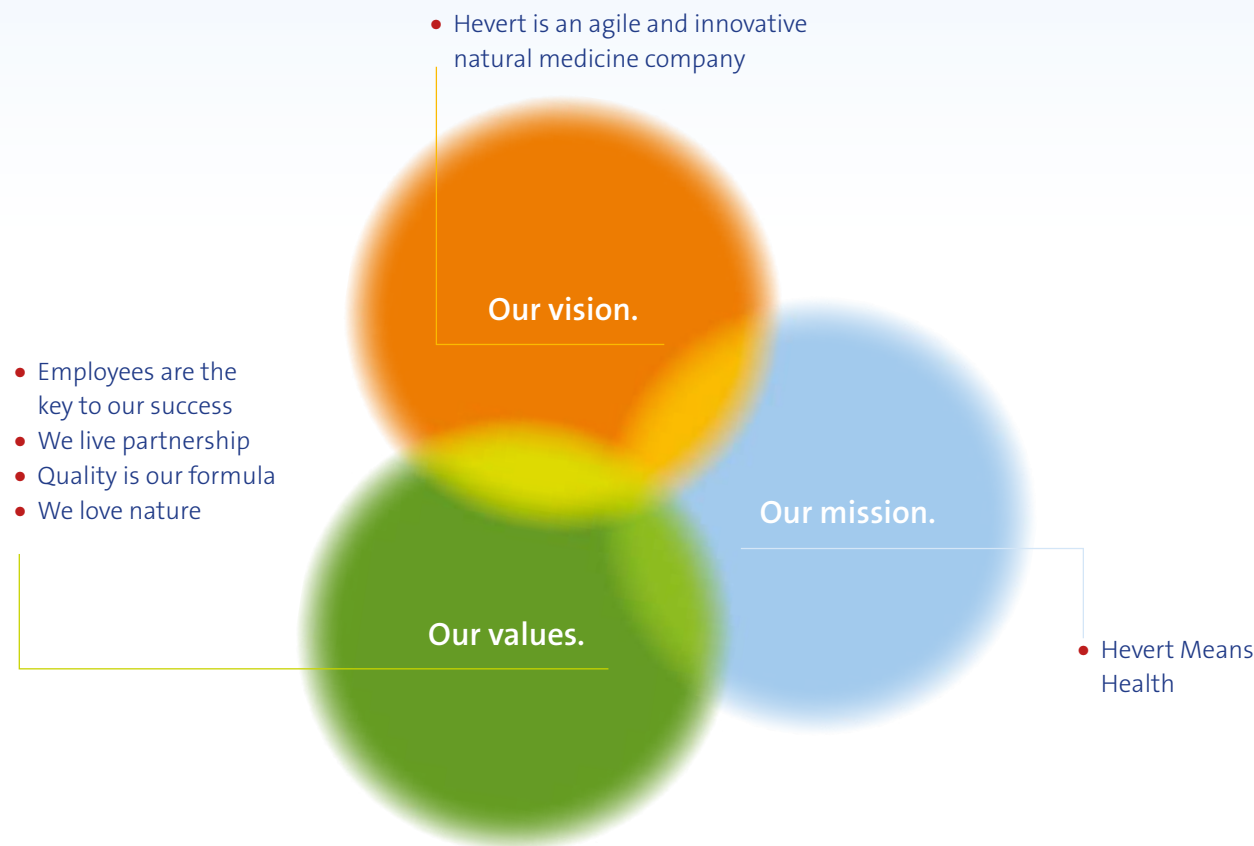
As a family business in close touch with nature, we are actively committed to naturopathy, environmental protection, sustainable business practices, and acting responsibly towards our employees, partners and community.

Corporate social responsibility (CSR) plays an important role for Hevert. For the family business Hevert-Arzneimittel, assuming social responsibility and a commitment to environmental protection and to charitable causes have always been and still are a matter of course. This commitment is also described in the company's values:

- Employees are the key to our success
- We live partnership
- Quality is our formula
- We love nature

(102-16)

Vision, mission, and values are combined in the Hevert Mission Statement



1.2 ORGANIZATION AND RESPONSIBILITIES OF CORPORATE SOCIAL RESPONSIBILITY

Hevert has established structures and responsibilities within its organization that ensure the continuous support of CSR issues.

As larger organizational units, the divisions and staff departments are assigned to management at Hevert-Arzneimittel.

A division is a grouping of several departments overseen by a division director. A department handles a dedicated, clearly delimited set of duties with corresponding responsibility that is also aimed at easing the managerial burden of the division director and devolving responsibility.

Staff departments report directly to management. They perform activities that relate to the company as a whole, such as controlling or process and project management.

The area of corporate social responsibility is looked after by a cross-divisional committee, the CSR team. The team makes sure that there is a balanced relationship between activities in the fields of activity stated in the company values – naturopathy, environmental protection, sustainable business practices, employees and social and regional commitment. The CSR team's work mainly focuses on monitoring the activities implemented, coordinating the various CSR work groups and, not least, further developing corporate social responsibility at Hevert. This enables the company to react to new developments and meet emerging needs.

Commissioned directly by the Managing Directors, the team assesses and monitors whether corporate and interpersonal dealings conform to the defined mission statement at all levels. Both are ensured through interdivisional meetings held throughout the company. Its tasks include the further development of the strategy on corporate social responsibility as well as the coordination of the different CSR work groups. Managing Director Mathias Hevert is a permanent member of the team. Co-Managing Director Marcus Hevert is a member of the CSR work group Nahe Region Concept and Social Commitment. (102-20)

The CSR team meetings are held every four weeks. Team members are also available as contacts for resolving issues within the company.



Hevert's Executive Committee

In addition to the core team, work groups were formed toward the end of 2011 to address the implementation and further development of objectives and measures in accordance with the values of the company. As a result, the topic of sustainability was shared by additional persons in the company, assisting the CSR team on operational issues. The doors of the work groups are open to all employees – according to individual interest and available time. Existing work groups with CSR-related subjects were integrated into the reporting.

Six standing work groups are occupied today with the implementation, assessment and monitoring of specific measures and their further development. Implementation of content frequently occurs in cooperation with the responsible divisions/staff departments/departments and falls under the responsibility of the respective division/staff department/departments head.

Overview of the six existing work groups:

- Executive committee
- Nahe Region Concept and Social Commitment
- Quality Officers
- Environmental Management
- Commitment to Naturopathy
- Idea Management

Every work group should ideally contribute a member to the CSR team, ensuring close coordination with it. In 2024, the CSR team held a workshop to set out the way ahead for its future work, and in so doing, redefined its purpose and roles. This was necessary, on the one hand to focus future projects on the key CSR areas of environment, social affairs and naturopathy, and on the other hand to give employees a clear insight into the CSR activities and motivate them to get involved. The results of the workshop were presented to employees at the works meeting.

One outcome of the workshop is that, as of Spring 2024, employees will be informed about Hevert CSR activities and developments on a quarterly basis. These updates, titled “Hevert corporate social responsibility news” are published on the Intranet, and not only provide news about projects, but also include the environmental tips “Living in harmony with nature”, which were previously published separately by Environmental Management. (see also Section 4 “We love nature”).

Along with these specific work groups and their members, all employees are committed to taking corporate social responsibility, from management all the way to the apprentices.

Thus, the Management Board of Hevert-Arzneimittel is responsible for compliance and further developing the voluntary commitment to sustainability described in the Hevert Mission Statement. It has delegated responsibility for implementing the procedures that make this possible to the CSR team.



The Hevert Executive Committee is responsible for the implementation of the CSR measures in the respective divisions: Company Services, Supply Chain Management, Quality Unit, Marketing, National/International Sales and Scientific and Regulatory Affairs. The managing directors and the six division directors have personally committed to acting in accordance with the Principles of Management and Cooperation. The principles are written from the perspective of the executives and form the basis for understanding what management is and how it acts. Above all, they serve to establish a company-wide culture of success at Hevert. (102-17)

Once a year, the Hevert Executive Committee calls a strategy meeting where the company's objectives are scrutinized and modified if necessary.

The 2024 strategy meeting also involved the external consultants Carsten Timmering.

In 2024, the Hevert Executive Committee sought external input from Carsten Timmering in its strategy meeting.



The department and staff department heads at Hevert provide a bridge between the steering work of the division directors and the operational activities of the employees.

Last but not least, however, the implementation of the values of the Hevert Mission Statement is the personal responsibility of every individual employee. The corporate mission statement sets out a clear direction for day-to-day activities. However, it can only become enshrined in our business routine if it is supported by everyone. (102-16)

At the 2024 Vision.A Awards, Hevert was awarded silver in the “Corporate Social Responsibility” special category. In awarding the prize, the jury was not only impressed by the wide-ranging overall CSR concept, but in particular by the projects of the Hevert Foundation. For Hevert, this award emphasizes how important it is to take corporate social responsibility seriously, and to actively implement and further develop it.

Hevert's recognition with the Vision.A award shows how important it is to take corporate social responsibility seriously and to further develop it.



1.2.1 CSR Materiality Analysis

A materiality analysis is used to review and reconsider the sustainability strategy. It often leads to changes or realignment of the strategy. Its focus is on subject areas that are at the heart of the company's operations. Hevert focuses on social, environmental, and economic values, and bases its core business and CSR activities on these values as much as possible.

As a specialist for natural medicines, Hevert attaches the utmost importance to nature – the source of life and activity for people, plants, and animals. This is why Hevert has chosen the shape of a tree to depict the main sustainability themes. (102-47, 103-1)

In January 2023, the EU Corporate Sustainability Reporting Directive (CSRD) came into effect. As of last year, companies in the EU are required to include detailed information on the non-financial areas of Environment, Social Affairs, and Governance in their management reports. The European Sustainability Reporting Standards (ESRS) serve as a guide for these reporting obligations.

Even though Hevert is not subject to this reporting requirement, we are committed to gradually bringing our CSR report in line with the European standard. (102-54)



The Hevert tree of sustainability illustrates the key sustainability themes: The trunk stands for Hevert's brand essence, "sustainable health." The branches show the values and sustainability themes.

1.2.2 Hevert Foundation

The Hevert Foundation is an independent institution that helps ensure even greater sustainability of the charitable work that Hevert-Arzneimittel and the Hevert shareholders do. (102-20)

The underlying principle is: Anyone who wants to truly help and make a difference over the long run needs to take on responsibility and make an ongoing commitment. The Hevert Foundation and Hevert-Arzneimittel work hand in hand in this respect. As a company, economic interests must take precedence at Hevert-Arzneimittel. As an independent foundation, however, the Hevert-Foundation can commit itself exclusively to charitable causes.

The purpose of the Hevert-Foundation covers a wide spectrum. It promotes naturopathy, conservation and health, access to education, youth welfare, elder care and civic engagement for charitable, non-profit causes. As the main sponsor, Hevert-Arzneimittel GmbH & Co. KG annually donates some of its profits to the Hevert-Foundation and provides the necessary infrastructure to the Foundation. Donations from external supporters can thus be used for charitable purposes in their entirety. (413-1)

Via a dedicated website and social media activities on Facebook, the foundation provides information on its long-term initiatives and one-off commitments and endeavors to interest others in its charitable goals. The website has a “Videos” section, which provides readers with additional information on the foundation’s topics and initiatives. Selected posts aim to raise awareness of honest, responsible and sustainable practices and environmental issues in general, enabling a diversity of opinions and encouraging a dialog. Posts by the Hevert Foundation are also regularly shared by Hevert-Arzneimittel in order to increase their reach. (102-43)

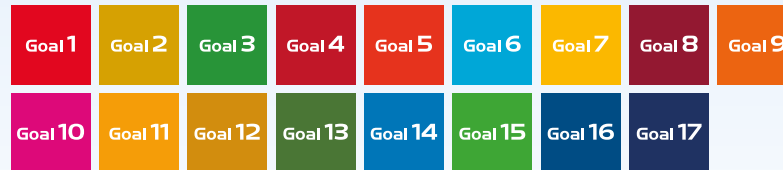
When it comes to digital communication, all data protection regulations enjoy top priority. There were no substantiated complaints regarding breaches of data privacy or losses of data in the reporting period. (418-1)

→ www.hevert-foundation.org





In 2024, the Hevert Foundation donated a total of around EUR 60,000 to various fundraising campaigns and promoted some of its own initiatives. The Foundation also focuses on the Sustainable Development Goals (SDGs) of the United Nations. These 17 political objectives with 169 subgoals serve to ensure sustainable development on an economic, social and environmental level. They are part of the 2030 Agenda and officially came into effect on January 1, 2016.



The Hevert Foundation actively pursues the following objectives:



GOAL 1 **End poverty in all its forms everywhere**

The basic principle behind sustainable aid is to help people all around the world to escape poverty in all its forms.

Hevert is especially passionate about the commitment by the architect Diébédó Francis Kéré, whom Hevert has supported since 2006. In 1998, Kéré founded the non-profit association “Schulbausteine für Gando e.V.” to finance the construction of an elementary school in Gando, his home village in the West African country of Burkina Faso. The association was renamed the “Kéré Foundation e. V.” in 2016. Funded solely by donations, today it is dedicated to supporting education and health, and ensures adequate and healthy nutrition for the people of the village of Gando in the West African nation of Burkina Faso. Its primary goal is to break the cycle of poverty and inequality. Architect Kéré believes in the philosophy of “helping others to help themselves,” the use of natural building materials, and the participation of the local people.

The regular donations by the Hevert family business and the Hevert Foundation provide the association with planning security. With the additional support of its customers, Hevert has already been able to donate more than EUR 460,000 to the Kéré Foundation.

Thanks to a major donation of EUR 100,000 by the Hevert Foundation, further progress was made on the high school in Gando in 2021. The manufacture of school furniture was also funded, and a large number of shade-giving mango trees were planted.

→ Donation handover in 2021

GOAL 2

End hunger, achieve food security and improved nutrition and promote sustainable agriculture

This goal relates to a basic human need – access to nutritious, healthy foods – and how we can cover this need for everyone sustainably.

A friendly, charitable partnership between Hevert and the SOS Children's Villages, which provide a safe home for orphans and abandoned children, has also existed for over 15 years. The SOS Children's Villages help children and youths in the most impoverished nations – locally and in the long term. Thanks to financing from sponsorships and donations, the children and their guardians receive advice, medical care, food, and clothing. Hevert is currently sponsoring a child from Monrovia in Liberia and one from Dakar in Senegal.

GOAL 3

Ensure healthy lives and promote well-being for all at all ages

Goal 3 aims to improve people's health as well as their unrestricted physical well-being, to put an end to communicable diseases, and to limit non-communicable diseases and other health risks. Everyone should have access to health care and safe, effective, high-quality and affordable medication and vaccines, and people in need should receive assistance.

Hevert has long supported the German medical aid organization action medeor e.V., which works to improve human health around the world and campaigns to ensure that the needy receive access to medication and medical care. Its vision has been one of hope for more than 50 years: No person in this world should die from a treatable disease. The Hevert Foundation provides financial support for the organization.



Residents of the village Gando

GOAL 4

Ensure inclusive and quality education for all and promote lifelong learning



Stiftung Lesen works to ensure that reading is a part of every young person's life

Goal 4 aims to ensure that everyone has access to high-quality education and the opportunity for lifelong learning. This is not just about imparting knowledge, but also about improving the quality of life by providing access to inclusive education, the availability of trained teachers and adequate school facilities.

Stiftung Lesen (German Reading Foundation) works to ensure that reading is part of every childhood and youth. After all, the joy of reading and literacy skills are essential for personal development. As a member of the Foundation's circle of friends, Hevert Foundation helps to maintain and expand the "read aloud" network programs for the long term.

Children's educational paths in Germany remain closely linked to the homes in which they are raised.

For this reason, the ArbeiterKind.de initiative encourages schoolchildren from non-academic backgrounds to consider a university education, and helps them to complete their degrees and begin their careers. Getting people to talk about their own education and encourage others is ArbeiterKind.de's recipe for success. Thanks to the help of the Hevert Foundation, ArbeiterKind.de has continued to grow in Berlin and Rhineland-Palatinate.

GOAL 6

Ensure access to and sustainable management of water and sanitation for all

Goal 6 aims to meet the challenges relating to drinking water, sanitary systems and hygiene and water-related ecosystems. Without high-quality, sustainable water resources and sanitary systems, advancements relating to many other sustainability goals, including health, education and the elimination of poverty, are not possible.

Burkina Faso is one of the world's poorest countries. Much of the population, especially in rural areas, has no access to sanitary facilities or does not know about the relationship between better hygiene and health. Inadequate hygiene practices are often directly linked to poor health, high rates of child mortality, and malnutrition in toddlers due to frequent diarrhea. To counteract these conditions, the Hevert Foundation supported the Kéré Foundation with the construction of sanitary facilities in the village of Gando.



The sanitary facilities in Gando are now complete



Managing Director Mathias Hevert at the tree nursery in Togo

GOAL 13

Take urgent action to combat climate change and its impacts

Protecting the environment and resources is especially important at Hevert. A number of environmental protection activities have been introduced over the years and are continuously being intensified. Details on environmental management at Hevert can be found in section 4 (We love nature).

