

Sustain- ability

Sustainability strategy	77
Environment	88
Social	103
Governance	108
Outlook	110

Sustainability strategy

Shaping change

Over many decades, the Melitta Group has consistently shaped its markets in the business fields of Coffee, Coffee Preparation, and Household Products, with outstanding innovations, strong brands, and pioneering quality standards. And it sets itself the same high standards when it comes to sustainability: the Group aims to actively drive change and help shape the future in those areas of relevance to its business.

For many years now, sustainability has been firmly anchored as one of the seven core values of the family-owned company. The Melitta Group was therefore an early advocate of international standards and agreements on sustainability and actively promotes their implementation. Sustainability requirements are systematically incorporated into strategies and decisions at both Group level and within the individual operating divisions.

The Melitta Group places great importance on communication and cooperation along the value chain. After all, far-reaching changes can only be achieved when as many stakeholders as possible work hand in hand.

Focus on four areas of value creation

The Melitta Group operates primarily in four areas of value creation. Each of these areas is shaped by its own environmental, social, and economic circumstances.

Coffee

In its coffee business, the Melitta Group sources green beans from virtually every growing region in the world and processes them at its own roasting facilities in Europe, North America, and South America.



Coffee cultivation and harvesting, in particular, present a wide range of sustainability-related challenges:

- Climate change: emissions along the entire value chain; availability of land for coffee growing
- Biodiversity: use of fertilizers, monocultures, deforestation, and the resilience of plants and agricultural systems
- Circular economy: recyclability of packaging
- Social: human rights and working conditions along the supply chain

To effectively address these challenges, the Melitta Group is guided by the following vision for the future and contributes to its implementation with numerous projects and measures: the green beans which the company sources are grown in a way which enables all people involved locally to live comfortably long-term and which preserves or regenerates the ecological systems. The beans are then processed, transported, and roasted in a climate-friendly way which also uses water sparingly. Packaging is recyclable and – whenever possible – reusable or made from recycled materials. The coffee is prepared in an energy-saving fashion and the coffee grounds are put to good use.

The Melitta Group cooperates with other stakeholders to shape industry standards along the entire value chain in order to realize this vision for the future. At the same time, it continues to develop its own targets, structures, and processes to promote and ensure sustainable practices in its coffee business – from sourcing to production, transportation, and packaging, all the way through to marketing and recycling.

Plastics

The Melitta Group uses plastics primarily to manufacture its household products. These include household and food packaging films, garbage bags, and vacuum cleaner bags, as well as other handy freshkeeping, storage, and waste disposal products for domestic and commercial use.



The greatest sustainability-related challenges in this value creation area are:

- Climate change: emissions along the entire value chain
- Resources and circular economy: use of fossil resources, recyclability of plastics
- Social: human rights and working conditions along the supply chain

The Melitta Group strives to achieve the following vision: in future, it will exclusively use and market plastics made from recycled or renewable raw materials in a climate- and resource-friendly manner, and which can be used multiple times. At the end of their useful life, these plastics will be recycled into new materials or, if no disposal structures are available, will biodegrade fully in the natural world.

To help make this vision a reality, the Melitta Group continuously refines its products and packaging and increasingly focuses on recycled and recyclable materials, as well as on improving circularity. At the same time, the Group is actively engaged along the value chain – from material selection to production and disposal – and cooperates with its partners to develop new, suitable materials and to improve existing recycling structures.

Pulp

The Melitta Group uses pulp for products related to coffee preparation and household use – particularly for coffee filters, household paper, and specialty papers. In addition, much of its packaging is made of paper or cardboard.



The main sustainability-related challenges in this value creation area are:

- Climate change: emissions along the entire value chain
- Biodiversity: deforestation, monocultures, biodiversity, and the resilience of trees and forests
- Water: the water needed for paper production

Vision: the pulp comes from recycled or sustainably managed sources and is processed in a way that protects the climate and conserves water. After use, the paper should preferably be recycled into new products or – where this is not possible – biodegrade fully in the natural world.

To help make this vision a reality, the Melitta Group uses certified raw materials. Moreover, it continuously optimizes its production processes with the aim of reducing the energy and water consumed in the manufacture of filters and paper products. At the same time, it is working to improve its packaging by using new materials, adapting its packaging systems, and eliminating unnecessary outer packaging.

Electrical appliances

The Melitta Group develops and markets electrical appliances, primarily for the preparation of coffee at home or in professional environments. In addition to filter coffeemakers and fully automatic coffee machines, the product portfolio also includes single-serve systems, milk frothers, and electric kettles.



The sustainability-related challenges in this value creation area are:

- Climate change: emissions along the entire value chain and during the use phase
- Resources and circular economy: consumption of fossil resources, reparability, and product durability
- Social: human rights and working conditions along the supply chain

Vision: electrical appliances consist of recovered and/or responsibly sourced materials and are produced in compliance with globally recognized human rights and labor standards. They are durable, energy- and resource-efficient, repairable, and recoverable to the greatest extent possible at the end of their life cycle.

To help shape this future, the Melitta Group continuously improves the energy efficiency, material usage, and durability of its appliances. At the same time, it systematically refines its requirements for suppliers and monitors compliance with the relevant standards. The Group is also working to improve opportunities for repairing and recycling its appliances and to make them more sustainable over their entire life cycle.

