

Green Report

Financial Year 2025

**Sustainable Management -
Economic - Ecological - Digital**

Environmental and Personnel Measures of the Bionatic Group

incl. report according to VSME standard

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Sustainability Remains Important

Despite ongoing challenges for the foodservice sector, including HoReCa businesses in the post-COVID years, one thing remains unchanged:

With the Bionatic Group, we pursue the goal of not only providing sustainable packaging solutions for the catering and foodservice industry but actively rethinking them. Whether bio-based materials, circular products, or new digital services – we aim to create genuine alternatives that make an impact.

In the meantime, we are working on far more than packaging: We combine our expertise in logistics, IT, trade, and consultancy and drive innovations forward together with partners. Many of these steps reduce resource consumption and significantly improve process flows.

With this Green Report, we provide insight into our projects, progress, and challenges that have occupied us in the years 2024 and 2025. This report aims to transparently show where we stand and where we want to go. Sustainability remains the path we consistently continue to follow.

We welcome every feedback on this shared journey.



Robert Czichos & Michael Brink

Management of the Bionatic Group

Sustainability Strategy of the Bionatic Group

The continuous monitoring of our business environment – comprising customers, employees, suppliers, and competitors – forms the basis for strategic decisions within the Bionatic Group. We also consider technological, political, legal, and environmental developments.

New EU Packaging Regulations

Political decisions at the European and national levels have a direct impact on our business activities. In particular, in the B2B trade with foodservice packaging, changes are currently arising due to the following regulatory developments:

- EU Deforestation Regulation (EUDR)
- Single-Use Plastics Fund Act (EWKFondsG)

Furthermore, the European Parliament adopted the EU Packaging Regulation (Packaging and Packaging Waste Regulation – PPWR) in April 2024. It establishes a uniform legal framework for all member states and brings extensive regulatory requirements for companies in the packaging sector. The regulation will apply from 12 August 2026, which is why corresponding preparations are already

necessary today.

To implement the PPWR in Germany, adjustments to the Packaging Act (VerpackG) are required. Additionally, a national Packaging Law Implementation Act (VerpackDG) is being prepared, which embeds the EU directives organisationally and in terms of enforcement. The adoption is expected in spring 2026.

A central goal of the European regulation is that from 2030, all packaging must meet minimum requirements for recyclability. Packaging that does not meet these requirements may no longer be placed on the market.

Our Path to Greater Sustainability

The ongoing adaptation and tightening of European regulations lead to new requirements for our quality and range management. We see these challenges as an opportunity to continuously develop our processes and products.

Dwindling resources, the turbulent political world situation, and the changing climate influence the framework conditions of entrepreneurial action. For us, securing existing jobs is at the forefront, while simultaneously considering economic, social, and environmental responsibility.

Our goal is to reduce resource consumption and environmental impact along our value chain as much as possible. Where emissions cannot currently be completely avoided, we compensate for them by purchasing CO₂ certificates from internationally certified climate protection projects according to the Gold Standard.

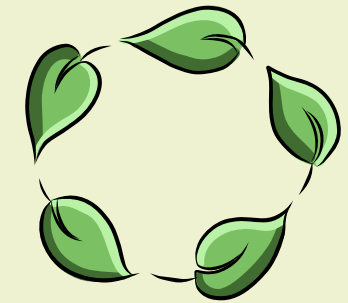
Our Approach to Emissions

We determine the CO₂ footprint of our company (Corporate Carbon Footprint – CCF) and our products (Product Carbon Footprint – PCF) annually according to the cradle-to-grave basis. In doing so, we consider all relevant emission sources – from the raw materials used through production and packaging to transport, shipping to our customers, and the disposal of the products at the end of their life cycle.

Our CO₂ accounting has been successfully validated by the independent certification body GUTcert.

For offsetting unavoidable emissions, we exclusively select climate protection projects certified according to the Gold Standard. These projects not only contribute to the reduction of greenhouse gases but also support the United Nations' Sustainable Development Goals (SDGs).

Furthermore, we rely on collaboration with external companies and associations that – like us – are working to promote a more sustainable economy and society.



Green Box on Tour – Our Trade Fair Season 2025

In the past year, we were represented with the Green Box at major industry events and trade fairs – where we presented our sustainable packaging solutions a wide audience.