In order to analyze its carbon consumption, Hevert has been preparing annual company-wide climate impact reports together with the climate protection agency natureOffice since 2021. These climate impact reports form the basis for the company climate protection plan, which has been pursued and continuously enhanced since it was first introduced three years ago.

No matter how green it wants to be, every business generates carbon. Hevert intends to reduce its carbon emissions and compensate for any unavoidable carbon emissions. It achieves this compensation by supporting various international conservation projects. All details on the Hevert climate impact report, offsetting, and climate protection projects are published by natureOffice.

→ Hevert's carbon offsetting



The international PROJECT TOGO in West Africa is reforesting land that will not be used for lumber later on.

Hevert is striving to make its necessary business travel as climate-friendly as possible. However, as more and more carbon is being released, compensation projects, in reforestation, for example, are also being supported.

If business travel by rail is not possible, all flights by employees are offset by way of compensation measures as part of our climate impact.



GOAL 14

Conserve and sustainably use the oceans, seas and marine resources for sustainable development

Oceans make the Earth a place where people can live. Rainwater, drinking water, weather, climate, coastlines, most of our food, and even most of the oxygen in the air are provided and regulated by the ocean. A careful approach to this vital global resource is a key component for a sustainable future. Coastal waters especially are frequently blighted by massive pollution. The Hevert Foundation is therefore a backer of clean-up missions by everwave, an association and start-up aiming to clean up ocean inlets and recycle plastic waste. A team of scientists, architects, engineers and sea lovers works passionately to protect our oceans. Part of its mission is education in schools. In 2022, Hevert helped everwave purchase an environmental education kit for interactive lessons to teach children at Monzingen elementary school about marine conservation and recycling at an early age.

As well as providing financial support in 2024, Hevert was also involved in everwave's social media campaign #notinourrivers. An image collage and a reel showing photos of Hevert employees helped to raise awareness about keeping the world's waterways free of plastic waste. Facts provided information and clarification about the current situation.

→ www.everwave.de

everwave's trash boat CollectiX
on the Ružín reservoir in Slovakia

GOAL 15

Protect land-based ecosystems, restore and promote their sustainable use, sustainably manage forests, combat desertification, and halt and reverse land degradation and further biodiversity loss

The constant growth of the world population poses a risk to stable ecosystems, which are nonetheless enormously important to the common good. Thanks to their biodiversity, protected and restored ecosystems can play a role in slowing climate change and increasing resistance to natural disasters. The efficient use of resources will aid humanity's long-term survival.

Hevert supports NABU (Nature And Biodiversity Conservation Union), which has been committed to maintaining the diversity of our domestic animals and plants for more than a century. Just like NABU, Hevert also wants future generations to have an Earth that is livable and has a large number of habitats and species, as well as clean air, clean water, healthy soil and the largest amount of finite resources possible. Hevert would like to help NABU successfully advocate for man and nature. (102-16)



1.3 HEVERT IN NUMBERS – THE 2024 BALANCE SHEET

Among Hevert's strengths are its independence as an SME with a sustainable corporate strategy and a special role in terms of regional responsibility. Being an independent family-run company allows Hevert not only to pursue yield-based company goals, but also to finance measures that do not immediately serve to optimize business indicators. A key example is the Hevert-Foundation, which was founded in 2015, and through which a number of charitable projects and initiatives are supported. (see Section 1.2.2). (102-15)

Due to the company's legal structure and size, capital market-oriented financing instruments are largely inaccessible to the company. Traditional vehicles such as bank loans are typically available to finance growth measures. (102-15)

Assets	2023	2024*
Fixed assets	7,855	7,303
Short-term assets	10,723	10,143
Liquid assets	1,357	2,290
Deferred income	284	358
Balance sheet total	20,219	20,094

Liabilities	2023	2024*
Equity	10,022	9,002
Provisions	1,079	2,612
Liabilities	8,787	8,257
Deferred income	4	0
Deferred tax liabilities	327	224
Balance sheet total	20,219	20,094

Turnover and sales	2023	2024*
Sales revenues	33,655	34,145
Sales volume (finished goods)	3,394,000 units	3,399,000 units

in thousand euro

*2024 based on preliminary figures (102-7)

1.4 ORGANIZATIONAL PROFILE

Founded in 1956 by Dorothea and Emil Hevert, Hevert-Arzneimittel GmbH & Co. KG (102-1) is an independent family-run company. After their son Dr. Wolfgang Hevert subsequently took over the running of the company, the company has been owned equally by the current shareholders and grandchildren of the founders, Sarah Hevert-Ernst and Marcus and Mathias Hevert, since 2003. Operational management is performed by the brothers Marcus and Mathias Hevert. (102-5)

Hevert-Arzneimittel's headquarters are located not far from the Rhine-Main region and Mainz in the small town of Nussbaum, near Bad Sobernheim, nestled in an idyllic side valley of the Nahe River. In 2021, Hevert made the decision to concentrate on its Nussbaum headquarters for its new work concept and to close the Eckweiler Strasse site in nearby Bad Sobernheim in early 2022. Employees from the latter site were transferred to Nussbaum. This did not affect the high-bay warehouse logistics site in Bad Sobernheim, which is still operating.

The company added another location in 2017 with its office in Berlin. Hevert's Berlin office serves as a space for discussion with policy makers, customers, business partners and opinion leaders, and is also an attractive location for employees.

Hevert's Berlin site



With more than 100 preparations, Hevert's extensive product range has something for nearly every treatment area relevant to natural medicine. (102-7)

The existing product portfolio is divided into the specialty areas of psyche/sleep, colds, vital substances, digestion, and detoxification. In terms of their current relevance for sales revenues and sales volumes, the most important brands are Calmvalera, Sinusitis Hevert, Vitamin D3 Hevert, and Vitamin B Komplex forte Hevert. On the market, these products are actively positioned and advertised to health care practitioners, pharmacies and end users.

The core value of the umbrella brand Hevert is "sustainable health." The brand enjoys the trust of many German health care professionals, including physicians, pharmacists, and natural practitioners. This enables the authentic and distinctive positioning of the company and its preparations with new customers both domestically and abroad. The satisfaction of our customers is central to all we do: Hevert impresses them with high-quality products and services, such as therapeutic concepts, further training and health tips.





Founded by Dorothea and Emil Hevert: "Hesopharm"

1956

1957

Emil Hevert dies;
Dorothea Hevert runs
the company alone

1963

Name change from
"Hesopharm" to
"Hevert-Arzneimittel"



1972

Dr. Wolfgang Hevert
joins the company



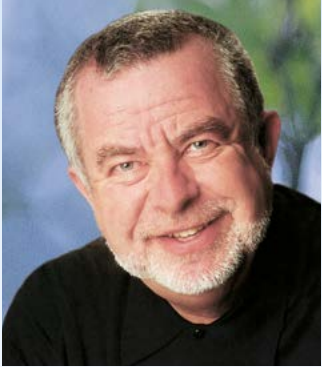
1975

Opening of company
building, Bad Sobernheim
(Company location until 2022)

1986

Commissioning of the
high-bay warehouse in
Haystraße, Bad Sobernheim





1990

Dr. Wolfgang Hevert becomes managing director – sole management

1996

Opening of state-of-the-art pharmaceutical production building, Nussbaum



2003

Dr. Wolfgang Hevert dies and Mathias Hevert takes over company management

2008

First export by Hevert to Belarus with Hevert Pulmo, Hevert Sinusitis SL and Hevert Pankreaticum

2011



Company foundation in the USA: Hevert Pharmaceuticals Ltd.

2012

Addition to Nussbaum





2015



Winner of the “Großer
Preis des Mittelstandes”
award for SMEs

2014

Marcus Hevert joins the company
management

Start of the company's cultivation
of medicinal plants

Opening of the Hevert Daycare
Center

Modernization and expansion of
the production

Launch of the Hevert-
Foundation (HEF)



The Hevert shareholders together with
musician Charlie Grant

You can download the album for free
using the QR code.

2016

2017

2018

Opening of the office in
Berlin

Fair Family certificate
of quality

Rhineland-Palatinate
Attractive Employer
award

2019

60 year anniversary of Hevert

Release of the Hevert brand
song “By My Side”





2021

2022

Hevert becomes a climate-neutral company by way of carbon offsetting

Top Job award for excellent employer qualities

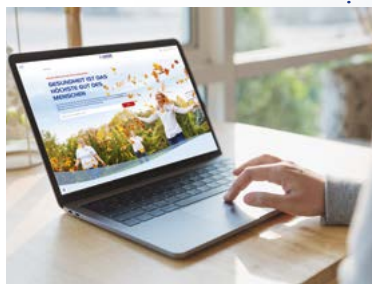
Recognition as an innovative company



2023

Mathias Hevert
20 years as
Managing Director

Website relaunch
www.hevert.com



2024

Marcus Hevert 10 years
as Managing Director
Anniversary: 10-year jubilee of
the Hevert Daycare Center
Vision.A silver award in the
category „Corporate
Social Responsibility“



Hevert office in Berlin



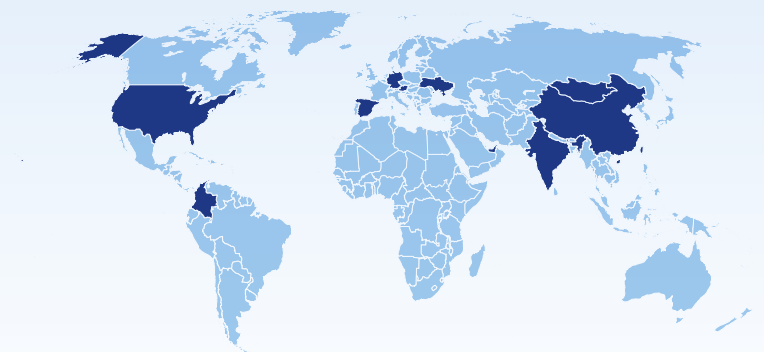
Pastor Emanuel Felke

The success of many of our homeopathic remedies such as Calmvalera and Sinusitis Hevert is based on the Hevertoplex range developed by doctors and natural practitioners. Unlike homeopathic single remedies, complex remedies contain several homeopathically prepared active ingredients and are easy to use because they have a broad spectrum of action and are clearly tailored to individual indications. A large number of the formulas upon which Hevert medicines are based were created in collaboration with students of the famous Pastor Emanuel Felke, one of the pioneers of naturopathy and the co-founder of complex homeopathy. Felke practiced for many years in Bad Sobernheim, not far from Hevert's current headquarters.

The founder's son, doctor and pharmacist Dr. med. Wolfgang Hevert, expanded the company's range with several new product developments and holistic treatment concepts based on his treatment experience as a doctor. To this day, his naturopathic knowledge is imparted to doctors, natural practitioners and pharmacy employees in publications and specialist lectures at the Hevert Academy for Naturopathy.

In addition to oral dosage forms, Hevert offers physicians and natural practitioners a wide range of solutions for injection, including high-dose B vitamins (e.g. Vitamin B12 Hevert plus Folsäure Hevert (folic acid)) and homeopathic complex and single remedies (e.g. Lymphaden Hevert injekt).

Some 10% of Hevert preparations are marketed for export, primarily to Mongolia, the United Arab Emirates, China, and India, as well as to Luxembourg. The world map below provides an overview of all the countries in which Hevert is active (dark blue = on the market).



Hevert export world map (102-6)

Hevert exports its preparations to various countries in Europe, North and South America and Asia. The company ships to sales partners whose customers are doctors, wholesalers, and pharmacies. (102-6)

Hevert Group



1.4.1 Company management

Team spirit, reliability, and trust are the building blocks of a successful partnership at Hevert. A dependable leadership style is a vital prerequisite for motivation and successful teamwork.

The company is managed equally by the shareholders of HG Holding GmbH & Co. KG, Sarah Hevert-Ernst, Marcus and Mathias Hevert.

Two shareholders, Marcus and Mathias Hevert, act as managing directors at Hevert-Arzneimittel. The shareholders are independent in their decision-making. Limitations only exist regarding all economic decisions that were agreed with participation certificate or silent partnership holders and external investors. (102-18, 102-22)

- Nahe River Ventures Inc.*
- Hevert Pharmaceutical LLC*

*100% interest



Marcus Hevert, Sarah Hevert-Ernst, and Mathias Hevert (from left to right)

The general meeting is the highest governance body and defines the company's values and strategy. It is responsible for the achievement of economic, ecological, and social goals. The general meeting also commissions the preparation of the sustainability report. (102-26, 102-32)



New advisory board member Klaus Seliger (2nd from right) was welcomed to the first advisory board meeting of 2024 by Hevert partners Marcus Hevert (right) and Mathias Hevert (left) and by the advisory board members Franz-Josef Hans (2nd from left) and Dr. Axel Sander (center).

Any consultation typically takes place directly between the highest governance body and the corresponding stakeholders. In some cases, the internal specialist area Corporate Communications takes over this task. Stakeholder communications are released by a managing partner in some cases (e.g. press releases). Other consultation procedures, such as obtaining information on the company's financial situation, are handled by suitable individuals. (102-33)

The performance of the general meeting is not measured or assessed. (102-28) The profit share of HG Holding GmbH & Co. KG, which is equally shared among the three shareholders, is distinct from the compensation for management duties received by the two managing directors, Marcus and Mathias Hevert. They receive a fixed monthly salary in line with the industry average as well as an annual, profit-related bonus. (102-35)

Since 2003, the general meeting has been supported by a strong Advisory Board: Chairman of the Advisory Board and founding member Dr. Axel Sander along with Franz-Josef Hans and Klaus Seliger. Together, they support the family-run company particularly in the areas of law, marketing/sales, and finance. (102-23)

As of December 31, 2023, Frank D. Kube stepped down from the Advisory Board. Mr. Kube had been a member of the Advisory Board since 2009. As a former managing director of Whitehall-Much GmbH, he particularly contributed his expertise in OTC marketing.

He was succeeded by Klaus Seliger from Bingen as of January 1, 2024. Mr. Seliger is also an OTC marketing expert. After working at companies including Boehringer Ingelheim, Merck, Almirall, Taurus Pharma, and Luvos, he is now an independent management consultant. (102-23, 102-26)

Hevert added another location in 2017 with its state-of-the-art office building in Berlin. This is located close to a neighborhood park in Kreuzberg.



2 EMPLOYEES ARE THE KEY TO OUR SUCCESS



2.1 LIVING AND CREATING DIVERSITY

Hevert would not be the successful company it is today without its dedicated employees. Competence, motivation and friendliness come first for the Hevert team. The committed and cooperative collaboration is at the heart of Hevert's corporate culture and is highly appreciated by visitors and business partners.

As of December 2024, Hevert-Arzneimittel employed a total of 85 men and 104 women at its three company locations. (102-7)



The 189 employees (including apprentices, long-term interns, and marginally employed persons) comprise 138 full-time workers and 51 part-time workers; 76 are industrial employees and 113 are administrative employees. In total, 60% of employees came from the region (of which 51% were male and 49% were female). There were 161 permanent employees and 27 employees on fixed-term contracts, including nine apprentices, one intern, and four people in marginal employment.

Male employees: Of the 73 male employees on indefinite contracts, 70 were full-time and three part-time. Eleven full-time male employees and one part-time male employee were on fixed-term contracts.

Female employees: Of the 89 female employees on indefinite contracts, 55 were full-time and 34 part-time. 15 of these employees had fixed-term contracts, with nine working full-time and six part-time.

The number of employees fell in 2024 compared to 2023. This is due to the economically difficult situation, which has unfortunately also led to cost savings in the area of HR.

The company mainly uses its own in-house employees. Officially recognized freelance employees represent an exception.

The above HR figures were calculated on the basis of the wage and salary program and the time management program for determining working hours. (102-8)

Reconciliation of work and family is a priority at Hevert. It has long gone without saying that Hevert values work performed by women equally to work performed by men. In 2024, 13 women held leadership positions as heads of division, heads of department, or team managers. Individualized working time arrangements permit great flexibility for all employees, for instance when planning care times and parental leave. In general, everyone returns to their jobs after parental leave or even continues to work reduced hours for the family-run company Hevert during their parental leave. Women typically request two years of parental leave, while men request between one and two months. Five female employees went on parental leave in 2024. One employee returned from parental leave. One female employee is working while parental leave is still in effect. A total of four employees were on parental leave, 25% of whom returned to their jobs in 2024. The other 75% are still on parental leave. Support is provided in the form of free childcare (from one year to school age) at the Hevert Daycare Center at the Nussbaum location. (401-3)

One employee retired in 2024 after more than eight years at the company. (401-1)

In January 2024, Marcus Hevert celebrated his 10th anniversary as a Managing Director of Hevert-Arzneimittel. He was involved in the opening of the Hevert Daycare Center in Nussbaum in October 2014, as well as the conversion and expansion of our production in Nussbaum, the opening of our capital city office in Berlin 2017, and the commencement of our in-house cultivation of medicinal plants in Nussbaum. Marcus Hevert was also the co-initiator of the Hevert advent market and the biennial Hevert Cup, which raises money for charitable purposes.