Further development of our sustainability strategy

In the fiscal year 2025, the Melitta Group significantly enhanced its sustainability strategy in order to comply more fully with the requirements of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). As a result, the presentation and content of Melitta's sustainability strategy have changed – in some cases significantly. Moreover, the targets for the topics identified as material are currently being revised.

The materiality analysis based on the principle of double materiality played a central role in this process. To this end, the Melitta Group conducted a two-stage stakeholder survey in 2024 and 2025: a broad-based online survey covering all relevant stakeholders, as well as supplementary in-person interviews with selected stakeholders.

Based on this stakeholder survey, the Group determined which sustainability topics are considered so relevant – from the perspective of both the stakeholders and the company – that they must be managed, reported on, and strategically addressed. The results of this process are presented in the Melitta Sustainability House.

CSRD: opportunity rather than obligation

The Melitta Group regards the introduction of the CSRD as an opportunity to align its sustainability strategy in an even more systematic and effective manner. The aim is not only to meet the new reporting requirements but also to embed sustainability aspects even more comprehensively into corporate management. Numerous departments within the Group are therefore involved in the project, which was launched in 2024.

This commitment will also shape the next project steps: once the double materiality analysis is complete, the targets will be revised in the second half of 2026 in accordance with the new CSRD framework. Based on this, action plans will be developed or further refined. At the same time, governance structures and sustainability data management will be continuously optimized. The aim is to establish clear responsibilities, a robust basis for decision-making, and even more effective management of sustainability performance.

Think long-term.



Act sustainably.

Stakeholder survey: a dialogue on materiality

Which sustainability topics are of particular importance for customers, suppliers, banks, employees, and other stakeholders of the Melitta Group? What expectations do they have of the Group? And what opportunities and risks do these present for the Group's future development?

In order to answer these questions, the Melitta Group conducted a comprehensive stakeholder survey in 2024 and 2025 in accordance with the requirements of the Corporate Sustainability Reporting Directive (CSRD). The stakeholder survey is a central element of the double materiality analysis. It determines which sustainability topics will be the focus of future sustainability reporting and, at the same time, provides important input for the further development of the sustainability strategy.

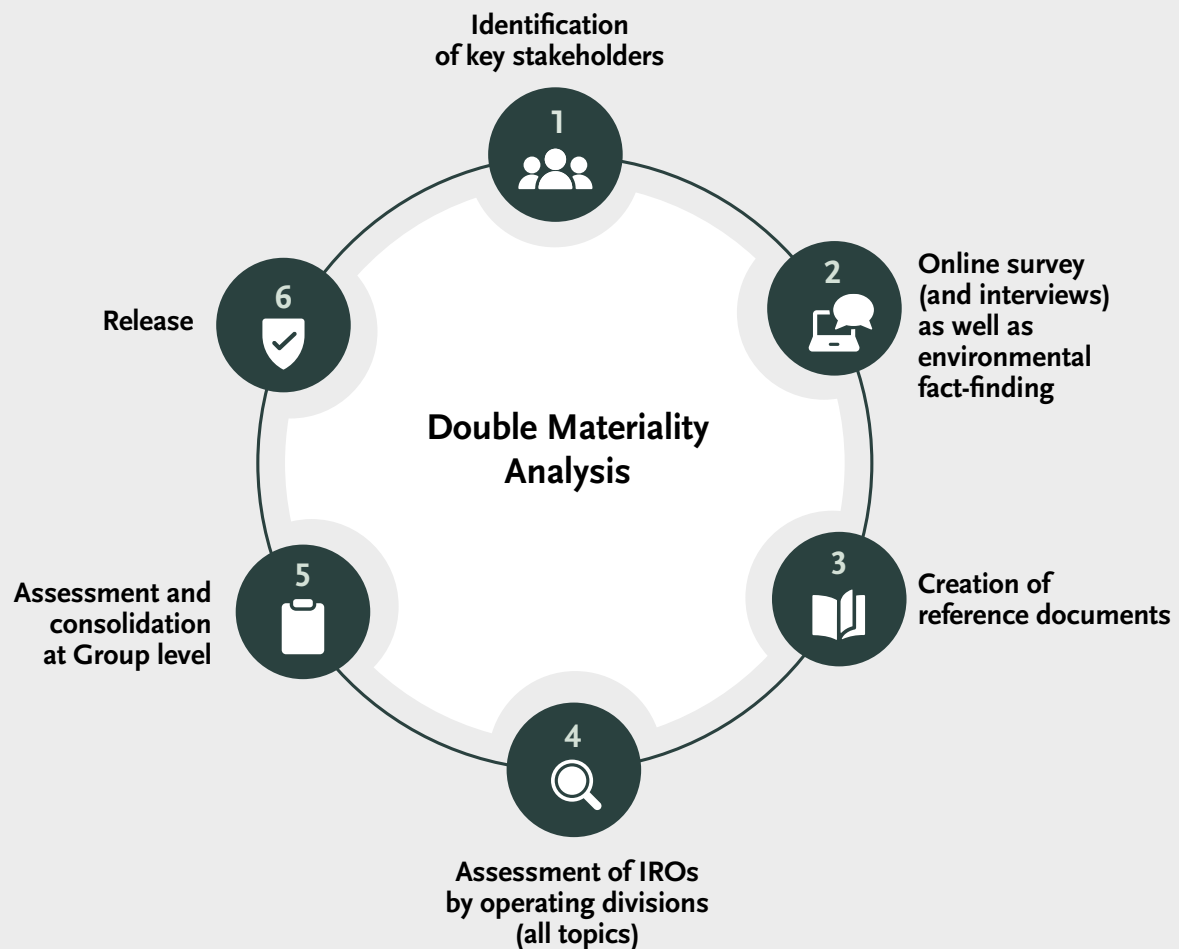
The comprehensive project, which involved numerous operating and corporate divisions, followed a six-step process ranging from the identification of relevant stakeholder groups to the validation of the results. A total of 245 representatives from various stakeholder groups were involved, including employees, owners, business clients, suppliers, banks and insurers, as well as representatives from academia, the media, non-governmental and consumer organizations, and trade associations.