Highlights included the **Internorga** in Hamburg (March 2025) as well as the

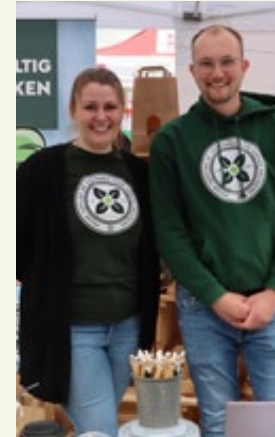
Food Special/Hoga of the Service-Bund in Nuremberg (January 2025). Additionally, we were present at international events such as the **Paris Coffee Show** (September 2025) and at focused specialist events, such as the **Fascination Food** in Stuttgart (September 2025) or the **Iss Gut/Food Special** in Leipzig (November 2025).

By participating in both large and small-

er formats, we were able to reach many companies, engage in personal conversations, and provide valuable input for future developments.

We will continue to stay close to the

needs of our customers and seek dialogue to continuously develop further our solutions.



Expansion of European Sales Channels

As part of our international growth strategy, we launched new webshops in Italy and Poland in June 2025. This allows us to offer our products in both markets for the first time in the respective national language and improves accessibility for local customers. Through the country-

specific on-line shops, we are strategically strengthening our presence in Europe and enabling direct access to our packaging range.



Future Day / Kids' Day

23rd April 2025

Every year, on Kids' Day (Future Day), we offer pupils the opportunity to gain an insight into our working world. A big thank you goes to media designer Henning Mertsch and his graphic team – they provided a small group of interested young talents with practical insights into their field of work. This year, we were pleased to welcome Moritz, Laura, and Louis, who experienced an exciting and creative day full of new experiences and ideas.



Initial ISO 9001 Certification of Green Box

June 2025

We are very pleased with the successful initial ISO 9001 certification in June 2025 – a true milestone for quality and growth at Green Box. In recent years, we have already been certified according to the EcoStep management system, which combines essential requirements of ISO 9001, ISO 14001, and ISO 45001. With the move to ISO 9001 certification, we have further professionalised our quality management. The combination of the existing experience from the EcoStep certification and the new, comprehensive ISO standard underscores our clear orientation towards continuous improvement and high quality standards, which are directed towards our customers.



Celebrating 15 Years of Bionatic & Green Box

- A Sustainable Success Story



Since 2009, Bionatic has evolved from a small e-commerce start-up into a strong player in sustainable packaging solutions. What began back then with the private label Green Box within Bionatic is today an independent, established company: Greenbox GmbH & Co. KG, which supplies catering, foodservice, and retail across Europe with eco-friendly foodservice packaging.

Over the years, not only has our range grown, but so has our commitment: climate-compensated products, high social standards, and a clear focus on raw materials from responsible sources (PEFC & FSC®) shape our actions. At

the same time, we have continuously expanded our expertise in logistics, fulfilment, purchasing, and digitalisation. Today, the Bionatic Group includes:

- Greenbox GmbH & Co. KG,
- Ecoware GmbH & Co. KG,
- Stephani Spedition GmbH,
- Bionatic Solutions GmbH



After 15 years, we proudly look back on a development driven by innovation, teamwork, and sustainable values. We look forward to continuing this path. Together, we celebrated our anniversary in late summer 2025.

Packaging as a Touchpoint of Brand Communication

In foodservice and hospitality, alongside the quality of food, packaging often determines whether an establishment remains memorable or fades into the crowd. In addition to the promotional giveaways, many companies use cups, boxes, and bags as part of their corporate and sustainability communication. Thus, packaging becomes a recurring touchpoint – in direct contact, via social media, and as an information source for material and disposal instructions.

Besides obligatory information, packa-

ging with seasonal and occasion-related motifs is popular attention magnets. For companies with custom design requests, Green Box offers a flexible design service. Many products are already available in small quantities, making individual branding achievable even for smaller businesses. The in-house graphic team develops professional designs from initial idea sketches on request. Existing data such as logos, slogans, or corporate design can be uploaded directly at the time of purchase.



Research

Since 2024, Bionatic GmbH & Co. KG has been working together with the Technical University of Dresden, the Indian Institute of Technology Roorkee, and Parason Machinery Pvt. Ltd. on the project BioMoPac to develop environmentally friendly packaging solutions. The aim is to produce bio-based, food-grade packaging from regionally sourced agricultural residues using the fibre moulding process.

For this purpose, plant by-products such as cereal straw are to be used as raw material and simultaneously as a biogenic barrier. A main task is the development of a process chain including spray application, which produces the fibre raw material and barrier layer in one manufacturing process.

In parallel, a comprehensive life cycle assessment (LCA) is being conducted to ensure that the new packaging is not only functional but also ecologically sound. The BioMoPac project aims to create an approach for packaging that is recyclable, has a good environmental balance, and offers a truly sustainable alternative.