From left to right: Mathias Hevert, Marcus Hevert and Sarah Hevert-Ernst celebrating Marcus Hevert's ten-year anniversary as a Managing Director in Nussbaum.

Hevert focuses on diversity in the company and leverages the strengths of individuals for the company's success. Inclusion and equality are highly prized and actively practiced. In 2024, four female employees and one male employee with disabilities were employed at Hevert.

In keeping with the company's belief that "employees are the key to our success," Hevert makes no distinction between permanent or temporary and full-time or part-time employees when assigning responsibility. However, participation in the employee benefits program is only possible after the probation period and is not open to apprentices. The company thereby hopes to create an incentive for ongoing employment after completing an apprenticeship or trial period.

The Hevert Benefit Box:

Hevert offers its employees the following additional benefits, regardless of whether they work full-time or part-time:

Social benefits

- Capital-forming benefits
- Christmas and vacation bonus
- Contribution to the company pension
- Fuel and shopping card after opening a company pension plan
- Restaurant checks
- Subsidy for public transport ticket for employees in Berlin
- Bike leasing
- Electric/hybrid car leasing
- Free electric charging stations for cars
- Travel insurance from American Express

Training and professional development

- Internal courses and external training and professional development
- High Potential Program
- High Performer Program



A Hevert employee on his company bike

Health

- Various activities over the year in the context of workplace health promotion
- Free provision of and subsidization lunchtime soups and stews
- Free water, coffee, tea, organic fruit and vegetables
- Fitness studio subsidy
- Subsidy for glasses for computer work

Reconciliation of work and family

- Free Hevert Daycare Center
- Option to work remotely
- Flexible working time models

Corporate culture

- Reward for contributing their own ideas (ideas management)
- Hevert Cup
- Hevert Organic Christmas Market

- From the start
- After the trial period

Hevert supports e-mobility

Since 2021, all interested employees have had the option to finance an electric company car at low cost under a gross deferred compensation scheme. A flat-rate allowance for the cost of electricity is also subsidized. In cooperation with Autohaus Nahteal and Scherer Automobil Holding, employees can get advice and test drive electric cars. By the end of 2024, 15 electric cars and 31 electric bikes were being used by Hevert employees.

Additional benefits for apprentices

- Allowance for travel to the vocational school
- Reimbursement of school book costs
- Covering cooperation costs for apprentices becoming laboratory chemists and pharmaceutical production technicians
- Covering the cost of external exam preparation
- Covering additional expenses for school and apprenticeship projects
- Annual apprentice event (e.g. group canoe trip)
- Internal apprentice workshops

(401-2)

Hevert's head office is located in a region that is considered structurally weak. With its wide range of secure jobs, the family-run company plays an important role as an employer in this region. However, the decision to maintain its regional location often means that vacant positions for highly qualified applicants are difficult to fill. (102-15)

In order to remain a particularly attractive employer in the region it is important to try out and implement innovative and future-proof processes. Here, employee satisfaction is equally as important as effective work organization. As a partner in the "ArbeitSooNahe" project, Hevert regularly seeks input from and shares ideas with other companies in the region. A promotional film was produced in 2024 in which Hevert showcased its experiences as a partner in the project.



Hevert produced a promotional film showcasing its experiences as a partner in the "ArbeitSooNahe" project.

When competing for highly qualified employees, Hevert does not always have an easy time convincing applicants to move to the idyllic Nahe Valley or the surrounding area or to commute. With the additional office building in Berlin, the Rhineland-Palatinate-based family business has also provided employees with jobs in one of Germany's most popular major cities since 2017. Five employees worked in Berlin as of the end of 2024. Hevert also gives office-based workers flexible options for remote working. (102-15)



Hevert and ArbeitSooNahe promotional film:

→www.youtube.com/watch?v=8LE_TERa4P4

2.2 TRAINING AND INTERNSHIPS

Hevert has been considered a role model for training sites in the region for a number of years. This makes the family-run company very proud, and we aim to maintain and improve this level.

In 2024, a trainee at Hevert-Arzneimittel was recognized as one of the best trainees in 2024 for the successful completion of her Chamber of Industry and Commerce training as an office management assistant.

The following six vocational programs and a dual-study course with training at Hevert are available:

- Pharmaceutical production technician (m/f/d)
- Laboratory chemist
- Office management assistant
- Industrial management assistant
- IT specialist – systems integration
- Warehouse logistics specialist (m/f/d)
- Dual-study business administration course/Mainz University of Applied Sciences (m/f/d)

To ensure Hevert can offer high-quality training despite the considerable workload of its divisions, the pharmaceutical company does not offer all of these vocational programs every year. For the pharmaceutical production technician and laboratory chemist positions, the company also works with partners who can offer the necessary content that Hevert cannot. There are a total of five to nine apprentices at the company. One to four new apprenticeships are advertised each year.

After the apprenticeship has ended, all apprentices automatically receive an offer for a temporary employment contract of six months or a permanent position. This is supposed to give apprentices the opportunity to prepare for the exams with plenty of time so that they do not have to apply for a position until afterward. Of course, our apprentices are also assisted with their final exams and the costs of external exam preparation courses are covered. Apprentices are offered employment providing their performance is good.

Hevert is particularly keen that not only is the content of its training programs taught but apprentices also gain practical experience. For this reason, they work directly in day-to-day business from the very beginning and are guided throughout their apprenticeship not only by their instructor but also by a contact person in the corresponding department. This is because communication among all employees is a top priority at Hevert.





The company's instructors meet four times a year to discuss current training topics. Naturally, these meetings were again attended by the elected representative for apprentices in 2024 in order to communicate their concerns.

The annual apprentice event took place in August 2024 in Berschweiler bei Kirn in Rhineland-Palatinate. All apprentices took part in an organized team-building day in collaboration with Adventure Forster. Team games, as well as cooking and bubble ball sessions strengthened team spirit and helped everyone get to know each other. Participant feedback was consistently positive and the event became the first highlight for Hevert's new trainees.

2.2.1 Training fairs and networks

The family-run company participates in a number of training fairs to present Hevert as a training site regionally and nationally. In 2024, Hevert was represented with an exhibition booth at the training fair in Bad Kreuznach, the apprenticeship speed dating event in Hargesheim, the careers information evening in Hargesheim, Kirn, Meisenheim, and Bad Sobernheim, and at the IHK apprenticeship fair.

To stay in touch with other training sites and students, the company is active in the regional school/industry working group for the state of Rhineland-Palatinate (Landesarbeitsgemeinschaft "SCHULEWIRTSCHAFT Rheinland-Pfalz") and attends its regular meetings. Hevert is also involved in the MINT-Plus (STEM Plus) project, where apprentices lend a hand to get kids passionate about science, technology, engineering and mathematics (STEM).

Hevert also engages in a regular dialog on specialist topics with its training partners, Boehringer Ingelheim Pharma GmbH & Co. KG and Johannes Gutenberg University in Mainz.

2.2.2 Internships at Hevert

• Internships for students

Hevert offers internships in a number of areas at regular intervals. Students can choose from a one-week or two-week internship or a one-day trial. However, longer internships can also be arranged in exceptional cases. This is a highly popular course, which means that not all requests can be accepted for capacity reasons. In 2024, Hevert offered an impressive 11 internships in the areas of Quality Control, Quality Management, Production, Filling/Packaging, Facility Management, IT, and HR.

• Vocational internships

In addition to student internships, Hevert is also increasingly offering extracurricular internships, which can be taken for professional orientation or as part of a degree. In 2024, three interns were taking a professional orientation internship. Another person joined Hevert for a four-week clinical internship.



Internships allow insights into working life



2.3 WORK-LIFE BALANCE AND HEALTH PROMOTION

2.3.1 Flexitime working model

A well-balanced work-life style is the basis for a healthy way of living. With its flexible working hour models, the company supports staff in arranging their work around their personal needs to the greatest possible extent. For example, this is very important for working parents with small children. Hevert aims to offer its employees the opportunity to optimally combine their personal and professional lives. One notable option is the Hevert flexitime model, under which employees can generate one work-free flex day per week by increasing their daily work hours to up to ten hours. The resulting four-day working week has proven to be a popular choice for many employees.

2.3.2 The Hevert Daycare Center

The family business takes particular pride in the Hevert Daycare Center. With its own nursery school teacher and child minder, the company is able to offer regular daycare and children's programs throughout the year.

The Hevert Daycare Center has been licensed as a group daycare facility since March 2022. This means that up to ten children can be looked after by at least two child minders. Children aged between one and six can be supervised by educators and nannies at the daycare center all day. The number of children may also be exceeded for special days and events. Most employees use the daycare center as a safety net for when all other options have been exhausted.

The daycare center's "nature" concept was revisited in the summer of 2021. The concept includes the key points for the facility and its teaching methods, and is important for both parents and educators. "Nature" has two meanings in this context:



The Hevert Daycare Center team provides children with a kind and stimulating atmosphere



Hevert partners thank the care team at the ten-year anniversary of the Hevert Daycare Center (from left: Sarah Hevert-Ernst, Christine Gutheil, Marcus Hevert, Olga Stauber, Mathias Hevert, Sabine Listner)

1. The daycare center itself and its surroundings are designed to be environmentally friendly and sustainable, and are located in the direct proximity of the nature all around with meadows, fields, and woods.
2. The children experience nature every day with a focus on natural education: Intensive nature experiences and spending time outdoors optimally stimulate the children's development.

The average number of children cared for per day increased from 2 in 2017 to 2.9 in 2024. In 2024, the daycare center was open for an average of 7.3 hours a day on 246 days.

A particular highlight of 2024 was the ten-year anniversary of the Hevert Daycare Center, a milestone that was celebrated together with children and employees on October 15. Following a warm welcome and inspirational speeches, the event staged a musical puppet show, which was met with joy and enthusiasm. The celebration offered the chance to appreciate the company's commitment to family and CSR, and to look back at a successful decade.

Other highlights from the Hevert Daycare Center during 2024

Due to the shortage of childcare and high sickness rates at public daycare centers, much use was being made of the Hevert Daycare Center at the beginning of 2024 already. In January, a one-year-old child was settled into the Daycare Center.

The center also offered childcare for school children during the last two weeks of the 2024 summer vacations. From August 19 to 23, 2024, a wide-ranging program of summer vacation childcare was arranged with the support and organization of "Nahe der Natur," a museum for nature conservation run by the Altmoo family in Staudernheim. Eleven children aged seven to 13 took part.

For the company's official Easter message on social media, the children were delighted to face the camera and present their Easter crafts.

All kinds of fun events were held in and around the Daycare Center in 2024:

- **Winter wonderland:** Sledging, building snowmen, and exciting snow-ball fights
- **Carnival hustle and bustle:** Dressing up in imaginative costumes, fun games, and lively dances
- **Easter joy:** Games and fun with Easter eggs and Easter baskets full of home-baked Easter surprises for employees
- **Summer fun:** Refreshing water games with water slides, water balls and a picnic
- **Fall adventure:** Collecting leaves, building a cozy 'leaf sofa', maintaining and observing bird houses and squirrel feeding stations
- **Christmas magic:** Baking cookies, making creative Christmas decorations, and festive decking
- **Nature up close – the whole year round:** Walks on the extensive company grounds, observing animals and exploring nature, planting and maintaining raised beds and enjoying the fresh harvest



2.4 SAFETY IS THE TOP PRIORITY – OCCUPATIONAL HEALTH AND SAFETY

2.4.1 Safety

Safety is a valuable asset and a basic human requirement. A safe place to work and employee health therefore play a key role at Hevert. Employee well-being, motivation and performance are essential for business success as well. (103-1)

Hevert runs a workplace health management scheme (BGM) to protect its employees against work-related hazards and to prevent health problems and long-term employee absences. This comprises occupational health and safety, workplace integration management, and workplace health promotion activities. The holistic approach is the foundation for a responsible management policy and a good working atmosphere within the company.



Workplace health management procedures are based on risk assessments. Hevert respects the statutory occupational health and safety standards and regulations when implementing these procedures. Occupational safety aspects are integrated into corporate structures and processes to the greatest possible extent. Managers are responsible for the safety of the employees who report to them. A valuable contribution to the development and enhancement of the work and health culture within the company is made by employees who voluntarily perform occupational health and safety duties, e.g. safety officers. (103-2)

The effectiveness of workplace health management is regularly assessed. This is achieved through different communication channels and assessment tools. External oversight falls to government health and safety agencies and the Employers' Liability Insurance Association of the Raw Materials and Chemical Industry (BG RCI).

Management receives current information via the Industrial Safety Committee and the employee representative body. The results of employee surveys and health and safety inspections are key sources of information. Employees can share their criticisms, wishes and suggestions with their supervisors directly or pass them on to the Industrial Safety Committee and the employee representative body. For example, suggestions for improvements can be submitted through the ideas management system.

The HR department keeps records on work accidents, occupational diseases, and lost days. These are examined and analyzed by management with the assistance of the Industrial Safety Committee. Safety measures are revised as necessary. Health and safety matters are regularly discussed by the Executive Committee and in the departments and suggestions for improvements are devised. Employees can read about general health and safety matters on the internal website or ask their supervisors any specific questions. (103-3, 403-2, 403-4)

HR recorded 13 work accidents in 2024, one of which was reported to the BG RCI. Work accidents must be reported if an accident at work or on the way to/from work renders an employee unable to work for more than three calendar days. The time off after a work accident was around six days on average. (403-9)

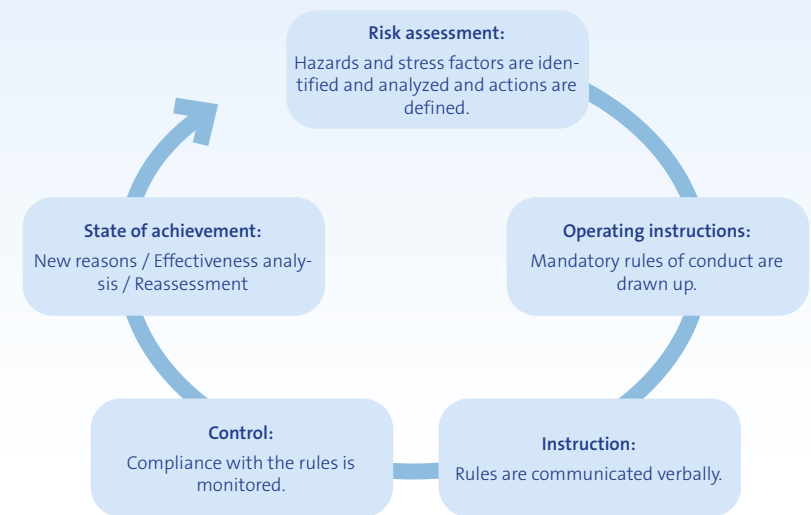
2.4.2 Occupational health and safety

Occupational health and safety works on procedures to protect employees from work-related hazards and pressures. Its goal is to ensure safe workplaces, to prevent work-related accidents and illnesses, and to reduce time-off.

Hevert does not yet have a full occupational health and safety management system. It is currently working to add the outstanding elements. The company's occupational health and safety management system is currently based on the requirements of the German Occupational Health and Safety Act and the Guidelines of the Employers' Liability Insurance Association of the Raw Materials and Chemical Industry, and it is coordinated by the Industrial Safety Committee. It applies to all Hevert employees at all business sites. (403-1, 403-8)

The company's management and employees receive assistance on occupational health and safety matters from an external company physician (AMD TÜV) and an external work safety expert (DEKRA). The occupational health and safety organization also comprises fire protection officers, safety offices, fire safety assistants and first-aiders. (403-1)

In 2021, Hevert introduced a uniform approach to hazard assessments that is gradually being rolled out at all organizational units. This approach is based on an occupational safety control loop. Clear regulations and unified standards are intended to simplify the production of risk assessments. Managers and safety officers are trained by the work safety expert. (403-2)



Occupational health and safety control loop

Training improves the understanding of occupational health and safety requirements and contributes to proper conduct in an emergency. Management is responsible for issuing initial and recurring workplace instructions. Basic information on general occupational health and safety matters can be communicated by the work safety expert, the company physician or other knowledgeable persons in the form of seminars, workshops and presentations.

A basic session on general occupational health and safety matters was held in 2024, with a total of 5.5% of the workforce taking part.

In February 2024, a total of 11 managers and employees as well as the external work safety expert attended the company seminar for Safety Officers in Maikammer, which was designed by the employers' liability insurance association. This seminar was primarily about raising awareness of occupational health and safety among managers as well as employees. Content on the topics of responsibility, duties, tasks, and roles was shared with the participants, conveying a comprehensive picture of occupational health and safety within a company. (403-5)

Hevert employees are required to halt work in hazard situations and immediately report identified hazards to supervisors in order to prevent damage to health and property as well as financial damage. This information serves as one of the grounds for the regular revision of risk assessments and safety precautions. (403-2)

On the basis of the hazard assessments and GxP provisions, Hevert determines the necessary workplace medical examinations for the individual activities with the company doctor. Such activities include aptitude testing and compulsory, recommended and elective preventive care. In addition to the standard options, the company physician provided 18 flu vaccinations as part of recommended care. Ten employees requested and received a consultation on working at computer workstations. (403-3)

To prevent the hazards that can be caused by third parties, all outside visitors must confirm at reception that they are aware of general rules of conduct. Outside visitors are accompanied by an employee responsible for their visit and informed of specific safety rules as necessary. Information on visitors and service providers is recorded. (403-7)

2.4.3 Workplace integration management (WIM)

"The greatest wealth is health." That's our motto. With this in mind, Hevert offers assistance to all employees who have been unable to work for more than six weeks within the past twelve months. This takes the form of workplace integration management (WIM).