The survey was conducted using online questionnaires and in-depth interviews. The content and structure were based on the requirements of the CSRD and the European Sustainability Reporting Standards (ESRS). At the same time, the operating divisions provided a comprehensive status quo assessment – particularly with regard to environmental issues, as responsibility for these matters is largely decentralized. In order to ensure a common understanding, these regulatory requirements, scientific findings, market and competitive analyses, and existing sustainability data were also compiled in reference documents and made available to all stakeholders.

In the next phase of the project, the operating divisions assessed the impacts, risks, and opportunities (IROs) associated with the relevant topics that had been identified. Finally, the results were compiled, consolidated, validated, and approved to form a Group-wide assessment. In total, more than 150 sustainability topics were reviewed as part of the project.

The results of the stakeholder survey were incorporated into the double materiality analysis. This analysis forms the basis for the Melitta Group's future sustainability reporting in accordance with the ESRS and, at the same time, provides valuable input for the further development of its sustainability management system.

The project clearly demonstrated that the CSRD's requirements can only be successfully implemented by working closely together across different areas of expertise. At the same time, this cross-functional collaboration provides an opportunity to embed sustainable business practices even more firmly in the value creation processes and to adapt business models to future requirements at an early stage.



>150 sustainability topics analyzed

245 stakeholders surveyed

2024/25 project duration

Clearly defined responsibilities

The Corporate Communication and Sustainability Division is responsible for managing and coordinating sustainability activities at Group level. In close collaboration with the other corporate divisions and operating divisions, it develops the overarching objectives, strategies, roadmaps, and key performance indicators. It also pools and analyzes Group-wide sustainability data and is responsible for the Melitta Group's sustainability reporting.

The operating divisions themselves are responsible for implementing the sustainability activities. Each operating division appoints a Sustainability Supervisor with the necessary expertise to address the respective challenges. This person drives, coordinates, and manages the initiatives and ensures the seamless exchange of data and information.

Ongoing dialogue

The Melitta Group engages with a wide range of stakeholders in order to maintain awareness of their expectations and requirements and to inform them about events and developments within the Melitta Group. These include business clients, consumers, employees, suppliers, and capital providers, as well as the media, academia, consumer organizations, labor unions, politicians, non-governmental organizations, and other representatives of civil society.

This dialogue is conducted across a wide range of formats and channels – including in-person meetings, surveys, events, and trade shows, as well as the website, intranet, social media, newsletters, and publications. The Melitta Group also participates in the sustainability committees of various initiatives, cooperations, and associations, such as the Consumer Goods Forum, BAUM e.V., FSC® International, the German Coffee Association, the Central Association of the Electrical Industry, and Markenverband e.V.

Environment

The Melitta Group's business model relies heavily on natural resources – from raw coffee to pulp and plastics, and from energy to the water used in processing. A healthy environment is therefore a key prerequisite for the Group's future viability. At the same time, protecting our natural environment is consistent with the family-owned company's core values and its multi-generational mindset and business practices.

This is why the Melitta Group has long been committed to reducing the environmental impact of its business operations and using resources as sparingly as possible. Its efforts focus in particular on the issues of climate change, water, biodiversity, and the circular economy.

Climate change

To reduce greenhouse gas emissions across all four of its value creation areas – coffee, plastics, pulp, and electrical appliances – the Melitta Group has defined the following targets. These replace the climate targets formulated in 2019 and were validated in 2025 by the Science Based Targets initiative (SBTi) (base year: 2021):

- Scope 1 and 2: 43.15 percent reduction in emissions by 2030 and 90 percent by 2045
- Scope 3 – Energy & Industry: 37.5 percent reduction by 2035 and 90 percent reduction by 2045
- Scope 3 – Forest, Land and Agriculture: 45.5 percent reduction by 2035 and 72 percent reduction by 2045
- Net Zero: achieving net-zero emissions by 2045 at the latest

In addition, the Melitta Group expects that suppliers responsible for 70 percent of the emissions from purchased goods and services in Scope 3.1 – Energy & Industry set their own climate targets in accordance with the criteria of the Science Based Targets initiative by 2030 ("Supplier Engagement").

These targets are to be achieved primarily through the procurement of renewable energy, a continuous reduction in energy consumption, investments in modern machinery and equipment, and by involving suppliers in the decarbonization of value chains.