“Round-Up” Donation Feature in the Shops

Since September 2025, we at Green Box have been offering the round-up donation feature in our webshops. Customers have a simple and effective way to do something for environmental protection with every order. Using the round-up function at checkout, they can round up their invoice amount to the next full euro.

The collected funds are distributed equally to two carefully selected environmental projects: the moorland restoration project of the BUND Diepholzer Moorniederung and the marine plastic collection project by the organisation One Earth – One Ocean e.V.

With this voluntary donation option, we want to demonstrate: Even small contributions can collectively achieve great things – in line with our sustainable corporate philosophy.

In 2025, €500 in donations was collected and donated to the projects mentioned above.



Customer Survey 2025

Layouts for POS and Social Media by Green Box

As part of our annual customer survey, we gained valuable insights and would like to thank you for participating.

One aspect stood out: Many of our customers are looking for POS materials on the topic on the sustainability of our packaging, to make this visible and understandable. We have taken this input and implemented it. Therefore, we now provide various templates for download in the service area of our shops, which can be easily used in your own communication at the counter and online.

We want to support companies with the informational material to bring sustainable messages at the point of sale even more into focus and to provide guests with transparent information.

[Learn more](#)



Donations

Within the Bionatic Group, Green Box is particularly active in supporting cultural, social, and sporting projects. These include clubs, schools, food banks, homeless shelters, and kindergartens, which are typically supported through in-kind donations for specific projects.

In the current financial year, Green Box has supported the following projects or organisations with donations in kind:

Through our initiative | DeinTopf

Rise Foundation e.V.

Tiergartenlauf Velen

ASIYAH - Home

These organisations organise food distribution programmes and meal services, focusing on the well-being of people in need. Sporting events for social purposes help to raise funds for charitable organisations.



Green Electricity at All Locations

Since January 2025, we have been sourcing 100 per cent green electricity at all Bionatic Group locations.

Our warehouse at Stephani Spedition has also been supplied with green electricity since January 2025. By sourcing green electricity, we can reduce our CO2 footprint by 100 tCO2e.

Photovoltaic system with 8.8 kWp installed in August, operational since September 2025.

With a substantial **8.8 kWp**, our location at Schwachhauser Heerstraße now produces **its own sustainable electricity** in sunny conditions, covering part of our daily needs. Since the system's wiring at the end of **August 2025**, we have been reducing our reliance on externally sourced green electricity by the amount produced on-site.

Therefore, a huge thank you goes to our management, who made this important investment possible. Now, fingers crossed for many sunny hours! By the end of 2025, we had already generated 995 kWh of solar power ourselves.



FSC® & PEFC

Our Commitment to Sustainable Forestry

At Green Box, we place great importance on renewable raw materials. Many of our products are made from wood or paper that is FSC®- or PEFC- certified.



On our blog, we explain what sustainable forestry really means: With the PEFC seal, also known as the “forest MOT”, independent auditors check the entire value chain – from raw material harvesting to the finished product. Strict requirements apply, such as the protection of biotope trees and the use of environmentally friendly forestry machinery.

The FSC® seal stands internationally for responsible forest management. By offering FSC® certified wood products – such as wooden cutlery or cardboard trays – we contribute to the preservation of biodiversity and natural ecosystems.

With these certifications, we not only ensure the quality of our materials but also strengthen our commitment to genuine sustainability at every step of our supply chain.



Bionatic Solutions GmbH

The Partner for Digital Processes



Bionatic Solutions, the new subsidiary of Bionatic, consolidates years of accumulated experience and know-how into a professional service for the digitisation of various business processes: From ERP integration to e-commerce interfaces and process automation, the Bionatic Solutions team supports companies in modernising so that inventory management, online shop, warehouse and orders work together seamlessly.

The focus is on Microtech ERP, which we tailor to company-specific processes across various businesses. Additionally, the necessary interfaces to shops, marketplaces, warehouses, and logistics systems are created to enable a smooth business operation.

With this transition, companies save time, reduce errors and give their employees the freedom for the truly important tasks: creativity and value-adding work.

