



Environmental and Social Report 2022

Our contribution to more sustainability

BRAND. For lab. For life.®

BRAND

Key figures from the 2022 fiscal year

501

Employees
national and international

23 %

Employees
under 30 years

99 %

Employees
employed in Germany

Results

53 %

reduction of CO₂ emissions
compared with the base year 2020

80 %

non-hazardous waste generation
for 2022

3 %

Reduction of energy consumption
compared with 2021

11 %

Saving drinking water
by groundwater (well water) in 2022

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Environmental and Social Report 2022



Foreword



Dr. Christoph Schöler

Dear valued reader,

The Brand Group, with its BRAND, VACUUBRAND and VITLAB brands, is an integral part of life science, pharmaceutical, chemical, process analytics and renewable energy laboratories worldwide. With our products, our customers are working on solutions for the key issues of the future in health, nutrition and energy supply.

The sustainable use of natural resources and responsible corporate governance are an integral part of our operations and are essential to the long-term success of the Group.

This Environmental and Social Report is part of our ongoing sustainability reporting. Our aim is to underline our responsibility in the area of ESG (Environment, Social and Governance) and to report transparently on our actions and targets. The report covers key topics such as emissions, waste, water and employees. In all these areas, we have been working for many years to make a tangible contribution to sustainability, regardless of the pressures of changing times. We provide this for the laboratories of our customers, at our worldwide sites, and along our global supply chains.

This report is based on the standards of the Global Reporting Initiative (GRI). In the coming years, we will expand the scope of our reporting and present a joint sustainability report for the entire Brand Group. To update our sustainability strategy, we are conducting a Group-wide materiality analysis, from which we intend to derive the most important and effective actions.

We invite you to join us on our journey towards a sustainable future and hope you will find this report an interesting and stimulating read.

Best regards,

A handwritten signature in black ink, appearing to read 'Schöler'.

Dr. Christoph Schöler
Chairman



Waste and resources

Waste

We take responsibility for what we produce. That's why avoiding and reducing waste is an important part of our sustainable corporate management. With an effective waste management strategy, we promote the development of a circular economy in which resources are used for as long as possible and waste is regarded as a by-product. We also want to do our part to conserve our planet's limited resources by recycling materials through regional partners.

Management approach

The principle of the three Rs – reduce, reuse, and recycle – is anchored in our environmental policy. Nevertheless, we still generate a certain amount of general waste, paper and cardboard waste, and mixed waste (mixed packaging and municipal waste) at our site. Waste management is part of our ISO 14001-certified environmental management system and thus helps us to keep our disposal volumes at a low level and reduce them even further. In this way, we keep material consumption and disposal volumes as low as possible. We also ensure strict waste separation and safe disposal. That's why we rely on trusting cooperation with certified waste disposal companies close to our sites. To this end, the sources and quantities of waste and the type of waste at the Wertheim site are continuously recorded and compiled annually in a waste balance sheet. According to the Circular Economy Act, waste is divided into hazardous and non-hazardous waste. We also systematically apply the principle of the three Rs to our products for the entire product life cycle. This includes material-saving designs, long service life, and good reparability or recyclability through the selection of single-grade materials.



ENVIRONMENT

Key figures and measures

Our regional partners recycle or dispose of the waste through various processes according to the Circular Economy Act. In 2022, the volume of waste at our sole production site in Wertheim increased from 204 t to 230 t. This was partly due to a Corona-related surge in sales. Our non-hazardous waste accounted for 80% of total waste generated in the 2022 reporting year. This increase in hazardous waste was due mainly to the one-off effect of the extraordinary disposal of around 15 t of

pickling solution needed for a conversion project in the glass production area. In the absence of technical alternatives, it is sometimes necessary to use hazardous materials. However, our goal remains to keep the use of these materials to the absolute minimum. Apart from this one-off effect, we were able to keep the volume of waste almost constant despite a considerable increase in production volumes.

Waste generation in t

	2020	2021	2022
Waste (total)	256	204	230
Non-hazardous waste	234	185	185
Hazardous waste	21	19	45
Recycling rate (total) ¹	–	–	–
Proportion of non-hazardous waste relative to total waste generation	92 %	90 %	80 %

¹ There is currently no data available on the recycling rate



Waste and resources

Reduce – Reuse – Recycle

EXAMPLES

Environmental protection has always been a top priority at BRAND. We are particularly proud of what we have achieved in the interests of our customers. With our products, we have consistently been pioneers in terms of quality, durability, and easy maintenance. In this way, we help minimize costs, reduce waste, and improve working conditions wherever our products are used.