Validated climate targets

In July 2023, the Melitta Group committed to having its climate targets validated by the Science Based Targets initiative (SBTi). After two years of preparation, the SBTi confirmed in October 2025 that the targets developed by the Melitta Group – taking into account the latest scientific findings – are consistent with the 1.5-degree target of the Paris Agreement.

For the Melitta Group, validation is much more than simply a confirmation of its climate strategy. It strengthens the credibility of its climate protection efforts and provides guidance in an increasingly dynamic market environment. At the same time, science-based climate targets are becoming increasingly important for customers, business partners, financial market participants, and regulatory authorities. For the Melitta Group, validation is therefore also a key component of its long-term competitiveness.

Melitta Group's ambitions in line with

1.5-degree target



“Having our climate targets validated by the SBTi is an important milestone for the Melitta Group. It confirms that our emissions reduction targets are scientifically sound and will help to limit global warming to 1.5°C. This recognition motivates us to continue driving forward decarbonisation across all areas of our Group.”

Wolfgang Wäntig, Director Sustainability, Melitta Group



In 2025, the total energy consumed within the Melitta Group amounted to 324,669,358 kWh. Compared to the previous year, this represents a decrease of 1.6 percent.

In addition to reduced production volumes in certain value creation areas, the main reasons for the decrease are the successful implementation of various energy-saving measures and increased energy efficiency resulting from investments in newer equipment, machinery, and facilities.

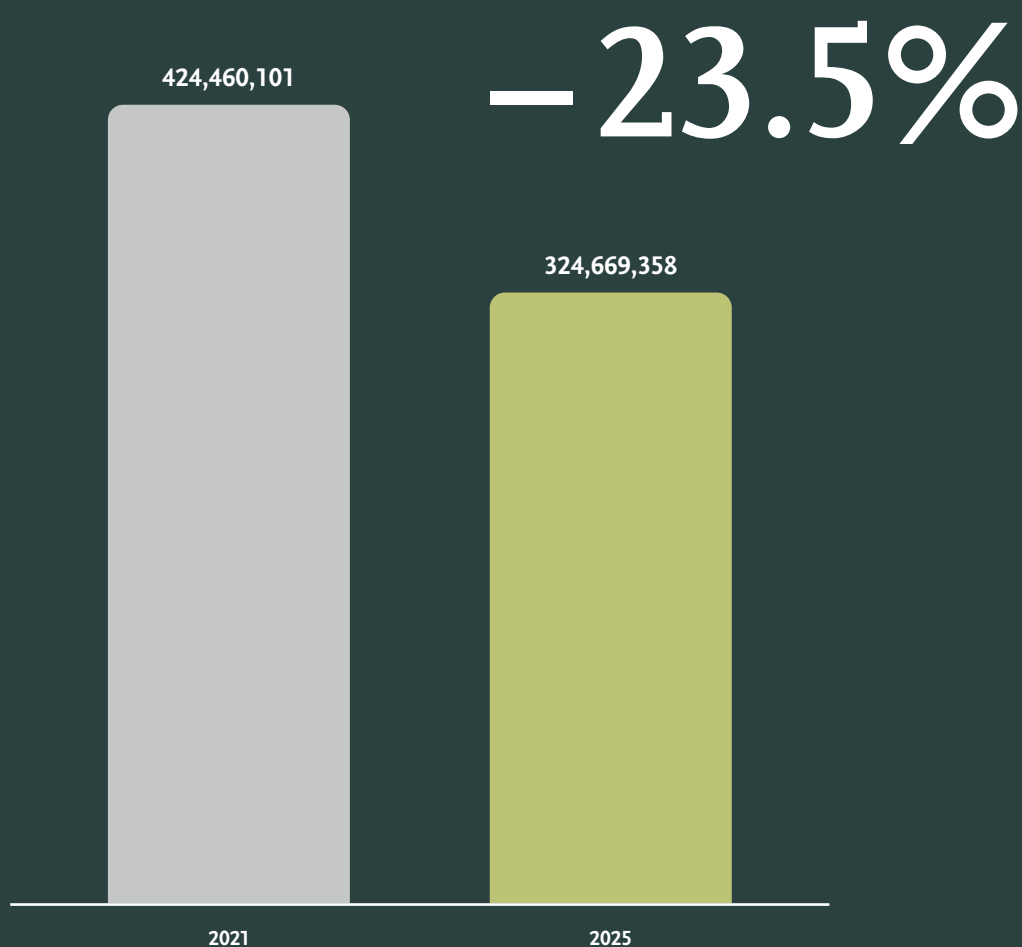
Energy consumption

(in kWh)	2025	2024	Δ (in %)
Fuel consumption within the organization from non-renewable sources	140,562,236	137,252,058	+ 2.4
Fuel consumption within the organization from renewable sources	35,503,847	36,309,855	– 2.2
Electricity consumption (self-generated + third-party)	119,929,885	125,845,670	– 4.7
Heating energy consumption together with cooling energy (district heating)	2,193,245	1,940,903	+ 13.0
Steam consumption	29,620,452	30,310,381	– 2.3
Electricity sold	1,953,799	454,201	+ 330.2
Heating energy sold	1,347,122	1,377,256	– 2.2
Total energy consumption within the organization	324,669,358	329,827,411	– 1.6

Compared to the base year of 2021, energy consumption has thus fallen by 23.5 percent over the past five years.