The aim of workplace integration management is to investigate why employees are unable to work and to look for ways to avoid or at least minimize the causes. Any need for rehabilitation to ensure the employee's ability to work should be identified early on and the necessary services initiated promptly. This is intended to preserve the employee's job in the long term.

In 2024, workplace integration management processes were carried out by members of the HR department. 51 employees were invited to an initial interview during this period. 25 of them consented and took part in the further process. Workplace integration management was successfully completed by 15 employees in 2024. The process, which has been continued in 2025, was still ongoing for ten employees. (403-6)

2.4.4 Workplace health promotion (WHP)

Hevert uses workplace health promotion (WHP) to help maintain and promote the health of its employees. Workplace health promotion activities should also have a positive effect on employee motivation and satisfaction. Since the introduction of the "New Work" concept, some of the workplace health promotion program is provided remotely to better reach employees who work remotely, as well as employees in Sales and the Berlin office. Since 2024, WHP has again been organized fully in-house without the use of external partners. Cooperation with health insurance companies has therefore been expanded, allowing employees to continue benefiting from a varied range of health offerings.



In addition to the health services that are continuously included in the WHP concept, it is planned to continue further developing the overarching WHP concept, which also includes developing and offering new formats.

As a result, informative videos about the most important vital substances and the corresponding Hevert preparations were devised and recorded by the medical-scientific department in 2024. Hevert employees were actively involved in the presentation of the videos. The video series will be launched in 2025. Each month, employees will be provided with a new video for self-study.

Hevert employees can procure vital substances from the Hevert range for free or at a discount.

2.4.5 Activities in 2024

The workplace health promotion activities are broken down into the categories of nutrition, relaxation, and exercise. The following activities were offered in 2024:

- **Non-residential fasting course in collaboration with Menschels Vitalresort**

This one-week therapeutic fasting course is about deliberately going without solid food, and especially sugar, protein, salt, and fat, as well as indulgences such as alcohol, caffeine, and nicotine. The aim is to detoxify the body and to maintain and promote the participants' health. A total of 14 employees took part in the fasting course. The fasting week was closely accompanied by Menschels Vitalresort, and the participants were offered a wide-ranging program of activities such as meditation and yoga each day.

- **Running course**

Four running training sessions were held by AOK between April and May 2024. One of the benefits of the course was to prepare employees for the company run. A total of five employees took part in this.



Group yoga provides a relaxing break from work

- **Additional offers from health insurance providers**

As well as participating in the health days, the health insurance companies also invited people to attend various activities and lecture series in 2024 such as the digital health weeks as part of the “Foodtrend Plant-Based” nutritional health series.

- **Ayurvedic massages**

From the second half of 2024, Hevert has been able to provide its employees with a completely new offering in the form of massages. During a 3-month trial period, a masseuse visited both the Nussbaum site as well as our Bad Sobernheim site on days every two weeks to massage registered employees. The offering was subsidized by Hevert.

- **Fitness studio**

For all employees who work out at their local gym, Hevert has offered a gym subsidy of up to EUR 20 per month for several years. This also provides an opportunity to integrate field service staff and the Berlin employees into the workplace health management concept.



The Bad Kreuznach Company Run again attracted a number of Hevert participants

- **Kreuznach Company Run 2024**

Nineteen Hevert employees took part in the annual Kreuznach Company Run in 2024. This also included a family member of an employee.

- **Company bike**

In the context of workplace health management, the family-run company Hevert has been giving employees the opportunity to lease bicycles since September 2019 in conjunction with its partner Bikeleasing. Needless to say, these bicycles can also be used for non-work purposes. The use of tax and social security benefits also makes this environmentally friendly and healthy form of mobility particularly attractive for the employees.

2.5 EMPLOYEE SATISFACTION

2.5.1 Employee Representative Body (MIV)

Hevert employees have had their own elected representative body since 2009. The employee representatives have represented employees' interests to management and the division directors. The MIV also organizes the "Idea Management" work group.

The current MIV, with seven members, was elected in 2022. In the spirit of Hevert's motto "Together naturally successful", the (MIV) and the Managing Directors work together on a basis of trust.

As the most important link between employees, company management and the Human Resources department, the employee representative body has brought up and discussed a number of personnel and organizational matters and contributed to finding solutions, including the revision of the works agreement on the shift model, the expansion of the packaging line for tablets, and works agreement on the Hevert dress code.

The representative body is complemented by a youth and apprentices spokesperson, who is elected for two years and is specifically tasked with representing the interests of apprentices and younger employees. For example, the spokesperson can assist in the event of problems at the vocational school. The goal is to create a solid foundation for communication between employees and managers up to executive level at all three Hevert locations. (403-1, 102-18)

2.5.2 Employee satisfaction survey

Following a consultation between the Managing Director and the MIV, no employee satisfaction survey was held in 2024. Another employee satisfaction survey is planned in 2025 in collaboration with the Organization and Personnel Development department and the MIV.

In order for the Hevert CSR and the CSR communication to be better focused on target groups, all employees were surveyed about the Hevert CSR in 2024. The aim of the survey was to find out what employees know about the Hevert CSR and which CSR topics they are interested in.

The results showed that Hevert CSR is highly valued by around a quarter of employees. Around three-quarters felt it was of average to low importance to them. The following topics are relevant to employees personally, in terms of the company, and in terms of growing Hevert CSR.

- Employee satisfaction and development
- Nature and environmental protection
- Sustainability and climate neutrality
- Occupational health and safety

Around half (44%) feel sufficiently informed about Hevert CSR and more than would like regular information about the topics: Employee satisfaction and development, occupational health and safety, nature and environmental protection, and sustainability and climate neutrality.

The results of the survey will be taken into account in future CSR activities.

2.6 TRAINING AND EDUCATION



Participants in the High Potential Program value the mutual exchange at the Berlin site.

2.6.1 The Hevert Employee Academy

All Hevert employees are given the opportunity to take part in a number of internal and external further training courses, including courses for professional and personal development. Employees should be given the chance – and at the same time be motivated – to acquire higher qualifications.

The Hevert Employee Academy presents a number of internal training courses by subject area in the form of mandatory or optional training as well as online (self-study) and classroom-based courses (with trainers).

In 2024, the number of course completions reached 4,324. Participants included first-timers and those looking for a refresher. Some of these courses must be repeated at certain intervals.

2.6.2 Employee development programs

High Potential Program

The Hevert High Potential Program was launched in 2019. The aim of the program is to improve employee retention and loyalty.

The purpose of the Hevert High Potential Program is to more effectively recognize and actively foster high-potential employees. High potentials usually have the following characteristics:

- Good motivation
- Good flexibility
- Good ability to work under pressure
- Good mental agility
- Good capacity for holistic, networked thinking
- potential for management or project leadership responsibilities
- Good self-competence and social competence

The core component of the program is challenging and exciting work and/or projects. The participants are guided by development interviews and training. A supporting program includes networking meetings, training events and practical days.

The 2024 training event took place in Berlin under the banner of “Successfully Shaping Change Management”.

Three participants took part in the High Potential Program in 2024. The program lasts three years.



Management development

Following the Management Development program, Hevert had a new focus in management development in 2024. Hevert is currently undergoing a cultural change with regard to employee management. Driven by the external conditions in the past four years, new forms of collaboration have developed. Whereas previously the management and communication style was mostly traditional, managers now face a wide range of different working models, from full-time presence to hybrid forms to dispersed management. These various models need to be organized and a new management culture developed on the basis of the existing management model. In this context, the heads of department of hybrid and remote teams were given training on specific topic areas of “Remote management” in several online compact courses.

- **Module 1:** Situational management of hybrid teams
- **Module 2:** Handling difficult management situations remotely
- **Module 3:** Successfully conducting online meetings
- **Module 4:** Self-organization as a hybrid manager and involving employees – including remotely

The participants discussed their role as managers of hybrid teams and learned the key situational and topic-appropriate techniques to better meet the needs of responsible management in the balancing act of remote and in-person management.

This year, 19 managers were trained in the above topics.

2.7 IDEA MANAGEMENT

At Hevert, independent thinking is not only allowed but explicitly encouraged. Hevert’s ideas management system enables employees to make a contribution to the company’s ongoing development by submitting ideas and suggestions for improvements.

Ideas and suggestions for improvement were submitted using a ticket system in 2024. Employees were supposed to describe the current status of a project with potential for improvement, define the desired situation, and explain how to achieve it. An ideas manager then passed the proposal on to those in charge so that they could assess it and potentially implemented it. Successfully implemented ideas were funded through the Ideas Management work group.

20 ideas were submitted in 2024. Some of these proposals were successfully implemented, thereby improving procedures and contributing to the company’s ongoing development. They focused on issues such as safety, modernization, savings, environmental protection, and employee benefits. Some of the ideas submitted are still being examined by the respective departments.

3 QUALITY IS OUR FORMULA



Quality is the reason for Hevert's success. Hevert preparations work naturally, are of high quality, and have very few side effects.

The regulatory framework requires that all pharmaceutical companies in Germany meet high quality standards to ensure efficacy and safety for patients. Hevert also applies these high standards to dietary supplements.

Hevert products stand for the highest standards in quality. From organic plants from the company's own medicinal plant field to the finished preparation, the ambition to deliver the highest possible "Made in Germany" quality runs throughout the company, and is reflected in its mission statement "Quality is our formula".

Hevert has been a partner of the "Rhineland-Palatinate Gold" campaign since 2024.

To strengthen Rhineland-Palatinate as a business location, Hevert will be working with the Rhineland-Palatinate Ministry of Economic Affairs, Transport, Agriculture and Viticulture (MWVLW) and other well-known regional companies.

Hevert's standards in Quality, Adaptability, and Innovation were decisive in being accepted into the Gold program.

Product quality at Hevert is not least thanks to ongoing research and development, both in-house and with the assistance of external partners. Research and development should contribute to the safety and optimal effectiveness of preparations to benefit patients worldwide.

Markenpartner von

**Rheinland-^{Gold}
Pfalz**

3.1 CUSTOMER HEALTH AND SAFETY



The safety of Hevert medicinal products is initially examined by the Federal Institute for Drugs and Medical Devices (BfArM) as part of the marketing authorization procedure. After marketing authorization is granted, the company's pharmacovigilance² system ensures continued drug safety. All incoming side effect reports are entered in a database and assessed by experts. In addition, the scientific literature is regularly reviewed for risks associated with the active ingredients used by Hevert. This information is then used to generate the current risk-benefit assessment for each individual medicinal product. This can also lead to changes in the product information, such as directions for use or the inclusion of potential side effects. The number of side effect reports is low in light of the number of packs sold (fewer than 100 reports per year), and very few of them involve serious side effects, such as allergic reactions.

The labeling of medicinal products is governed by the Arzneimittelgesetz (AMG – German Medicines Act). This is specifically regulated by section 10 AMG, and includes rules for the naming, composition, expiry date, and sales classification (e.g. “pharmacy only” for medicinal products that are only permitted to be sold in pharmacies). The statement that medicinal products are to be kept out of the reach of children is also mandatory. Any special precautions for disposing of unused medicinal products or other special precautions to prevent risks to the environment must be listed in accordance with the German Medicines Act. However, such notes are not required for homeopathic medicinal products due to the low concentrations of the substances involved. (417-1)

Hevert also increasingly sells dietary supplements that must be labeled in accordance with the applicable regulations in order to protect consumers. The legal basis for this labeling is EU Regulation No. 1169/2011, known in Germany as the Food Information Regulation (LMIV). It contains an obligation for manufacturers to provide information such as details of ingredients, coverage of daily nutritional requirements, ingredients with an allergy risk, and the best before date. The same stipulations for the labeling of dietary supplements have thus been in place throughout the EU since 2014. (417-1)

With just a few exceptions, the Hevert range enjoyed good market availability in 2024. Only Hepatos Mariendisteldragees were unavailable for delivery for a long time, as these were affected by a change in the contract manufacturer and a change of formula.

Hevert's Quality Management department acts as a service provider for all departments and offers assistance with the structuring of workflows and their monitoring. Preparing and supporting authority and customer audits as well as eliminating defects identified therein are very important annual activities. For instance, every two years an inspection by the local supervisory authority determines whether processes, requirements and guidelines satisfy standards. In addition to the German authorities, inspections by the US Food and Drug Administration (FDA) have played a key role since 2017. Along with the internal audits regularly performed by the quality management team (self-inspections) and audits by customers, this constitutes a tight-knit network that guarantees product safety and process compliance with statutory requirements. (416-2)

² An umbrella term for all activities associated with monitoring the safety of medicinal products.

3.2 PRODUCT IMPROVEMENTS AND LAUNCHES

The naturopathy and vitamin expert Hevert-Arzneimittel produces preparations mainly in Germany and in some cases in neighboring countries, and markets them as pharmacy-only products. Continuous product improvement in the form of alternative, innovative dosage forms or new active ingredient compositions is intended to promote long-term customer retention and attract new customers to the quality of Hevert preparations. New product launches supplement Hevert's range with preparations that are in keeping with Hevert's philosophy and meet customers' needs. These developments are carried out by the in-house "Research and Development" and "Business Development" departments.



Vitamin C Hevert 500 mg buffered was launched in January. This adds an innovative Vitamin C preparation to the range of vital substances, whose status as a "buffered" vitamin means it is particularly gentle on the stomach. Standard Vitamin C products very often cause stomach problems. Vitamin C is not only important for the immune system, it also contributes to the formation of collagen in the skin and cells.

This was followed in May 2024 by **Omega 3 Hevert pflanzlich**, which is extracted from sustainably cultivated algae rather than from fish oil, as is the case with normal Omega 3 preparations, and thus helps preserve the world's oceans. Unlike fish oil, Omega 3 Hevert pflanzlich is also tasteless and is free of harmful substances and heavy metals. Most people's diets are too high in Omega 6 fatty acids and too low in Omega 3 fatty acids. Food supplements can play a key role here. Omega 3 fatty acids are particularly important for good heart function, brain performance, and vision.



Vitamin B Complete Hevert was optimized in July and marketed as **Vitamin B Complete Hevert All-in-One** with an improved formula. Just 1 capsule a day offers the most convenient way to take all 8 B vitamins and the 4 bioactive vitaminoids choline, betaine, inositol and PABA – providing more energy and strong nerves.



In September, we were able to add the first vegan Vitamin D3 supplement to our range. **Vitamin D3 K2 Hevert Bioactive Oil** contains Vitamin D from pine phytosterols and Vitamin K2 as menaquinone MK-7 all-trans for optimum biological activity. The oil also ensures very good absorption and utilization, and can be dosed completely individually.



Further formula optimizations followed in November with the **Vitamin D3 K2 Hevert plus Calcium and Magnesium** supplements (with 1000 IU, 2000 IU or 4000 IU Vitamin D) and **Vitamin D3 Hevert 2000 IU Immune Active**. Vitamin D3 K2 Hevert plus Calcium and Magnesium is the

perfect basic nutrition for bones and muscles, particularly in people over the age of 30, as bone density starts to thin at this age. Vitamin D3 Hevert 2000 IU Immune Active contains Vitamin D, Vitamin C, Zinc, and Selenium, as well as beta-glucan and aronia berry. As the name suggests, the product is an immune system activator whose vital substances ensure a healthy immune system.





The crowning glory of the year was **Vitamin D3 Hevert Osteo Pro**, which was specially developed for women during and after the menopause and as a supplement for people at risk of osteoporosis. It contains 1000 to 2000 IU Vitamin D3 per day, Vitamin K2, Calcium and Magnesium as well as Silicon, and therefore offers a superior formulation to its competitors, as is the case with many Hevert products.

The greatest wealth is health. With these strong new launches in 2024, Hevert-Arzneimittel is not only securing its market position as a naturopathy and vitamin expert, but also offering people Hevert preparations for sustainable health.



3.3 DEDICATED TO NATUROPATHY

Hevert campaigns for the preservation of the greatest possible therapeutic diversity and quality of products and active ingredients, not only within its own company but across the whole naturopathic medicine market. As part of this, the company works for naturopathy-friendly regulatory conditions as well as the recognition and acceptance of naturopathic medicines.

3.3.1 Research at Hevert-Arzneimittel

In the area of basic research, Hevert plays an essential role in obtaining new findings while providing a solid scientific foundation for homeopathy and naturopathy by funding research institutes. The company's commitment to basic research continued in 2024 despite limited staff resources.

Basic research

Hevert plays an important role in obtaining new findings while providing a solid scientific foundation for homeopathy and naturopathy by funding research institutes.