Bionatic

Solutions



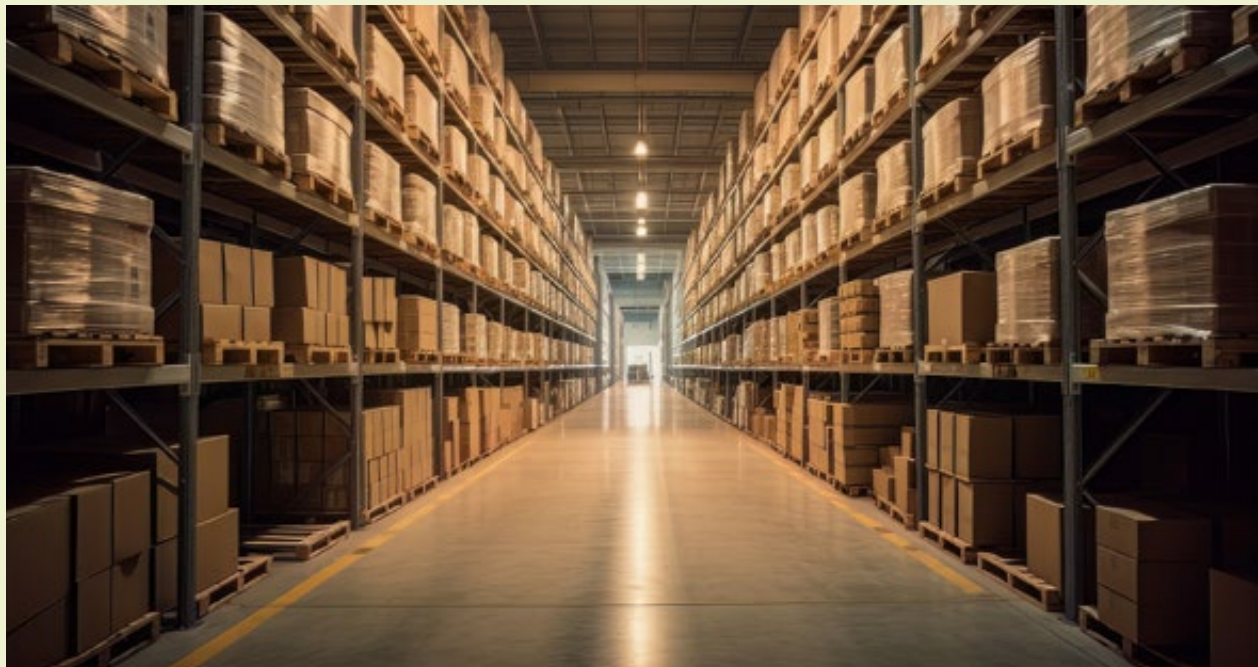
News from Logistics

Our subsidiary Stephani Spedition is further advancing digitalisation and sustainability.

The switch to paperless delivery notes at Green Box saves around 70,000 to 80,000 sheets of paper annually. This is a major step towards resource conservation and enables more efficient processes.

We are consolidating our operations by merging the warehouse locations E-Logs and Stephani Spedition in the Bremen industrial port, a central location with bundled expertise is now being created. This way, we work more efficiently, save resources, and can deploy our strengths in warehouse logistics even more effectively.

stephani
spedition gmbh



CoffeeCup Paper for our Catalogue

For the Green Box catalogue, we deliberately chose CoffeeCup Paper — a high-quality recycled paper made from used disposable coffee cups. Instead of burning these cups, the paper fibres are processed and reused, thereby recovering valuable raw materials and keeping them in circulation.

Thanks to CoffeeCup Paper, our catalogue uses a sustainable material that is sustainable and resource-efficient, while also impressing with a high-quality feel and appearance. This shows: For us, sustainability goes beyond mere packaging; we also embody it in our communication. CoffeeCup Paper combines practical use with responsibility, making sustainable communication tangible and vibrant.

The Journey of the Cups:

- Disposable paper cups are recycled
- PE coating is removed
- Waste paper is added
- Binding, pressing, drying -
- recycled paper is created
- Processing in printing houses



CoffeeCup
PAPER
A RECYCLING PRODUCT BY IGEPA™

Gold Standard-Certified Projects

Gold Standard®

To compensate for the emissions from our company sites and the products of Green Box, we rely several internationally recognised climate protection projects with Gold Standard certification. The selected projects cover different regions and sustainability strategies, thereby contributing to a balanced and effective climate protection strategy.

Our Projects

A reforestation project in Colombia sequesters CO₂ in the long term by restoring degraded areas and simultaneously strengthens biodiversity and sustainable land use. This is complemented by several energy efficiency and energy access in Nigeria, India, and Uganda. These projects reduce emissions by enabling the use of efficient cooking technologies, clean energy solutions, solar lighting, and access to safe drinking water.

As a result, emission-intensive fuels such as firewood or kerosene are replaced or avoided.

In addition to the measurable reduction and removal of greenhouse gases, all projects make additional contributions to social and ecological goals, such as in the areas of health, energy access, poverty reduction, and sustainable development. The emission reductions generated and retired within the framework of these projects were specifically used for the voluntary offset of our emissions.