Development of energy consumption

(in kWh)



Emissions also declined during the fiscal year 2025. In addition to lower energy consumption, this was driven in particular by the following measures:

- Switch to green electricity at the Brodnica production site (Poland)
- Various decarbonization measures across several operating divisions, e.g., improvements in the supply chain and logistics, increased use of renewable energy, and expansion of the electric vehicle fleet

Emissions

(in tCO ₂ e)	2025	2024	Δ (in %)
Scope 1	35,328	34,517	+ 2.3
Scope 2 (location-based)	56,524	58,920	– 4.1
Scope 2 (market-based)	17,290	39,793	– 56.55
Scope 3	1,613,717	1,619,659	– 0.37

Compared to the base year of 2021, emissions have decreased as follows:

Emissions

(in tCO ₂ e)	2025	2021	Δ (in %)
Scope 1	35,328	52,092	– 32.2
Scope 2 (location-based)	56,524	73,812	– 23.4
Scope 2 (market-based)	17,290	54,580	– 68.32
Scope 3	1,613,717	2,888,241	– 44.13

Green electricity for Brodnica

In 2025, Cofresco's Brodnica facility took an important step toward more climate-friendly production: the majority of the electricity it purchases from the grid was switched to green power. As a result, approximately 81 percent of its total electricity consumption (21.4 million kWh) now comes from renewable energy sources. This prevents approximately 15,000 metric tons of CO₂e from being emitted each year.

Brodnica, in northern Poland, is the main production site for Cofresco, Europe's leading manufacturer of branded products for the freshkeeping, preparing, and freezing of food, as well as for waste disposal. With brands such as Toppits®, Albal®, Bacofoil®, Swirl®, handy bag®, Wrapmaster®, and Caterwrap®, Cofresco reaches more than 70 million households in Europe.



81%

Proportion of electricity consumption
from renewable energy sources



Cofresco production site

Circle of Life

What does a garbage bag in Germany have in common with a milk bag in India? The answer leads to the heart of the cycle.

[Learn more](#)

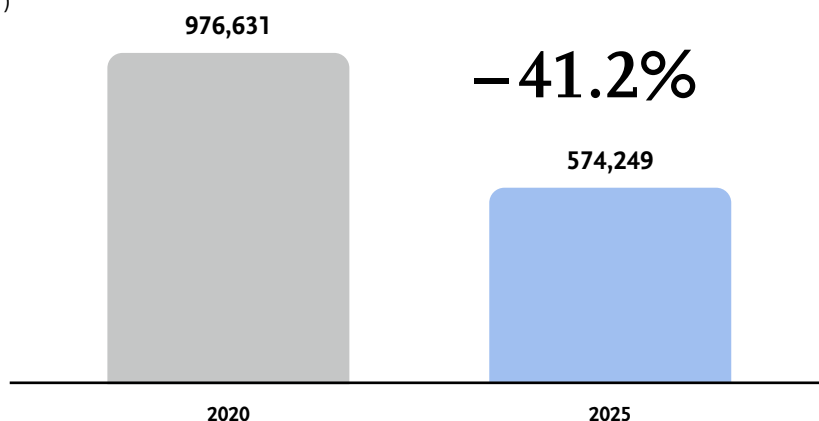
Water

Water is needed in particular at the Melitta Group's paper-producing sites. Only fresh water is used. No water is drawn from water-stressed regions at the paper-producing sites.

In the fiscal year 2020, the target was set to reduce water consumption at the paper-producing sites by 25 percent by 2025. This target was achieved: water consumption was reduced by as much as 41.2 percent during this period.

Development of water consumption

(in m³)



This was achieved in particular through the consistent recycling of process water, investments in modern machinery and equipment, and continuous improvements to the manufacturing processes. From 2024 to 2025, these measures resulted in a further 19.2 percent reduction in water consumption.

Water

(in m ³)	2025	2024	Δ (in %)
Total water withdrawal at the paper-producing sites	574,249	710,595	–19.2
thereof surface water	59,689	143,014	–58.3
thereof groundwater	460,570	508,637	–9.4
thereof water from third parties (municipal water)	53,990	58,944	–8.4

Melitta South America reduces water consumption by 29 percent

Between 2021 and 2025, Melitta South America reduced its water consumption by 29 percent. This was primarily achieved through technical improvements to the paper production process at the Celupa facility in Brazil. A newly installed disc filter treats the process water so that it can be reused multiple times in the production cycle, significantly reducing the need for fresh water.

Last year, the project was accompanied by a campaign that kept employees informed of progress through monthly updates and a traffic-light system, thereby motivating them to play their part in reducing water consumption. Further investments to reduce water consumption are already planned.

**– 29%****Water consumption
between 2021 and 2025**

Biodiversity

The topics of climate change and biodiversity are closely linked. The loss of natural habitats and biodiversity can exacerbate climate change, while rising temperatures, changing precipitation patterns, and extreme weather events, in turn, have significant impacts on ecosystems and biodiversity.

For the Melitta Group, biodiversity plays a particularly important role in the value creation areas of coffee and pulp. This is because both coffee growing and the cultivation of trees for pulp are closely linked to natural ecosystems, the use of agricultural land, and the protection of forests, soils, and water resources:

In the **value creation area of coffee**, the Melitta Group works together with other market players to promote more sustainable coffee cultivation. The focus is on further developing sustainable cultivation methods and standards, as well as on developing and supporting training, innovation, and community projects in the growing regions.