- **Homeopathic combination remedy project**

This project aims to determine how each ingredient works in a combination homeopathic remedy. Specifically, the project is investigating the medicinal ingredients of the medicinal product Sinusitis Hevert. After a pilot study analyzing the crystallization patterns of various medicinal ingredients in different potencies in terms of their pattern formation and differentiability, further trials were conducted to examine the influences on pattern formation depending on the number of shakes when potentizing and the interaction of combined medicinal ingredients. There have now been three publications on these trials (Kokornaczyk M. O. et al. 2019; 2020; 2023). Another publication on the combination of potentized plant- and mineral-based medicinal ingredients is currently being prepared.

- **Research funding**

Innovation starts in the mind and requires commitment, will, and courage to implement it. However, new approaches and ideas often lack recognition. Since 2006, the Dr. Wolfgang Hevert Prize – now funded by the Hevert Foundation – has therefore been awarded for new ventures in naturopathy every two years. It comes with a grant of EUR 10,000.



Representatives of the expert jury and the Hevert Foundation award the winner the Dr. Wolfgang Hevert Prize, with its grant of 10,000 euros, at the award celebrations during the conference in Essen.



Dr. med. Maximilian Storz, Internist and Scientist at the University Hospital Freiburg, receives the 2024 Dr. Wolfgang Hevert Prize with its grant of 10,000 euros.

On November 16 2024, the Dr. Wolfgang Hevert Prize was awarded for the ninth time under the motto "Thinking holistically about health". Dr. med. Maximilian Storz received the esteemed grant at the award celebrations at the Hevert conference for naturopathy in Essen. The internist and scientist at the University Hospital Freiburg impressed the expert jury with his planned study on the "Validation of a German version of the LAKE score for assessing the dietary influence of various diets on the acid-base balance".

→ www.hevert-foundation.org

- **Study on post-COVID syndrome therapy**

In 2021, Hevert was asked to be a partner in a university-led, post-COVID syndrome clinical study in which high-dose B vitamins were to be used as part of the treatment. Given the health relevance of the topic, Hevert has supported this research project ever since. The two-phase clinical efficacy study is being conducted to the highest standards and will last for multiple years. It is funded by the Federal Ministry for Education and Research (PreVitaCOV-Study). The first phase of the project was completed in 2024 – the publication of the results is still pending.

Post-COVID syndrome, describes the long-term health effects resulting from an acute infection with the coronavirus Sars-CoV-2 over a period of at least three months. The most common symptoms include tiredness, fatigue and limited resilience, shortness of breath, concentration and memory problems, sleep disruption, and muscle weakness and pain.

- **Support for basic research initiatives (102-12)**

Hevert-Arzneimittel and the Hevert Foundation support various initiatives and institutions engaging in homeopathic basic research. The goal is to firmly establish homeopathy as a scientific treatment approach and to further expand the company's homeopathy expertise. For example, Hevert is actively involved with the Homeopathy Research Institute (HRI) in London and Witten/Herdecke University (see 3.3.1).

The HRI is an innovative, international foundation. Its goal is to promote high-quality scientific research in the field of homeopathy. The founder is the physicist Dr. Alexander Tournier, who previously worked as an independent researcher for Cancer Research UK. Together with the HRI and using the methods available, scientists, physicians, and homeopaths searched for answers to questions such as: How does homeopathy work? Which illnesses can be treated with homeopathy?



3.3.2 External cooperation and funding partners

Financial assistance, funding, and active participation in the following institutions characterize the commitment of Hevert-Arzneimittel:

Scientific Society for Homeopathy (WissHom)

The Hevert Foundation has been an institutional member of WissHom since 2016 and maintains regular dialog with the society. In November 2024, the 24rd International Coethen Exchange of Experience (ICE 24) was held. This scientific congress focused on the topic of “Passing on experience – promoting young talent”. (102-12, 102-13)

→ www.wisshom.de

Karl and Veronica Carstens Foundation

Hevert-Arzneimittel has supported the Karl and Veronica Carstens Foundation (Karl und Veronica Carstens-Stiftung) and the associated Association for the Promotion of Nature and Medicine (Fördergemeinschaft Natur und Medizin e.V.) for many years. The Foundation’s aims are primarily implemented by funding naturopathy and homeopathy research and its publication as well as the training and continued education of physicians and other health care practitioners. (102-12)

→ www.carstens-stiftung.de

Academy of Human Medicine

Hevert-Arzneimittel has cooperated with the Academy of Human Medicine (Akademie für menschliche Medizin GmbH) founded by Professor Jörg Spitz for a number of years now. Professor Spitz’s work mainly focuses on disease prevention. He is known for his work on vitamin D, where he works in close cooperation with Hevert. (102-12)

→ www.spitzen-praevention.com

Association for Complex Homeopathy (FAKOM e.V.)

The goals of FAKOM e.V. (Fachgesellschaft für Komplexhomöopathie e.V.) include the preservation of treatment diversity and duality through complex homeopathy in the state-of-the-art health care system, the interdisciplinary and complementary sharing of information between various therapeutic users from medicine and naturopathy, and support for scientific and clinical projects. Hevert takes part in member meetings and supports the “Natürlich wirken” initiative, which seeks to communicate the benefits of complex homeopathy through storytelling in articles and videos on social media. To raise awareness of complex homeopathy among the general public, FAKOM commissioned a media agency in 2023 to publish articles on complex homeopathy in consumer media. It was Hevert-Arzneimittel that made contact with the agency. The campaign started in 2024 and lasted until 2025.

→ www.fakom.de

→ www.natuerlichwirken.de

3.3.3 Active association work in complementary medicine (102-13)

ECHAMP

Managing Director Mathias Hevert was a member of the Board of Management of the European Coalition on Homeopathic & Anthroposophic Medicinal Products (ECHAMP) until the end of 2024. ECHAMP advocates for the marketability of homeopathic and anthroposophic medicinal products at EU level. As well as helping to revise the Directive 2001/83/EC regarding the regulation of medicinal products, the association's work in 2024 focused on its reorganization, as one of the two main funding members announced his departure at the end of 2024. With the support of Hevert-Arzneimittel, the association management company Political Intelligence Home - Political Intelligence was consulted, and the management of the association was passed this company from January 2025 with the approval of the ECHAMP general meeting. At the same time, a new executive board was elected, consisting of regulatory affairs specialists from the member companies.

→ www.echamp.eu

Academy of Science in Homeopathy

The Hevert Foundation supports the Academy (Akademie Wissenschaftliche Homöopathie e.V.) by promoting the exchange of information between scientists in the areas of basic and clinical research. The Hevert Foundation is also supporting the development of a "Digital Academy for Scientific Homeopathy" concept and its implementation at events such as "Science meets homeopathy."

Scientists, physicians, and health care practitioners from various countries work together at the Academy, which promotes integrative homeopathy research and public information, e.g. in the form of a podcast series. It is a non-profit organization committed to the advancement of knowledge and fair scientific cooperation in health care. It also aims to provide holders of political offices with easy access to scientific homeopathy findings.

Hufeland Society

Hevert-Arzneimittel is represented in the medicinal product commission, the company forum and the general meeting of the Hufeland Society (Hufelandgesellschaft e.V.). The Hufeland Society is the umbrella organization of the medical associations for naturopathy and complementary medicine in Germany and represents the interests of more than 60,000 physicians. Its objective is to achieve the comprehensive integration of complementary medicine in the health care system.

→ www.hufelandgesellschaft.de



ECHAMP general meeting



4 WE LOVE NATURE



As an expert in naturopathy, Hevert-Arzneimittel sees conservation and environmentally sustainable business practices not just as a theoretical concern, but also as a key part of its corporate culture. (103-1)

Manufacturing products always involves consequences for the environment. A responsible approach to this impact is at the heart of Hevert's environmental policy. The aim is not merely to reduce Hevert's environmental impact but also to make a positive contribution to the environment and society. Hevert-Arzneimittel continuously enhances its environmental management with a view to improving environmentally relevant operational processes. (103-2)

The internal and external communication of environmental issues plays a key role in the implementation and assessment of environmental management procedures, which is why it is especially important to Hevert. (103-3)

To raise awareness of eco-friendly behavior, our environment tips are published on the company Intranet under the motto "Living in harmony with nature". In 2024, articles were published on topics including Solar Package I, saving energy when working from home, and fine dust pollution caused by New Year's Eve fireworks. As of 2024, these environment tips have been integrated into the areas of corporate social responsibility (CSR team) and form part of our internal CSR communications at Hevert.

All employees can participate in decision-making processes concerning the environment through the CSR and Ideas Management work groups.

Hevert employees have been surfing sustainably with the search engine Ecosia since 2019. Ecosia invests 80% of its profits in worldwide reforestation programs. The search engine is pre-installed as the standard search engine on all Hevert computers, making it another small part of the family-run company's sustainability concept. More than 23,000 Hevert searches meant that 468 trees were planted in 2024. Every employee can see their personal contribution on an individual counter. (304-2)

As in previous years, there have been no environmental fines or criminal proceedings against the company in 2024. (307-1)



4.1 MATERIALS



Grape harvest on the Nussbaum's Sonnenberg hill.

Hevert-Arzneimittel uses a large number of raw materials, supplies and packaging materials for its preparations. Approximately 25 grams of raw materials are used in each piece of packaging produced. Hevert is continuously optimizing its business and manufacturing processes in order to lower its resource consumption, particularly with regard to packaging. Although possibilities for using recycled materials are very limited due to the strict requirements placed on the pharmaceutical industry, Hevert is committed to using environmentally friendly raw materials. (301-1)

In 2017, Hevert initiated an organic certification process for its own medicinal plant field and for vineyard cultivation at its headquarters in Nussbaum. In 2021, the cultivation of medicinal plants and the production of grapes and their processing into wine were organically certified in accordance with Regulation (EC) No. 834/2007. Compliance with the requirements of the regulation is regularly inspected by the resource protection control body Gesellschaft für Ressourcenschutz.

2024 saw the tenth anniversary of the start of the company's in-house cultivation of medicinal plants. Every year since then, up to a ton of fresh plants are processed into mother tinctures, which are used as the starting materials for making medicinal products. Hevert can now cover half of its annual requirements for fresh plants from its own cultivation of medicinal plants. The other half is sourced via contract farming.

Throughout the anniversary year and during their blossoming period, individual medicinal plants were shown in social media posts, giving end consumers and experts a thorough overview of the Hevert medicinal plants, how they are cultivated, and their effect. (102-43)

Where possible, Hevert-Arzneimittel seeks to use sustainable raw materials for manufacturing its preparations. For example, the company endeavors to avoid palm oil in the manufacture of its preparations.

Since 2020, Hevert-Arzneimittel has only used sunflower-oil-based magnesium stearate in its own production at its Nussbaum site. Hevert preparations that are produced by contract manufacturers will also be gradually switched to palm-oil-free magnesium stearate. For several years now, our mother tinctures have been produced using organic alcohol 96% Ph. Eur., which is extracted from special wheat cultures. Once fermented, distilled and rectified it meets all pharmaceutical standards of conventional alcohol. The only difference is how the wheat is grown: Absolutely no genetically modified organisms, pesticides or highly soluble mineral fertilizers are used; consequently, with its environmentally friendly procurement policy, Hevert is protecting the environment at the point of production. (301-1)

Hevert takes responsibility for its retail and transport packaging in accordance with the German Packaging Act. (301-1)

To reduce its consumption of resources, Hevert aims to use environmentally friendly raw materials as much as possible in secondary packaging. Due to supply difficulties, not all – like in the previous year – but nonetheless a large portion of the paper used for the outer boxes and packaging inserts of medicinal products was FSC®-certified in 2024. FSC, which stands for “Forest Stewardship Council®,” is an international certification system for sustainable forestry. Hevert will continue to step up its use of FSC®-certified paper. (304-2)

Returned products are not recycled. (301-3) In line with statutory regulations, all products returned by customers are disposed of by pharmacies. Products returned by wholesale customers are appraised according to quality criteria. If the goods are deemed to be saleable, they are returned to sales. Returns with quality defects are destroyed. Where possible, usable dietary supplements are made available to employees. In order to reduce the volume of products being destroyed to the greatest possible extent.

With its organically certified in-house cultivation, Hevert covers half of its requirements for fresh plants.

4.2 ENERGY

Hevert endeavors to demonstrate its clear commitment to environmental protection through specific energy efficiency measures and the use of renewable energies.

In addition to using 100% green power, Hevert has generated solar energy in-house since 2006. A photovoltaic installation on the roof of the company headquarters in Nussbaum was supplemented by a second system on the roof of the Hevert Daycare Center in 2019. Together, they feed over 150 gigajoules (GJ) of green power into the public power grid every year. (302-1).

In 2024, some 9,530 GJ of power and heat were consumed. As such, consumption has risen just less than half a percentage point compared to the previous year.

Energy consumption in 2024 (5,687 GJ) rose by 2.8% compared to the previous year 2023 (5,535 GJ). The electricity consumption rates are shown in figures 11 and 12 in section 7.2.

Following the relatively high increase in gas consumption in 2023, this fell by 9% in 2024. The gas consumption rates are shown in figures 13, 14 and 15 in section 7.2. (302-1)

To reduce energy consumption and save resources, Hevert has been successively switching all lighting systems to LED since 2014. While the saving in 2022 as a result of the switchover amounted to 144 GJ, a total of 162 GJ of electricity was saved in 2023. Since 2023, there have been no further switchovers, although additional LED lighting systems are planned for the coming year 2025. (302-4)



The photovoltaic installation on the roof of the company headquarters in Nussbaum

4.3 WATER

Water is required for the production of medicinal products. For this reason, responsible use of water resources is also a focus at Hevert. After it goes through the production cycle, water is therefore subjected to a special processing treatment. The proper disposal of residual medicinal products and chemicals also plays a key role. Drug substances and chemicals are separated into designated containers and properly destroyed by a specialist disposal service.

Water consumption at Hevert-Arzneimittel does not adversely affect water sources (running water, groundwater, lakes, or the like). In addition to saving water in the bathrooms (by using sinks with flow reducers, water-saving toilet handles, etc.), Hevert aims to reduce the water footprint of everyday goods by implementing the following measures:

- All employees have been supplied with work clothing in organic quality since 2016 and Veja brand shoes made of organic materials since 2021, the production of which requires less material, chemicals, and water.
- Seasonal, regionally sourced organic fruit is available to employees every day.
- Organic vegetables grown in a dedicated field have been made available to employees since 2019.
- Hevert offers employees at all sites the option of properly disposing of defective cell phones, smartphones or tablets. This reduces the consumption of energy, water, and chemicals, and minimizes carbon emissions and waste.



In 2024, the water withdrawn from the municipal power supply decreased by 12% as against 2023. (303-1) The data included the production facilities as well as the administrative areas at both company locations in Rhineland-Palatinate.



4.4 BIODIVERSITY

Biodiversity is actively promoted. With the extensive park, vineyard, a blooming field of medicinal plants, and a pond, the grounds at the company's headquarters in Nussbaum are a perfect habitat for all sorts of insects.



In addition to the existing pond with its frogs, insect hotels were set up in 2016 at the locations in Rhineland-Palatinate and in the medicinal herb gardens of the Bad Sobernheim Outdoor Museum and Museum of Local History, which are jointly run by Hevert-Arzneimittel. The insect hotels offer native insects the protection that they have lost due to impositions on their natural habitats through road construction, agriculture, etc.

In the immediate vicinity of the well-visited insect hotel, two beehives were placed on the extensive Hevert park premises in Nussbaum. Hevert was able to harvest its own honey for the first time in 2017.

Insect hotels and beehives are actively presented to visitors in order to raise their awareness of insects dying out. Information on the issue is also communicated in brochures and via online channels.

Beekeeping, insect hotels, and a pond area are great additions to the environmental plan to stabilize the small ecosystem surrounding company headquarters. In addition, bees moved into their new home at the Berlin location in summer 2018. On average, the worker bees move within a radius of two kilometers, meaning they will gather pollen and nectar in Kreuzberg, Neukölln, Tempelhof and Schöneberg. As there is hardly any agriculture in cities, the honey of "urban bees" is not affected by pesticides. Another bee colony settled at our Berlin site in August 2024, which means that two colonies are now looked after by the non-profit "Stadtbienen GmbH".

In 2024, Stadtbienen GmbH also conducted a potentials analysis for our two sites in Bad Sobernheim and Nussbaum in order to increase the biodiversity at our company locations. Some measures are scheduled to be implemented in 2025.

The Nahe Valley is a habitat for a large number of plants and animals. The importance of regional conservation areas therefore must be noted in this context. All company locations in the area are located within the Soonwald-Nahe Nature Park. Some Hevert plots are part of protected habitats. A fauna and flora habitat area, "6212-303 Nahe Valley between Simmertal and Bad Kreuznach," is situated near Hevert's headquarters in Nussbaum. This is another good reason for Hevert's environmentally friendly business practices. (304-1)



Looked after by the non-profit "Stadtbienen gGmbH", two bee colonies can now set off from the environs of the Berlin office to collect pollen and nectar.