Safe Drinking Water



Forest Protection



Wind & Solar Energy



Efficient Cookstoves

Project	ESRS E1 – Climate Change	ESRS S – Social Topics
<p><u>Vichada Climate Reforestation Project (Colombia)</u></p> 	1-6: CO ₂ removal through reforestation	S3: Affected communities (local development, sustainable land use)
<p><u>Promoting Improved Cooking Practices (Nigeria)</u></p> 	E1-6: Emission avoidance through energy efficiency	S1: Own workforce (indirect)
<p><u>MicroEnergy Credits – Clean Energy Product Lines (India)</u></p>	E1-6: Emission avoidance through clean energy solutions	S3: Affected communities (energy access, health, poverty reduction)
<p><u>Safe Water in Uganda (Uganda)</u></p>	E1-6: Emission avoidance through elimination of water boiling	S3: Affected communities (health, water access, time savings)



Report in accordance with the VSME Standard

For FY 2024 & 2025

This report was voluntarily prepared in accordance with the VSME Standard Basic Module for SMEs of the EFRAG. The aim of the report is to provide a transparent overview of the company's key Environmental, Social, and Governance (ESG) issues and to clearly pre-

sent the impacts of business activities. The report is addressed to business partners, customers, employees, and other interested stakeholders. The report covers the business activities of Bionatic GmbH & Co. KG at the Bremen location.

1. Company profile

Company name	Bionatic GmbH & Co. KG
Associated enterprises	Greenbox GmbH & Co. KG, Ecoware GmbH & Co. KG, Stephani Spedition GmbH, Bionatic Solutions GmbH
Location	Bremen, Germany
Industry	Wholesale of foodservice items, warehouse logistics as well as consulting and digital processes
Reporting period	September 2024 to December 2025
Report scope	Basic module VSME Standard
Year of company foundation	2010

Business Model & Supply Chain

- Core businesses: Wholesale of food-service items for catering and hospitality as well as warehouse logistics
- Clientele: We reach our customers via online shops in Germany, Switzerland, France, the Netherlands, Poland, Italy, and the United Kingdom. The core business is approximately 70% based in Germany.
- Suppliers: We work with approximately 50 active suppliers. Measured by goods procurement, around 60% of our goods come from Asia, and we source additional trade goods from European suppliers.



Social Projects

- Support for various associations and institutions through donations in kind, see p. 14 in the Green Report
- Support for Aktion Mensch as well as the Bremen Deaf Centre Association e.V. through donation

Methodology and Data Basis

The information presented in this report is based on internal records, accounts, estimates, as well as existing operational data from the financial years 2024 and 2025.

Environmental indicators such as energy, water, and emissions data were determined based on consumption accounts and recognised calculation methods. Social indicators are based on personnel statistics and internal evaluations. Due to the size of the company and the available systems, individual figures may contain estimates.

The report was prepared to the best of our knowledge and belief; it has not been externally audited.

2. Employees and Social Responsibility (as of December 2025)

The company places great importance on fair working conditions, equal opportunities, and respectful interaction. Discrimination is not tolerated. Collaboration is characterized by flat hierarchies, flexible working models, and open communication. Measures to promote health, such as corporate wellness initiatives and mobility programs, are actively supported. Further training is provided based on needs and within the scope of the respective areas of responsibility.

Number of Employees	86
Male/Female/Diverse	50%/50%/0%
Full-time/Part-time	70%/30%
Of which apprentices	5 (Merchant in E-Commerce (3), Media Designer (1), IT Specialist System Integration (1))
Of which working students	2
Of which with managerial function	17 (53% male / 47% female)
Age distribution	1% (<20); 21% (20-29); 38% (30-39); 22% (40-49); 16% (50-59); 1%(>60)
Workplace accidents with absence	none
Participation in the company fitness offer	44%
Job Bike	11%
Germany Ticket	17%
Collective agreement binding	no

3. Environment (Environmental)

Environmental indicator	Value 2024	Value 2025	Unit
Electricity consumption	230.000	247.000	kWh
Share of green electricity	26	95	%
Natural gas consumption	15.116	15.957	m ³
CO ₂ emissions (Scope 1 & 2)	107	42,2	t CO ₂ e
Total waste	321,3	321,2	Tonnes
Water consumption	789	681	m ³
Environmental incidents	none	none	

4. Governance / Corporate management

Code of Conduct <u>CoC</u>	Yes, since 2018
Supplier Code of Conduct	Mandatory introduction since 2024
Anti-corruption policy	Included in the company Code of Conduct.
ESG responsible person	Mr Frederik Feuerhahn
Supply chain risk analysis	Once a year
Whistleblower system	Employees of suppliers can anonymously report violations via the Amfori Supply-Chain-Grievance-Mechanism.

Contact

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