The most important measures in 2025 included:

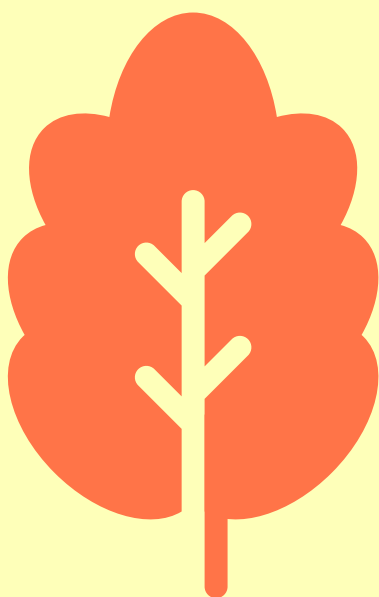
- Participation in the “Sustainable Coffee” committee of the German Coffee Association
- Implementation of an initiative to strengthen future prospects in the coffee sector in Tanzania in collaboration with Plan International
- Expansion of the share of sustainably certified coffees in the portfolio
- Continuation of existing community projects and launch of new ones in coffee-growing regions

The proportion of raw coffee with sustainability certifications procured by the Melitta Group rose from 9.9 to 12.2 percent in 2025. However, as certifications alone can only contribute to a limited extent toward driving structural change in coffee cultivation, the Melitta Group plans to focus more on directly embedding sustainability criteria in the growing regions. This will involve linking climate goals to coffee cultivation and specifically promoting regenerative farming methods. To this end, the Melitta Group is pooling the activities of its coffee units, stepping up the measurement of progress made, and focusing its reporting more strongly on emission reductions, regenerative development, and project progress.

In the **value creation area of pulp**, the main focus is on the responsible management of forests and other natural resources. The Melitta Group is working to further increase the proportion of certified raw materials and recycled materials and to design packaging and paper products in a way that conserves resources. At the same time, alternative, non-wood-based pulps are being evaluated with respect to their environmental impact.

The most important measures in 2025 included:

- Collection and reuse of scrap paper at the Celupa production site in Brazil
- Further increase in the proportion of recycled materials used in packaging: the packaging for filter papers and numerous articles of the “Household Products” business field is already made from 95–100 percent recycled materials, while the ratio for filter coffeemakers and fully automatic coffee machines is around 80 percent
- Development and implementation of further measures for more environmentally friendly packaging



100%

Proportion of procured wood
pulp with FSC® certification

Circular economy

The concept of the circular economy fundamentally applies to all value creation areas within the Melitta Group – for example, with regard to packaging, production waste, and the recycling and disposal of products and materials. The Melitta Group aims to use resources as efficiently as possible, avoid waste, and keep materials in the cycle as much as possible, thus following the principle of “ReDesign – ReDuce – ReUse – ReCycle”.

This topic is of particular relevance in the value creation areas of plastics and electrical appliances. These areas present specific challenges regarding material use, recyclability, reuse, and waste disposal structures:

In the **value creation area of plastics**, the focus is on reducing the use of fossil-based raw materials, increasing the proportion of recycled materials, and further improving the circularity of products and packaging. To this end, the Melitta Group is working on new materials, optimizing packaging systems, and refining products to make them as recyclable as possible or to enable them to be manufactured from recycled or renewable raw materials.

The most important measures in 2025 included:

- Complete recycling of plastic production waste at the Brodnica site (Poland)
- Further expansion of production capacities at Vishuddh Recycle for processed plastic waste

Cofresco

CSR award for fair recycled plastic

Melitta receives the German government's CSR Award 2025 for its social business in India.

[Learn more](#)



- Transition to more sustainable coffee packaging in China
- Switch to 100 percent recycled paper for packaging and display trays in the European coffee business
- Recovery of packaging material for the production of sustainable roof tiles in Brazil

In 2025, the amount of plastic procured by the Melitta Group fell year-on-year by approximately 9 percent. This was driven in particular by innovations in product development and refinement, efforts to reduce the use of plastics, and the shift to alternative materials. At the same time, the proportion of post-consumer or post-industrial recycled materials increased from 34.3 to 34.8 percent of total plastics procured by the Melitta Group.



34.8%

Proportion of post-consumer or post-industrial recyclates of total plastics procured

In the **value creation area of electrical appliances**, the focus is mainly on the resource-efficient use of materials, the durability of products, and their improved reparability and recyclability. To achieve these goals, the Melitta Group continuously enhances its appliances and works with suppliers and other market participants to develop solutions that enable the use of resource-efficient, durable, and recyclable materials and components.

The most important measures in 2025 included:

- Expansion of repair services for filter coffeemakers; in addition to high-end machines and fully automatic coffee machines, repair services are also available for mid-range filter coffeemakers
- Development of an online offering for refurbished appliances (in particular, refurbished demonstration models returned by sales staff or retailers)

– 16.6%

**reduction of waste
between 2021 and 2025**

⌵ 15,691 t (2021: 18,812 t)

Across the entire Melitta Group, the goal is to gradually reduce all **waste**, make better use of recyclable materials, and keep materials in circulation for as long as possible. This includes even more comprehensive waste separation and recycling, the return of suitable materials to the company's own production processes, and the transition to reusable systems wherever possible and practical. At the same time, waste disposal structures – and looking ahead also resource management within the supply chains – are being further developed.