4.5 EMISSIONS

At Hevert, only indirect energy-related greenhouse gas emissions are produced. Other emission sources are currently irrelevant at Hevert. According to the electricity provider, no carbon dioxide is generated in the production of 100% green power (Germany-wide average: 380 g/kWh). (305-2)

In addition to reducing emissions of the greenhouse gas CO₂ by using a high percentage of renewable energies, Hevert lowered its emissions by switching lighting to LEDs and by offering e-bikes and two electric cars to be used by employees for work-related travel. Hevert also used electric mobility for outdoor work in its extensive park. An E-Gator has been used for this purpose since December 2019. (305-5)

Hevert-Arzneimittel has been using a heavy goods vehicle powered by natural gas for transportation between the sites in Bad Sobernheim and Nussbaum. (305-5)

Hevert employees can also lease electric cars, electric bikes, and conventional bicycles that they can use both professionally and personally under a gross deferred compensation scheme. Hevert hopes this will help its employees make the switch to environmentally friendly mobility. (305-5)

As a rule, business trips are to be made by public transit, and unnecessary travel is to be avoided, with meetings held via video calls and teleconferencing instead. However, in 2023 (with 193.25 t CO₂e), CO₂ consumption rose by 50% compared to 2022 (at 128.43 t CO₂e). This can be attributed to the fact that far more employees took part in the employee mobility survey, which means the result is more representative.

If it is not possible to use public transport, employees can use the Hevert company car fleet, which consists of very fuel-efficient models. The company cars in Hevert's fleet will gradually be replaced with electric cars. In order to drive as sustainably as possible, employees take part in eco-driving training. This driving technique can reduce long-term fuel consumption by 15–20% and cut accidents in half through anticipatory driving. Emissions from flights are calculated by natureOffice as part of the revalidation of the climate impact report and are offset by supporting recognized climate protection projects. (305-5)

Hevert appreciates the significance of every individual company doing its part to achieve the goals of the Paris Agreement. Hevert aims to contribute to climate protection by ensuring that its operations are climate-neutral.

In 2021, Hevert worked with the natureOffice climate protection agency to produce a climate impact report in accordance with the Greenhouse Gas Protocol (GHG) for the first time. After the revalidation of the climate impact report for 2021, Hevert could call itself a “climate-neutral company by way of carbon offsetting” for the first time in January 2022.

Since then, the climate impact report has been revalidated each year and the corporate carbon footprint (CCF) for the company calculated. The calculation of total emissions incorporates the results from GHG scopes 1, 2, and 3. Scope 3 includes category 1 (consumables, plant repairs/maintenance, events), category 3, category 4 (consumables) and categories 5–7.

A Hevert employee in front of the liquid natural gas truck



Whereas in 2022 Hevert emitted 4,931.24 t CO₂e, emissions in 2023 rose by 3.78% (186.16 t CO₂e) to 5,117.40 t CO₂e.

The lowest emissions recorded in 2023 were scope 3, category 9 emissions for the delivery of products (13.92 t CO₂e). This data point has been included in the climate impact report for the first time in 2023. As in the previous year, the highest emissions were those for the purchase of products and services in category 1 (3906.6 t CO₂e).

To ensure its continued climate neutrality, Hevert had to offset 1,472.29 t CO₂e for 2023. The company compensates for these unavoidable emissions by supporting climate protection projects in developing countries. Implementation in these countries is recommended in Article 12 of the Kyoto Protocol.

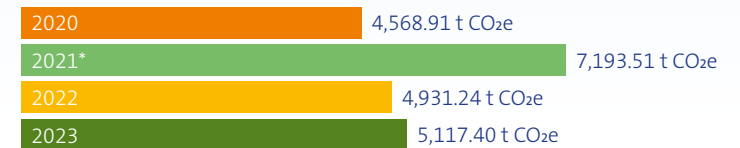
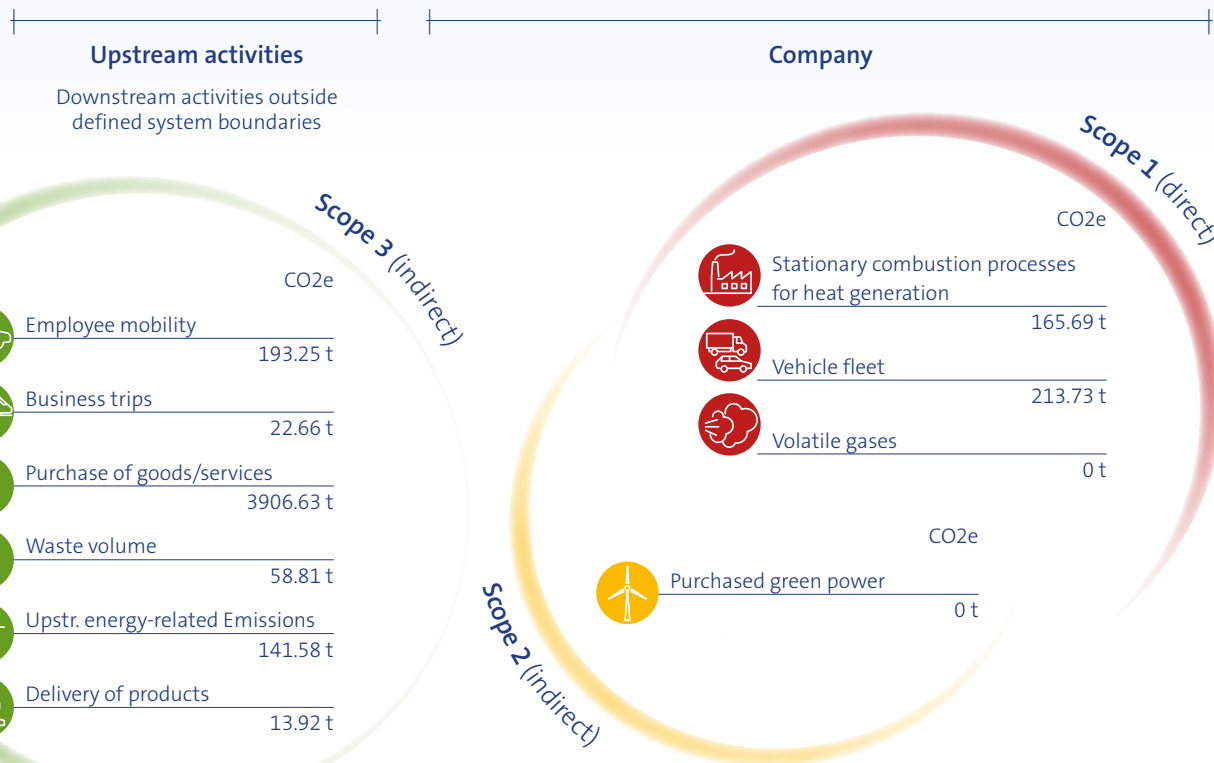
For 2023, Hevert is supporting the “PROJECT TOGO” reforestation project in Africa and the “Kemphole Mini Hydel Scheme” hydroelectric project in India.

A detailed overview of revalidation and offsetting since 2021 can be found here:

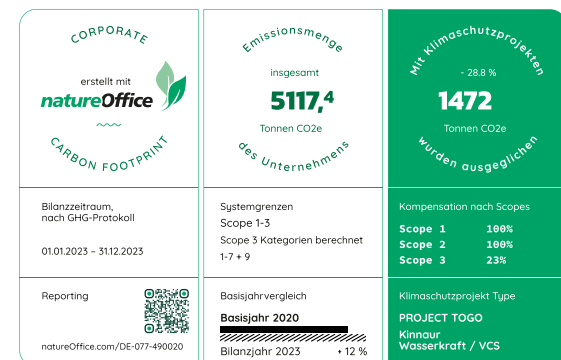
→ www.ecz.fyi/de/DE-077-490020

Reducing greenhouse gases remains an objective for Hevert in its efforts to implement sustainable business practices. It therefore commissioned natureOffice with the revalidation and CCF accounting again for 2024.

Hevert climate impact report 2023



*The increase in emissions in 2021 is the result of improved data provision.



4.6 EFFLUENTS AND WASTE

Wastewater is fed into the communal sewerage system. The reduced water consumption in 2024 also meant that the wastewater volume decreased by 7%. (306-1)

Waste is properly disposed of by a regional service provider. Since 2020, Hevert's waste quantity accounting has become much more precise, as the waste components are now weighed on-site before every collection. Previously, some waste was calculated in cubic meters and converted into kilograms for reporting purposes, which caused inaccuracies in data.

Company waste can largely be sent for reuse or recycling. Biodegradable waste is generally used to generate biogas. Only medicinal product and solvent waste as well as waste with hazardous components have to be destroyed. (306-2)

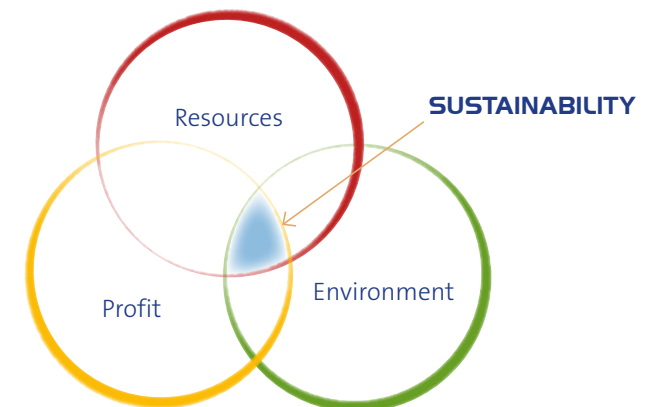
The total waste volume rose by 12% year-on-year in 2024.

4.7 SUSTAINABLE PROCUREMENT

The selective purchasing of sustainably produced goods protects nature and the environment – because conservation begins with the producer. However, the purchase costs of these sustainably manufactured products are higher than those of conventional goods and therefore increase the manufacturing costs of the Hevert products. The family business consciously accepts this competitive disadvantage. (102-15)

Since the beginning, Hevert has worked with a broad network of selected partners with whom we have, for the most part, maintained long-term relationships. Whenever possible, Hevert relies on regional partners. Hevert seeks out partners based not only on their professional expertise, but also on their environmental and social standards and for existing partners encourages their orientation towards sustainability. Since the CSRD came into effect, ever more companies are subject to reporting obligations, which means improved transparency when it comes to procurement, and makes it easier to find suitable partners. Examples include promoting certification such as that of the Forest Stewardship Council® (FSC®) and supporting the “PROJECT TOGO” and “Kinnaur Hydroelectric” compensation projects.

Another aspect is the requirement to supply controlled, organically farmed products (see also 4.1 Materials). The ethical standards of the partner, such as the exclusion of biopiracy or child labor, even in preliminary products, are examined by Hevert. This way the company positively influences the purchasing behavior of its partners, supports them in their efforts to practice sustainability and paves the way for other environmentally conscious companies.





5 WE LIVE PARTNERSHIP

Our dealings with our customers and partners are characterized by honesty, loyalty, friendliness and responsible behavior. Together with its partners, Hevert aims to live up to its promise of sustainability.



5.1 COMPLIANCE AND INTEGRITY

Actions speak louder than words. The impression made by a company is more intensive and sustainable than the effect of communicative measures.

At Hevert, the term corporate compliance refers to the entirety of all measures that are the basis for the rule-compliant behavior of the company, its organizational members, and its employees regarding all legal requirements and prohibitions. Furthermore, entrepreneurial behavior should meet all social guidelines and values, morals and ethics.

Hevert-Arzneimittel strives to successfully compete on the basis of expertise, quality, and reliability. In this process, company-specific and legal regulations must be met. However, where other companies have to explicitly set out new rules, Hevert has been practicing them already:

- awareness of and compliance with applicable laws and regulations
- respectful and inclusive interactions with colleagues, customers, and partners
- active commitment to environmental preservation and the sustainable use of resources

Hevert-Arzneimittel invites all employees to use the necessary sources of information and offers consultation to prevent violations of laws and regulations.

There were no cases of non-compliance with laws or regulations in the social and commercial area in the reporting period. (419-1)

5.1.1 Transparency is the top priority in the pharmaceutical industry

Hevert stands for transparency, trustworthiness and reliability in the collaboration with healthcare practitioners, pharmacists, patients and other healthcare partners. The pharmaceutical industry is often publicly criticized of unduly influencing physicians and others in the healthcare industry. These practices do not stand a chance at Hevert, because integrity and a focus on professional dialog with various cooperating partners characterize the company's cooperation with external stakeholders and are a key factor in its success. (102-40, 102-42)

In this context, Hevert initiates and supports numerous events to promote the continuing education of physicians, natural practitioners, and pharmacy employees and facilitate the exchange of scientific information, among other things. Here, the company focuses on the professional discussion. Leisure activities are never the main focus, and at most serve to appropriately complement the respective events.

The principles of collaboration with our business partners are set out in the Mission Statement and can be viewed on the Hevert website by anyone.

“Small gifts keep a friendship alive” – everyone likes to get presents, and people often deserve them because they have gone above and beyond the call of duty. Such presents will remain possible at Hevert – provided they are reasonable. If employees want to give a gift, for example to a supplier's employee whose personal efforts made it possible to move up an important delivery, the gift has to be coordinated with the appropriate division director. There is a strict cap on the value of the gift. This procedure is governed by an internal policy. When receiving gifts, too, employees are required to inform their supervisor and division director and must decline the gift if the situation requires.

“Celebrate the parties as they come” – the rules for gifts also apply to social engagements. An invitation to lunch or dinner from a cooperating partner is generally no problem. However, invitations to luxury restaurants and hotels should always be examined to determine whether they are appropriate. If, in return, the employee feels obliged to provide the inviting party with services or information that they would not have otherwise received, the invitation should be declined. Again, in case of doubt, the supervisor should be consulted. Hevert hosts its guests in an appropriate setting. Luxury is avoided altogether. (102-17)



5.1.2 Internal reporting office in accordance with the Whistleblower Protection Act (Hinschg)

The German federal government's Whistleblower Protection Act (Hinschg) came into effect on July 2, 2023. Under this law, all companies with more than 50 employees in Germany are obliged to set up an “internal reporting office” that employees can contact confidentially if they wish to report violations of the law within the company. The internal reporting office is charged with receiving reports, checking their legitimacy, and initiating suitable follow-up measures in consultation with the Managing Directors. Confidentiality must be maintained at all times in the process.

In accordance with Section 14 (1) Hinschg, Hevert outsourced the establishment and operation of the reporting office to the external service provider bitbase Group. The reporting office was established in December 2023. The employees were informed of its establishment via internal communication channels and briefed on the background and how to use the reporting office in internal training courses.

Hevert cultivates an open and direct communication culture that helps ensure the committed and cooperative collaboration at the heart of Hevert's corporate culture.

Therefore, Hevert always calls on its employees first to seek direct communication with the person in question in the event of problems or misconduct. In the second step, managers and heads of department are available. The employee representative body can also be contacted as a trusted direct contact.

For situations in which this direct option for employees does not seem possible, Hevert employees can now also contact the reporting office anonymously – irrespective of whether it is violations of laws, of internal guidelines, or of the Hevert values system that are concerned. With the reporting office, it is possible to react immediately in the event of misconduct and avoid or at least minimize damage, without reporting employees having to reveal their identity or suffer disadvantages.

In 2024, no reports of law violations were received via the internal reporting office at Hevert. (102-44)

5.2 SERVICE PROVIDERS/SUPPLIERS

5.2.1 Supply chain

The availability of raw materials and goods in line with specifications and the performance of defined services are significant to the quality of Hevert's own performance, and therefore centrally important to customer safety. For this reason, Hevert places great emphasis on a comprehensive supplier management system with a focus on quality aspects. In so doing, Hevert must comply with the legal framework under section 11 of the German Regulation on the Manufacture of Medicinal Products and Active Pharmaceutical Ingredients (AMWHV).

Vendor management was optimized in 2024. Since collaborating with the new distribution partner PharmLog GmbH, orders and deliveries have been processed in a more agile manner and more efficiently. As of Spring 2024, the new partner has also been responsible for managing returns and complaints. This switch has brought about improved reliability and customer service for Hevert partners.



With the new packaging line, Hevert is investing in security of supply and demonstrating its commitment to the region as a whole.

In future, Hevert tablets will be packaged on the new packaging line at the Nussbaum production site. This investment was approved by the shareholders, Managing Directors, and Executive Committee in early 2024. The multi-million euro investment project will ensure both security of supply and the further development of the preparations manufactured in-house for the coming years. The expanded line is to be commissioned in 2025.

5.2.2 Vendor management

Hevert aims to purchase products or services for the manufacture, inspection or storage and distribution of its products only from qualified vendors. Accordingly, it has established a holistic, company-wide system for vendor qualification. As a basis for decisions on future cooperation with a potential GxP vendor, we evaluate regulatory (GxP) compliance as well as criteria relating to environmental management and corporate responsibility.

In the case of established GxP vendors, the evaluation must also take account of the quality of the goods supplied, the products manufactured or the services provided.

The vendor assessment is intended to serve as the basis for regular talks with the aim of achieving improvements in performance and ensuring a long-term working relationship with the best vendors.