In 2025, the total weight of waste decreased from 17,852 metric tons to 15,691 metric tons. Of this amount, 13,478 metric tons were recycled. The recycling rate thus rose from 81.8 percent in the previous year to 85.9 percent.

Waste

(in t)	2025	2024
Total weight of waste	15,691	17,852
Total weight of non-hazardous waste	15,486	17,647
thereof disposed of externally	2,125	3,166
thereof recovered externally	13,361	14,481
Total weight of hazardous waste	205	204
thereof disposed of externally	88	75
thereof recovered externally	117	129
Recycling rate (in %)	81.8	85.9

The most important measures in 2025 included:

- Complete recycling of plastic production waste at the Brodnica site (Poland)
- Conversion of various packaging formats to make them suitable for higher-quality recycling processes



Cofresco

Cooperation with World Cleanup Day

Cofresco forges long-term partnership with World Cleanup Day.

[Learn more](#)

Diversity

(headcount year-end)

♂
65.3%
male
(2024: 64.9%)



♀
34.7%
female
(2024: 35.1%)

♂
69.3%
male
(2024: 69.8%)



♀
30.7%
female
(2024: 30.2%)

Social

The Melitta Group's long-term success depends to a significant extent on the people involved along the value chain – from its own workforce to the employees of its suppliers and partners, and the consumers of its products. Treating their needs, expectations, and rights with respect is therefore an important part of the Group's corporate identity.

The focus is on topics such as employee development, diversity and equal opportunities, occupational health and safety, labor and human rights, as well as on product safety, quality, and transparency. As a family-owned company, the Melitta Group sets high standards in these areas – both for its own operations and for collaboration with partners in its respective markets.

Own workforce

As of December 31, 2025, the Melitta Group employed 5,522 employees worldwide (headcount). Due to its international presence and the varying requirements across its individual business fields, the Group needs people with a variety of skills, experience, and outlooks. Diversity is therefore viewed as a major strength – regardless of age, gender, origin, cultural background, or education. The Group is committed to offering all employees equal opportunities for their professional development.

There is a particular focus on promoting women to leadership positions. The goal of increasing the proportion of women in leadership positions to at least 30 percent by 2025 was already achieved in 2024. In 2025, this proportion had reached 30.7 percent.

Number of employees

(headcount year-end)	2025	2024
Total number of employees*	5,522	6,070
White-collar staff	3,374	3,682
Blue-collar staff	2,148	2,388
Temporary staff	190	73

* The discrepancy with the chapter "Our fiscal year" stems from the fact that the number of employees is reported in the Sustainability Report in accordance with GRI as of December 31, whereas in the chapter "Our fiscal year", in accordance with IFRS, it is reported as the average headcount for the fiscal year.

The Melitta Group attaches great importance to continuous and challenging training and professional development. Group-wide employee development initiatives are supplemented by programs within the individual operating divisions to meet the diverse needs of the various business fields.

A further priority is occupational health and safety. Comprehensive safety measures – often going beyond the statutory requirements – are in place, particularly at the production sites. In 2024, a Germany-wide occupational health and safety system was introduced, and a regular exchange of best practices among occupational health and safety officers was established and further expanded in 2025. At the same time, the operating divisions continuously refine their own occupational health and safety measures with a particular focus on prevention and avoiding behavior-related accidents.

Health management and health promotion are also high priorities. The respective offerings are regularly reviewed and refined. Various surveys show that, overall, employees are highly satisfied with the training and health offerings provided.

Occupational health and safety

	2025	2024
Number of deaths due to work-related injuries	0	0
Number of work-related injuries	69	80
Rate of work-related injuries	1.46	1.65
Most common work-related injuries	Cutting, crushing, hitting, other	Crushing, hitting, cutting, twisting, tripping, slipping

The most important measures in 2025 included:

- Expansion of work-life balance management
- Publication of a magazine for employees who provide care for family members
- Implementation of a corporate influencer program, including content on employer branding and sustainability topics
- Occupational health and safety: quarterly exchange of experiences with safety specialists and standardization of topics such as risk assessments, hazardous substance registers, etc.

Melitta Group

Corporate influencer program

Twelve employees generate over 600,000 impressions on LinkedIn with #MelittaGroupVoices.

[Learn more](#)



Workers in the value chain

The Melitta Group not only takes responsibility for its own employees but also for the people throughout its global supply and value chains. The goal is to ensure respect for human rights in all business activities and value creation areas and to fully comply with the relevant duty of care. In doing so, the Group is guided, among other things, by the OECD Due Diligence Guidance for Responsible Business Conduct, the National Action Plan on Business and Human Rights, the United Nations Universal Declaration of Human Rights, and the ILO Core Labor Standards.

The Melitta Group believes that the greatest risks of potential human rights violations are to be found in complex, internationally organized supply chains – particularly in the value creation area of coffee. For this reason, its measures focus primarily on procurement and management processes along the supply chains. The central framework is the Group-wide Supplier Code of Conduct, which sets out clear requirements for suppliers and business partners. The goal is not only to monitor compliance with standards but, above all, to promote continuous improvement and empower partners along the value chains.