5.2.3 Number of rated vendors

Cooperation with vendors is approved for a fixed period. Further orders after the end of this period are not permitted. They therefore undergo requalification with the Quality Management department before this period ends. The above-mentioned criteria are again requested here, among others, and the new assessment takes account of the changes in comparison to the prior qualification period and the fulfillment of the requirements per se.

In the 2024 financial year, Hevert-Arzneimittel worked with 80 approved and qualified GxP vendors.

Activities for vendor requalification also continued with the assistance of external providers. (102-9, 308-1, 414-1)

In Spring 2024, Hevert optimized its logistics strategy with a new distribution partner.



5.3 CUSTOMER SATISFACTION AND REPUTATION

In its customer communications, Hevert-Arzneimittel broadly differentiates three different target groups. The largest group is end users, followed by pharmacies (pharmacists and pharmaceutical-technical assistants) and healthcare practitioners (physicians and natural practitioners).

Within the company, support for these target groups is provided by different departments, which plan and conduct measures tailored individually to each target group. In this way, Hevert hopes to achieve a long-term increase in customer satisfaction. As part of customer care, services, regional and national events, and financial commitment at various levels, the company creates regular touch points for exchange, communication, and relationship management. (102-42, 102-43)

Reporting on customer satisfaction and activities to determine customer satisfaction also form part of the CSR process.

In order for the Hevert CSR and the CSR communication to be better focused on target groups, Hevert partners were surveyed about the Hevert CSR in 2024. The aim of the survey was to find out what Hevert partners know about the Hevert CSR and which CSR topics they are interested in.

The results showed that for over three-quarters of respondents (78%), Hevert CSR was of high (48%) to medium (30%) importance for the collaboration. Respondents were most interested in the topics of Nature and environmental protection, Employee satisfaction and development, Sustainability and climate neutrality, and Quality. Even though awareness of the CSR report is low, half (51%) of respondents feel sufficiently informed about Hevert CSR.

The results were incorporated into further CSR activities and corporate communication measures. (102-42)

Instead of issuing Christmas greetings, Hevert decided in 2008 to use Thanksgiving as an opportunity to thank customers and business partners for being such a pleasure to work with over the years. Ever since, this has taken the form of a fall greeting. Current events are always taken into account when selecting and shaping the theme. The Fall greeting in 2024 was dedicated to the three anniversaries of the year: Celebrating ten years of Marcus Hevert as a Managing Director, ten years cultivating our own medicinal plants, and ten years of the Hevert Daycare Center. (102-42, 102-43)

2024 was marked by no fewer than three ten-year anniversaries: Ten years of Marcus Hevert as a Managing Director, ten years of Hevert cultivating its own medicinal plants, and ten years of the Hevert Daycare Center.



5.3.1 Dialog with professionals



Modern, user-friendly, and responsive:
The Hevert website.

Dialog with physicians, natural practitioners, pharmacists, and pharmaceutical-technical assistants is particularly important to Hevert. Hevert maintains this dialog with a free hotline and a field service team that, in turn, remains in close contact with office sales staff and can quickly request additional information or clear up any questions. All contacts and topics of conversation, whether personal or on the phone, are documented in a customer relationship management (CRM) system. A CRM system is a software suite specifically tailored to customer relations management. Continuous entries make it possible to track issues that were of interest to the specific customer, that could be expanded upon, or that were indicated as unfulfilled wishes. All data protection regulations enjoy top priority. There were no substantiated complaints regarding breaches of data privacy or losses of customer data in the reporting period. (418-1)

With comprehensive service, information and professional development programs, Hevert helps physicians, natural practitioners and pharmacies to meet the growing demand of patients for naturopathic preparations. Hevert's specialist portal on the corporate website is a source of extensive information for customers, and helps professional clients to enhance their treatment and consultation knowledge. The content for experts such as pharmacists, pharmaceutical technical assistants, doctors, and natural practitioners is protected with a DocCheck login at fachkreise.hevert.com. (102-43)

→ fachkreise.hevert.com/login

A monthly newsletter to professionals provides news about Hevert supplements, the world of medicine, the Hevert Academy, and the company. (102-43)

Hevert Academy for Naturopathy

Since 2016, the Hevert Academy for Naturopathy has offered professionals (health care practitioners, pharmacists, and pharmaceutical-technical assistants) scientific training on key topics and the latest developments in the field of naturopathy. With practice-oriented offers, professional clients gain knowledge that can be applied immediately in holistic treatment and advice for their patients and customers. Hevert customers can thereby strengthen connections with their patients and experience tangible successes. In this way, Hevert-Arzneimittel contributes not only with its preparations but also with its professional development offers to maintaining therapeutic diversity in the context of integrative medicine.

The Hevert Academy offers various live event formats, including conferences and workshops for health care practitioners, symposia for pharmacists and pharmaceutical-technical assistants, and regional events for the entire pharmacy team. Customers who prefer to study at a place of their choice can select from a wide range of live online seminars and digital self-study content such as web-based training and specialist publications. Many of these courses are accredited. The Academy newsletter provides customers with information on the latest available courses.

An overview of all courses can be found at the online platform www.hevert-akademie.de. Events can be booked with just a few clicks, from online seminars to classroom-based events. Additionally, handouts are available to download, and recordings of online seminars can be accessed via the media library to listen to again or, in some cases, as a means of testing participants' learning progress.

→ www.hevert-akademie.de

5.3.2 Dialog with end users

Following the relaunch of the website in 2023, further optimizations were made in 2024 in terms of user experience and search options. Sub-pages were adapted and new ones added. The continuous development of the company website will continue to be driven forward in 2025.

Digital media

The wide variety of different topics at the naturopathy company Hevert-Arzneimittel is also reflected in the Hevert magazine. The magazine articles are therefore divided into the following categories:

- **“Hevert news”** provides news on Hevert preparations or from the family business, for example in press releases.
- **“Healthy all round”** provides information on holistic treatment and the prevention of illnesses.
- **“Living mindfully”** focuses on topics such as healthy eating, yoga, meditation, and dealing with stress.
- **“Active ingredients”** provides details on medicinal plants at Hevert, the cultivation of medicinal plants, and the herb garden.
- In **“Guest articles,”** experts from different fields report on their experiences with naturopathy and other related topics in interviews.
- In **“Naturopathy past and present,”** the pioneers of naturopathy and their treatment methods are presented. New developments in research, for example vitamin D for asthma or B vitamins, are also discussed.

→ www.hevert.com/de/de/magazin

All magazine articles and the various product guide pages are prepared by the Hevert team together with selected medical editors for the various stakeholders, from professionals to consumers to the press and the interested general public. (102-43)

“The greatest wealth is health.” Hevert wants its supplements to ensure that this sentence does not just remain a motto. Since December 2024, a monthly newsletter to end consumers has provided information and tips focusing on health and naturopathic topics such as Prevention, Nutrition, Natural living, and Substitution.

The news newsletter offers seasonal advice and includes articles from the Hevert Magazine offering high-quality and practical health tips. Register for the newsletter here:

→ www.hevert.com/de/de/newsletter

Hevert also aims to use its social media channels to provide information on the company in general and on holistic health and naturopathy and to enable a variety of treatments and inspire a dialog. All followers and users are invited to comment and enrich the conversation with ideas, suggestions, and criticisms.

With its employer branding content on LinkedIn, XING, and kununu, Hevert aims to attract potential applicants to job advertisements while also shining a spotlight on its corporate culture and Hevert CSR. (102-43)

All regulations concerning data protection also enjoy top priority in digital communication with end consumers. There were no substantiated complaints regarding breaches of data privacy or losses of customer data in the reporting period (418-1).

Regional events for end users

- **Hevert Organic & Regional Christmas Market**

Over the years, the annual Christmas Market that was first held in 2015 has become a successful event and a fixture of the Nahe Valley calendar. One of its main objectives is to contribute to the attractiveness of the Nahe region as a place to live and do business. The event was billed as the Organic & Regional Christmas Market for the first time in 2019. The company thus emphasized greater sustainability while at the same time focusing on organic products and impressively demonstrating its ties to the region.

The region's much-loved Christmas market took place again in 2024 under the motto "Organic & Regional". Visitors to the Hevert location in Nussbaum enjoyed culinary delights and a program of festive events. In addition, a bus shuttle was successfully implemented to improve accessibility and help protect the environment. (See also 5.4) (102-43)



5.3.3 Company tours

Hevert company tours

During 2024, eight groups were welcomed to the Nussbaum site as part of a company tour.

The aim of the company tours is to allow participants to get to know Hevert-Arzneimittel as a company and its Nussbaum production site a little better. Depending on the visitor group, specialist presentations on health care and naturopathy are also integrated into the events. The company tours are intended for professionals (pharmacists, pharmaceutical technical assistants, natural practitioners, doctors and associations) and consumers alike. Further tour dates are already planned in 2024. (102-43)

→ www.hevert-veranstaltungen.de/firmenfuehrungen



5.4 LOCAL COMMUNITIES AND SOCIAL COMMITMENT

Hevert would like to help those who are less fortunate to share in the company's success, and therefore takes social responsibility.

As the family-run company has always considered itself a strong partner in the Nahe region, Hevert has opted to distinguish between requests for donations and sponsorship from the immediate vicinity of the Hevert headquarters in Nussbaum (radius of less than 50 km) and those from elsewhere. The decision to support a request is not arbitrary but based on established criteria, both for regional requests and those from further afield.

5.4.1 Supraregional involvement

In 2024, the family-run company received 27 requests for donations and sponsorship from associations and organizations from all over Germany. The following criteria are used to assess such interregional requests:

- The socially disadvantaged should be helped.
- Will the request increase Hevert's national recognition?
- Does it relate to the industry, and is it in line with the Hevert Mission Statement?

The number of requests relating to the assessment criterion "help for the socially disadvantaged" is relatively low. Around a quarter of all requests deal with the support of socially disadvantaged groups of people in a wider sense. The share of requests concerning the pharmaceutical sector is lower still.

Helping social institutions and associations is at the heart of the charitable activities of the Hevert Foundation, which was established in 2015. In this short time, the Foundation has found firm partners that it works with closely and that receive long-term support. In making its selection, the established assessment criteria are also taken into account, and they are regularly met in full.

The family-run company also provided support for the following initiatives in 2024:

- **Cleaning rivers and oceans**

Through its involvement with everwave, Hevert supports the collection of trash in international waters, which sustainably minimizes pollution of the world's oceans. Everwave also has the ongoing objectives of engaging in dialog with authorities and politicians at the respective location, providing education and information, and implementing more environmentally friendly waste disposal methods. In Germany, everwave has created its own environmental kits that it provides to schools for educational purposes to teach children about marine conservation and recycling. See also 1.2.2.

As well as providing financial support in 2024, Hevert was also involved in everwave's social media campaign #notinourrivers. An image collage and a reel showing photos of Hevert employees helped to raise awareness about keeping the world's waterways free of plastic waste. Facts provided information and clarification about the current situation.

→ www.everwave.de

→ www.hevert-foundation.org





- **International aid for healthcare**

As a neutral, independent, and non-profit organization, humedica e.V. oversees healthcare projects in eastern Europe, particularly those countries in which basic medical care is unavailable because state health systems are underfunded and overstretched.

In 2024, Hevert donated products to the organization's projects in Romania and Albania.

Medical care in the mountainous region of Fushë-Arrëz in northern Albania is supported by a dedicated mobile clinic, an outpatient care service, and aid supplies. In Romania, medications are issued in a pharmacy for the poor to those who would not otherwise be able to afford them.



Donations of Hevert products to humedica have supported a pharmacy for the poor in Romania.

5.4.2 Regional involvement

Regionally, Hevert aims to increase the attractiveness of the Nahe region as a place to live and work, as well as enhancing regional awareness of Hevert-Arzneimittel and preserving the legacy of Emanuel Felke.

In 2024, the company received 24 requests for donations and sponsorship from the region, 10 of which it supported financially or with promotional items. A project has to satisfy certain criteria in order to be considered eligible:

- close proximity to the company headquarters (less than 50 km from the Nussbaum headquarters)
- increase in regional awareness
- preservation of the Felke legacy
- cost assessment (amount of internal staff and financial resources required to implement)
- consistency with the mission statement

Most requests come from institutions, associations, or other applicants in the immediate vicinity of the company headquarters. Unfortunately, hardly any requests relating to the preservation of the Felke heritage are received. Still today, a large number of the formulas upon which Hevert medicines are based were created in collaboration with students of the famous Pastor Emanuel Felke, one of the pioneers of naturopathy and the co-founder of complex homeopathy. Felke practiced for many years in Bad Sobernheim, not far from Hevert's current headquarters. The preservation of this personal heritage is therefore important to Hevert, and plays a role in the assessment of requests.

- **Hevert Cup 2024**

The Hevert Cup, the Hevert benefit soccer tournament, has been taking place biennially since 2010. Up to 20 company teams from the region line up against each other at the playing fields in Nussbaum to play together for a good cause. The total proceeds for the tournament are donated for social welfare projects in the region. In 2024, the Hevert Cup was held for the tenth time in a row under the motto “Kick for Elias”. The proceeds of 10,000 euros benefited twelve-year-old Elias and his family. Elias, who lives in Staudernheim, suffers from infantile cerebral palsy (ICP) with spastic diplegia. The donation will allow him to receive highly-specialized treatment at the ADELI Medical Center in Slovakia.

The winners of the tenth Hevert Cup:
The team from CK Claims Management, Bad Kreuznach



Elias Kaufmann (center, sitting) with his family and the Lützelsoon e.V. support association at the presentation of the check by Hevert Partners Sarah Hevert-Ernst (left), and Marcus and Mathias Hevert (1st and 2nd from right)

The family-run company also provided support for the following initiatives in 2024:

- **FeelGoodDay 2024**

In 2024, Bad Sobernheim hosted the FeelGoodDay for the first time. As a successor to the former Felke Health Day, it is a wide-ranging event focusing on health, wellness, fitness and enjoyment, and attracts visitors from across the region. Hevert supported the event with an information stand and provided advice about its vital substances.

- **Second international Hildegard Week 2024**

Under the motto “The Lifestyle, Music, and Spirituality of Hildegard von Bingen”, the second international Hildegard Week took place in Bad Kreuznach from September 14 – 19, 2024. Organized by the Scivitas Institute, presentations and workshops on the topics of theology and spirituality, art and music, lifestyle and medicine, as well as history and archeology were held for a diverse range of audiences. Hevert supported the event by providing financial support.

- **10 years of laughter for a good cause: Anniversary edition of “Kreuznach Laughs”**

Hevert was the sponsor of the anniversary edition of “Bad Kreuznach Lacht”. On June 8, 2024, the tenth edition of the charity show was held in the Nahetal-Arena in Bad Kreuznach, which has since become an established fixture in the region and is well-known nationally. Comedians from across the country take the stage for free. The proceeds are then donated to charitable organizations. In 2024, a total of more than 60,000 euros was donated.

6 GENERAL INFORMATION ON THE REPORT AND OUTLOOK FOR 2025



The sustainability report is prepared annually. The current report covers fiscal 2024 (January 1 – December 31, 2024) and adheres as closely as possible to the GRI reporting principles. (102-50, 102-52, 102-54)

Hevert will continue to assume its corporate social responsibility in 2025. The following measures are planned in the various CSR areas:

Social and regional commitment

- **Preparation of the Hevert corporate carbon footprint (CCF) climate impact report**

In order to calculate its corporate carbon footprint (CCF), Hevert will prepare its climate impact report together with natureOffice again in the coming year.

- **ESRS standard**

Following developments in the CSRD, the CSR team is planning to gradually replace the standard it has previously used for this report, the GRI standard, with the European standard (ESRS). The first step is scheduled to start with the preparation of the double materiality analysis this summer.

- **Employee survey**

Another employee satisfaction survey is planned by Hevert in 2025 in collaboration with the employee representative body.

- **25. International Coethen Exchange of Experience (ICE 25)**

Under the motto “Ways of finding homeopathic remedies”, the International Coethen Exchange of Experience hosted by the Scientific Society for Homeopathy (WissHom) will again be held from November 13 –15, 2025. Hevert plans to sponsor this conference again in 2025.

- **Donations for Gando**

Assistance will again be provided to the village of Gando in west Africa’s Burkina Faso in 2025.

→ www.kerefoundation.com

- **Involvement with everwave**

Our involvement with Everwave, which stretches back to 2022 (see Section 1.2.2), will be continued again in 2025.

The sustainability report has not been subject to an external audit. (102-56)

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(102-53)



7 ANNEX



7.1 GLOSSARY (alphabetical)

GxP: GxP is a summary term for all “good practice” guidelines which have particular significance in medicine, pharmacy, and pharmaceutical chemistry. The “G” stands for “Good” and the “P” for “Practice.” The “x” in the middle is replaced by the respective abbreviation for the specific application area, e.g. Good Manufacturing Practice (GMP).

Complementary medicine: Complementary medicine involves diagnostic or treatment procedures that are outside the mainstream of conventional medicine and that aim to complement conventional medicine. Complementary medicine differs from alternative medicine in that it does not aim to replace conventional medical procedures. Unlike alternative medicine, complementary medicine strives to achieve synergistic effects through the combination with conventional medicine.