In the fiscal year 2025, the Group-wide risk management system was further expanded to implement the requirements of the German Supply Chain Due Diligence Act (“Lieferkettensorgfaltspflichtengesetz” – LkSG). Key components included the comprehensive cataloging of all direct suppliers, as well as risk analyses at the country, product group, and supplier levels. Suppliers posing an increased risk were subject to in-depth reviews. At the same time, processes for supplier certification, training, and social audits were further developed. All new suppliers undergo a risk assessment and approval process that complies with the LkSG.

In its coffee business, the Melitta Group also works with partners and industry organizations committed to improving social standards in coffee-growing regions. Activities include participation in the German Coffee Association, as well as joint projects and whistleblower systems in the respective countries. The goal is to identify risks early on, increase transparency, and achieve sustainable improvements in working and living conditions along the supply chain.



Melitta Europe Coffee

Support in Tanzania

The “Coffee Power” project empowers women and young people along the coffee value chain.

[Learn more](#)

Consumers and end-users

The Melitta Group aims to be one of the quality leaders in its markets and to differentiate itself from the competition through durable, reliable, safe, and user-friendly products. To this end, it sets high standards throughout the entire value chain – from the raw materials and components it uses, to the production processes, and the finished product. Suppliers are selected and evaluated according to clearly defined quality criteria. Certified quality management systems, international standards, and comprehensive control and assurance mechanisms ensure quality and product safety in the production processes. At the same time, requirements such as repairability, reusability, recyclability, and eco-friendly disposal are becoming increasingly important and are systematically integrated into product development.

The Melitta Group also places great emphasis on information and dialogue. Consumers receive extensive information about products, their use, and their features via packaging, websites, and digital offerings. There are also numerous service and communication options. Feedback from consumer surveys, product tests, and customer interactions is continuously incorporated into the further development of the Group’s products and services.

Governance

The alignment of business activities with sustainability requirements is supported by binding rules, processes, and management instruments. These include, above all, the Group-wide Code of Conduct, the Supplier Code of Conduct, the corporate values, and various Group guidelines and policies (e.g., Policy Statement, UK Modern Slavery Act, Deforestation Policy). They provide the framework for responsible and compliant conduct – both within the Melitta Group and along the value chains.

In its Code of Conduct, the Melitta Group defines clear behavioral principles for its employees. These include, in particular, requirements regarding human rights, integrity, the prevention of corruption, and the respectful treatment of colleagues and business partners. In addition, the Supplier Code of Conduct sets out binding requirements for suppliers and business partners, including compliance with human rights, working conditions, and environmental standards. At the same time, it serves as an important foundation for implementing the requirements of the German Supply Chain Due Diligence Act (LkSG) and the EU Corporate Sustainability Due Diligence Directive (CSDDD).

Moreover, sustainability is enshrined as one of the Group's seven core values. As such, sustainability requirements are systematically integrated into guidelines and policies – for example, in strategic business initiatives, investments, or changes in procurement, production, and marketing. This is complemented by medium- and long-term sustainability targets. The Group regularly reports on its progress toward these targets.

The Melitta Group uses Group-wide non-financial performance indicators to manage its sustainability activities. These are collected and analyzed using standardized ESG software. There are binding definitions and data collection processes for all key performance indicators. Wherever possible, the Group follows established international standards and methods, such as the Greenhouse Gas Protocol or ISO standards. Training sessions and regular coordination efforts help ensure the highest possible degree of comparability and data quality.

In the fiscal year 2025, the Group continued to expand its governance, processes, and data structures – particularly with regard to the requirements of the Corporate Sustainability Reporting Directive (CSRD). As a result, the Corporate Finance division and the Finance departments of the operating divisions were more closely integrated into sustainability reporting. In addition, risk management was expanded to include the analysis and assessment of ESG risks based on the double materiality principle. Targets, key performance indicators, data management, and reporting infrastructures were refined accordingly and more closely linked to the financial management processes.

Several training programs were held in 2025 to effectively implement the new requirements. In addition, various working groups were established, involving more than 50 employees from various operating and corporate divisions. Moreover, employees received training on various sustainability topics (“Sustainability Insights”) aimed at raising awareness of the key drivers and legal requirements while promoting greater dialogue between different functions. Due to the very positive feedback, these training sessions will continue in 2026.

Outlook

The Melitta Group is currently working hard to implement the requirements of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS), while also further developing its sustainability strategy. These efforts include revising existing targets, defining new objectives and milestones, and developing corresponding action plans – both at Group level and within the individual operating divisions.

At the same time, structures, processes, and responsibilities are being further adapted to integrate sustainability requirements more systematically into corporate management. The aim is to establish a sustainability strategy and governance structure that meets regulatory requirements while also creating a practical framework for effective and sustainable change.

About the Sustainability Report

Unless otherwise stated, all facts and figures published in this Sustainability Report refer to the reporting date of December 31, 2025. The editorial deadline was August 30, 2026.

The structure of the Sustainability Report is based on the European Sustainability Reporting Standards (ESRS). The Melitta Group publishes further information on its sustainability activities in its Declaration of Conformity with the German Sustainability Code (DNK), which can be viewed on the DNK website.