Micronutrients: Micronutrients include some 45 vitamins, minerals, and trace elements as well as several thousand substances of plant origin (secondary phytochemicals).

Neural therapeutics: Neural therapeutics (nerve block agents) are substances used for local anesthesia, such as procaine. They are injected into or close to nerves to block the transmission of pain signals. This can sometimes result in long-term pain relief.

Peer review: A peer review is a method used in science to assess scientific works, including scientific publications in particular. Independent experts (peers or referees) from the same specialist field as the authors are used to assess the quality of the work.

Pharmacovigilance: An umbrella term for all activities associated with monitoring the safety of medicinal products or detecting and reducing drug risks in the clinical trials phase and after marketing authorization is granted.

Renewable energies: Unlike fossil fuels such as oil, coal and gas, renewable energies are forms of energy that do not use exhaustible resources. The increased use of renewable energies is an essential part of enhancing sustainability. Using solar, wind energy, water energy, bioenergy, or geothermal energy can reduce carbon emissions as well as dependence on fossil fuels. In Germany, laws are regularly adopted to promote the use of renewable energies and increase energy efficiency (including the Renewable Energies Act (EEG), the Renewable Energies Heating Act (EE-WärmeG) and the Energy Conservation Regulation (EnEV)).

Sustainable Development Goals: The Sustainable Development Goals (SDGs) for short, or Objectifs de développement durable in French, are political objectives issued by the United Nations that are intended to ensure sustainable development on an economic, social and environmental level. The goals were defined on the basis of the development process for the millennium development goals (MDGs) and took effect on January 1, 2016, for a term of 15 years (until 2030).

7.2 TABLES AND GRAPHICS

Fig.1 (section 2): Headcount development

	2022	2023	2024
Employees	204	196	189
Of which apprentices	8	10	9
Of which interns/student trainees	1	1	2
(102-7)			

Fig. 2 (section 2): New hires in 2024 by age

	Male ♂	Female ♀
Under 20 years of age	3	2
20 – 29 years of age	1	2
30 – 39 years of age	3	0
40 – 49 years of age	0	0
50 – 64 years of age	1	0
Total	8	4

Fig. 3 (section 2): Employees leaving the company in 2024 by age

	Male ♂	Female ♀
Under 20 years of age	3	0
20 – 29 years of age	0	3
30 – 39 years of age	3	3
40 – 49 years of age	0	2
50 – 64 years of age	6	3
Over 65 years of age	1	2
Total	13	13

Fig. 4 (section 2): Number of training sessions and participants in 2023

Subject area	Participants
GxP and Quality Management	53
Specification Documents	3014
IT	463
Finances	2
Mission Statement, Strategy, Organization	37
Marketing and Sales	5
Market Environment	1
Personnel	146
Products and Therapy	0
Training Matrix 2.0 (Induction)	164
Scientific and Regulatory Affairs	56
Seminars and Professional Development	14
Safety	468
Total	4423

Fig. 5 (section 2): The following divisions submitted ideas to Hevert's ideas management scheme

Subject area	2022	2023	2024
Company Services	5	4	9
National and International Sales	0	1	1
Marketing	0	1	1
Scientific and Regulatory Affairs	1	1	0
Supply Chain Management	3	2	1
Quality Unit	5	3	8
Managing Director(s)	0	0	0
Controlling	0	0	0
Process and Project Management	1	0	0

Fig. 6 (section 2): Ideas by subject area:

Subject area	2022	2023	2024
Safety, cleanliness, health	3	0	3
Work simplification, working conditions	4	1	4
Product/process quality, product ideas	3	2	0
Environmental protection	1	0	0
Energy, electricity, gas, compressed air, steam, fuels, process water	0	2	0
Employee satisfaction, motivation, social benefits, work atmosphere	3	2	9
Information, communication, customer satisfaction	1	2	4
Savings on raw materials, consumables and supplies	1	0	0
Savings in machines, plants, tools, systems, and production processes	0	1	0
Logistics	0	0	0
Organization, administration	2	1	0
Other	2	4	0

Fig. 7 (section 4): Use of retail packaging per pack

	2022	2023	2024
Glass [kg]	49341.89	42679.98	35104.19
Paper and cardboard packaging [kg]	64809.01	60235.78	64097.94
Plastic [kg]	8644.07	5304.80	4382.28
Other compounds [kg]	25799.62	21036.46	18991.06
Total [kg]	148594.59	129257.02	122575.47
Packages sold [units]*	2937538	2447126	2205968
Rate [kg/unit]	0.050	0.053	0.056

*This figure is the quantity sold in Germany as all weights of packing fractions are calculated in the table for packs sold

(301-1)

Fig. 8 (section 4): Total energy consumption

	2022	2023	2024
Electric power consumption [GJ]	5854	5535	5687
Gas consumption [GJ]	3158	3957	3843
Total consumption [GJ]	9012	9492	9530

*Conversion factor: 1 GJ $\approx$ 278 kWh

(302-1)

Fig. 9 (section 4): Annual power consumption per package produced

	2022	2023	2024
Electric power consumption [GJ]	5854	5535	5687
Packages produced [units]	2622887	2174230	2640741
Rate [GJ/unit]	0.0022	0.0025	0.0022

(302-3)

Fig. 10 (section 4): Annual power consumption per employee

	2022	2023	2024
Electric power consumption [GJ]	5854	5535	5687
Employees	185	196	189
Rate [GJ/employee]	31.64	28.24	30.1

(302-3)

Fig. 11 (section 4): Annual gas consumption per produced package

	2022	2023	2024
Gas consumption [GJ]	3158	3957	3843
Packages produced [units]	2622887	2174230	2640741
Rate [GJ/unit]	0.0012	0.0018	0.0015

(302-3)

Fig. 12 (section 4): Annual gas consumption per employee

	2022	2022	2024
Gas consumption [GJ]	3158	3158	3843
Employees	185	185	189
Rate [GJ/employee]	17.07	17.07	20.33
(302-3)			

Fig. 13 (section 4): Annual gas consumption per square meter

	2022	2023	2024
Gas consumption [GJ]	3158	3957	3848
Area [m²]	6900	4900	4900
Rate [GJ/m²]	0.458	0.807	0.785
(302-3)			

Fig. 14 (section 4): Total water consumption in megaliters

	2022	2023	2024
Nussbaum [MI]	5.250	5.018	3.874
Bad Sobernheim Eckweiler Str. [MI]	0.041	—	—
Bad Sobernheim Haystrasse [MI]	1.318	1.071	1.051
Total volume [MI]	6.609	6.089	5.162
(303-1)			

Fig. 15 (section 4): Wastewater in megaliters

	2022	2023	2024
Nussbaum [MI]	3.703	3.593	3.273
Bad Sobernheim Eckweiler Str. [MI]	0.037	—	—
Bad Sobernheim Haystrasse [MI]	1.186	0.964	0.946
Total volume [MI]	4.926	4.557	4.219
(306-1)			

Fig. 16 (section 4): Annual wastewater volume per package produced

	2022	2023	2024
Wastewater [MI]	4.926	4.557	4.219
Packages produced [units]	2622887	2174230	2640471
Rate [l/unit]	1.9	2.1	1.6
(306-1)			

Fig. 17 (section 4): Annual wastewater per employee

	2022	2023	2024
Wastewater [MI]	4.926	4.557	4.219
Employees	185	196	189
Rate [MI/employee]	0.026	0.023	0.022
(306-1)			

Fig. 18 (section 4): Key to waste types

Key to waste types	Waste classification according to the Europ. List of Wastes	2022[t]	2023[t]	2024[t]
150106	Mixed packaging	18.41	24.26	14.59
180109	Medicinal products, except those falling under 180108*	13.66	6.56	17.57
200101	Paper and cardboard	6.37	6.76	2.54
200201	Compostable waste	51.53	38.35	47.54
170202	Mixed glass	1.18	1.24	1.18
150102	Plastic packaging	0.63	1.57	0
150101	Paper and cardboard packaging	9.86	8.11	8.48
140603*	Other solvents and solvent mixtures	3.23	1.001	3.32
160507*	Used inorganic chemicals consisting of or containing hazardous materials	0	0.559	0
160508*	Used organic chemicals consisting of or containing hazardous materials	0	0.048	0
170107	Mixtures of concrete, bricks, tiles, etc.	0	0	0
170201	Wood	0	0	0.91
170204*	Glass, plastic and wood containing or contaminated with hazardous substances	2.49	0	2.97
170202	Construction and demolition waste: Glass	1.18	0	0
130205*	Waste oil	0	0	0.05
160601*	Lead-acid batteries	0	0	0
160604	Alkaline batteries	0	0	0.07
Total	All waste types	107.37	88.4	99.22

*Wastes from human or veterinary medical care or research
(306-2)

Fig. 19 (section 4): Annual quantity of waste per produced package

	2022	2023	2024
Waste quantity [t]	107.37	88.45	99.22
Packages produced [units]	2622887	2174230	2640471
Rate [g/unit]	40.93	40.68	37.58

Fig. 20 (section 4): Annual quantity of waste per employee

	2022	2023	2024
Waste quantity [t]	107.37	88.45	99.22
Employees	185	196	189
Rate [kg/employee]	580.38	451.28	524.97

(306-2)

Fig. 21 (section 5): Overview of events and professional development for professionals in 2024

Topic	Number of
Hevert specialist conferences for naturopathy	1
Hevert pharmacy symposia	1
Pharmaceutical technical assistant symposia	1
Regional pharmacy team events (with account management)	3
Scientific presentations	1
Online seminars	33

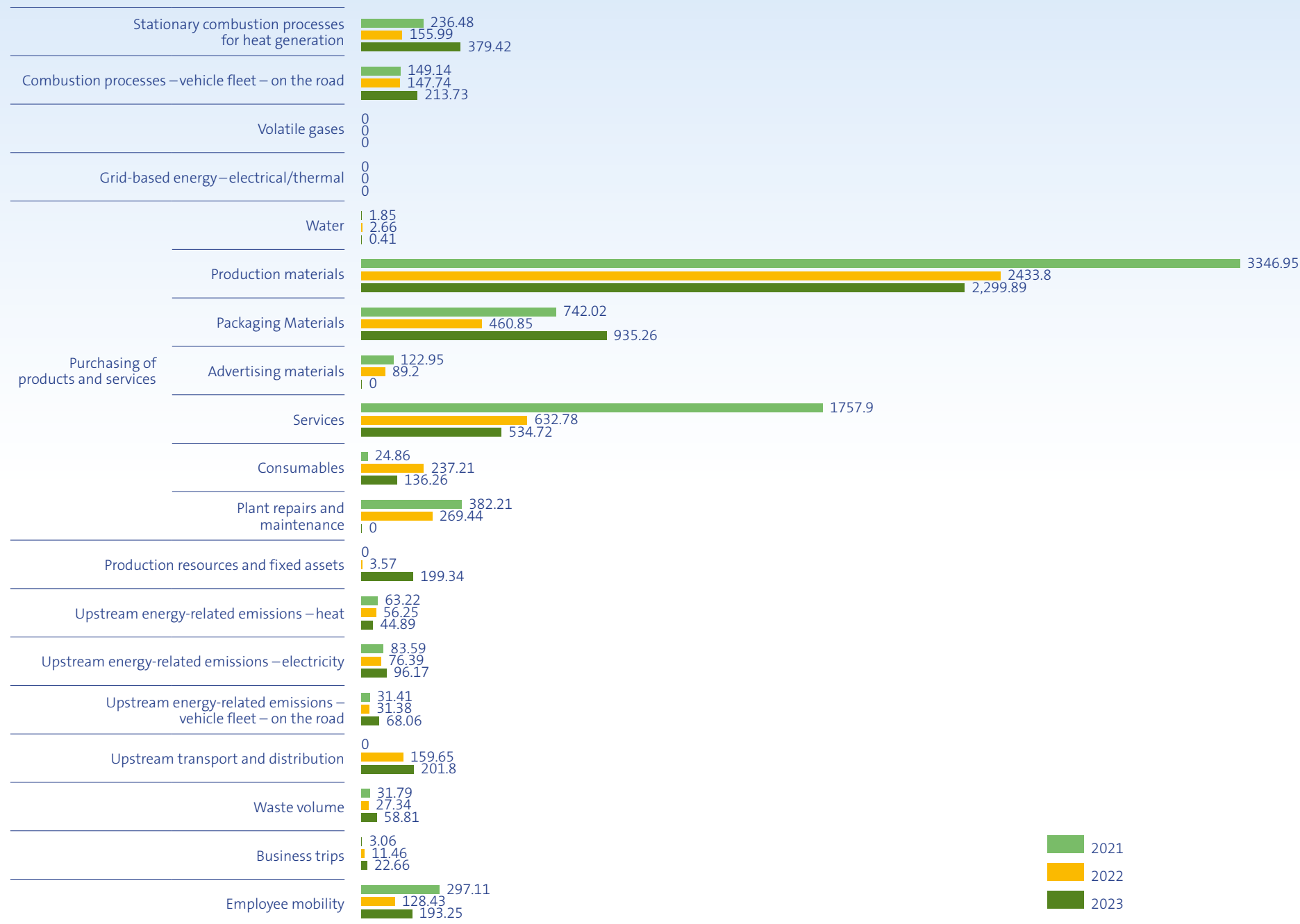
Fig. 22 (section 5): Overview of inquiries regarding national social commitment in 2024

	Total number of requests	Pledge	Denial
Financial support / donations in kind	27	1	26

Fig. 23 (section 5): Overview of inquiries regarding regional social commitment in 2024

	Total number of requests	Pledge	Denial
Financial support / donations in kind	24	10	14

Fig. 24: CO₂ emissions in metric tons



7.3 GRI INDEX (102-55)

	GRI standards	Indicator	Reference				
GRI 102				Governance	102-18	Governance structure	25 43
Organizational profile	102-1	Name of the organization	19		102-20	Executive-level responsibility for economic, environmental and social topics	8 12
	102-2	Activities, brands, products, and services	---		102-22	Composition of the highest governance body and its committees	25
	102-3	Location of headquarters	----		102-23	Chair of the highest control organ	26
	102-4	Location of operations	----		102-26	Role of the highest governance body in setting purpose, values, and strategy	26
	102-5	Ownership and legal form	19		102-28	Evaluating the highest governance body's performance	26
	102-6	Markets served	24		102-32	Highest governance body's role in sustainability reporting	26
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	102-8	Information on employees and other workers	29		102-35	Remuneration policies	26
	102-9	Supply chain	70	Stakeholder engagement	102-40	List of stakeholder groups	67
	102-12	External initiatives	52 53		102-42	Determination and selection of stakeholders	67 71
	102-13	Membership of associations	53 54		102-43	Involvement of stakeholders	12 71 72 73 74
	102-14	Statement from senior decision-maker	5		102-44	Key topics and concerns raised	88
	102-15	Important effects, risks, and opportunities	18 32 64	Reporting practice	102-47	List of material topics	11
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	102-17	Mechanisms for advice and concerns about ethics	10 68		102-52	Reporting cycle	79
					102-53	Contact point for questions regarding the report	79
					102-54	Claims of reporting in accordance with the GRI Standards	79
					102-56	External assurance	79

GRI 103			
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	103-2	The management approach and its components	38 57
	103-3	Evaluation of the management approach	39 57
GRI 301			
Materials	301-1	Materials used by weight or volume	58 83
	301-3	Reclaimed products and their packaging materials	58
GRI 302			
Energy	302-1	Energy consumption within the organization	59 83
	302-3	Energy intensity	83 84
	302-4	Reduction of energy consumption	59
GRI 303			
Water and Effluents	303-1	Interactions with water as a shared resource	60 84
GRI 304			
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	304-2	Significant impacts of activities, products, and services on biodiversity	57 58
GRI 305			
Emissions	305-2	Indirect energy-related THG emissions (scope 2)	62
	305-5	Reduction of THG emissions	62
GRI 306			
Effluents and Waste	306-1	Water discharge by quality and destination	64 84
	306-2	Waste by type and disposal method	64 85 86

GRI 307			
Environmental compliance	307-1	Non-compliance with environmental laws and regulations	57
GRI 308			
Supplier environmental assessment	308-1	New suppliers that were screened using environmental criteria	70
GRI 401			
Employment	401-1	New employee hires and employee turnover	30
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	32
	401-3	Parental leave	30
GRI 403			
Occupational Health and Safety	403-1	Occupational health and safety management system	39 43
	403-2	Hazard identification, risk assessment, and incident investigation	39 40
	403-3	Occupational health services	40
	403-4	Worker participation, consultation and communication on occupational health and safety	39
	403-5	Worker training on occupational health and safety	40
	403-6	Promotion of worker health	40
	403-8	Workers covered by an occupational health and safety management system	39
	403-9	Work-related injuries	39
GRI 404			
Training and Education	404-1	Average hours of training per year per employee	90

GRI 413			
Local Communities	413-1	Operations with local community engagement, impact assessments and development programs	12
GRI 414			
Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	70
GRI 416			
Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	----
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