Reduce

For many years, packaging waste from incoming goods has been avoided by using reusable and returnable packaging (Fig. 1). In order to reduce our consumption of resources, we have used our production technology to manufacture pipette tips in a particularly thin-walled design, thereby saving material (Fig. 2). With the TipRack refilling system, we have reduced the amount of waste by more than 20% compared with the TipBox. We are also reducing the amount of waste by using new technologies such as hot runner technology in injection molding.

In addition to non-hazardous waste, hazardous waste such as machine oils or emulsions also accumulates at BRAND. These are stored in special storage locations until disposal by certified local disposal companies. Also hazardous materials are subject to special attention. These are procured and included in the hazardous materials register only according to a defined process. The hazardous materials officer and the safety specialist are both actively involved in this process in order to protect the environment and employees. This information can be viewed at any time via the sam[®] occupational health

and safety software. For an operational emergency involving hazardous materials, there are operating instructions stored in the sam[®] occupational health and safety software as well as an emergency and alarm plan.

Reuse

When developing new products and enhancing existing ones, we set ourselves environmental and occupational safety targets at the design stage. Environmental impact assessment is part of every specification at BRAND.

In the life cycle, product use by our customers and the product end of life play an important role. That's why, in addition to high-quality raw materials to keep wear to a minimum, we pay attention to ease of repair and durability right from the development stage (Fig. 3). The long service life, especially of our liquid handling instruments and volumetric instruments, reduces the consumption of resources for new equipment.

Recycle

When it comes to consumables, we pay equal attention to material savings during production and to reusability. In order to achieve the highest possible level of reusability of the waste that is nevertheless produced, care is taken to ensure that waste is sorted by type in production and collected separately in our offices. This enables us to achieve a high recycling rate for waste (e.g., from plastic injection molding). In addition, our TipBoxes can be autoclaved several times and are made of single-grade plastic in order to ensure recyclability (Fig. 4).



1 Reusable packaging for raw materials



2 Production of thin-walled pipette tips



3 High-quality materials ensure long service life



4 The TipBox can be used and autoclaved multiple times



Waste and resources

Water

The limited resource of water is not only the basis of all life on earth but also essential for the operation of industrial companies. Because of climatic changes, it is becoming increasingly important in our part of the world. In particular, the increasing water shortages in large parts of Germany (increasing water stress) is showing its effects through challenges in agriculture and river navigation, among others. This makes it all the more important for us as a company to use this important resource carefully and to further reduce industrial water consumption.

Management approach

Our aspiration to use resources sparingly in the sense of the three Rs approach therefore also applies to water. Water management at BRAND is part of the ISO 14001-certified environmental management system. Key figures on water consumption are regularly collected, and measures are defined. Water management affects various areas: sanitary facilities, kitchens, and machinery and machine cleaning. For example, the cleaning water is used several times by a cascade system, and the consumption of cooling water is minimized by using closed cooling systems.



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Tauberhafen in Wertheim

514 m³
Savings

ENVIRONMENT

Key figures and measures

Our partner for water supply in the region is Stadtwerke Wertheim GmbH. The basis for the data are consumption values recorded by meters of the public utility company as well as the meters installed in our company. In 2022, BRAND used 4,814 m³ of water; of this, 4,300 m³ was potable water.

According to the Aqueduct Water Risk Atlas, our Wertheim site is located in an area of high water stress in which 40–80% of the renewable water supply is used. This means a burden on the environment and a threat to the water supply. We are therefore acutely aware of our responsibility to safeguard the precious resource of water. A well was constructed on the site in order to reduce the use of potable water. This is used to supply water to the restrooms. This saved 514 m³ of drinking water in 2022; this corresponds to 11% of total consumption.

Water consumption in m³

	2020	2021	2022
Water consumption	4,587	2,896	4,814
of which fresh water	4,454	2,464 ¹	4,300
of which groundwater (well water)	133 ²	432	514
Water consumed in water stress areas³	4,587	2,896	4,814

¹ It was not possible to retroactively reconstruct defective public utility meter consumption

² First use of the meter as of September 2020

³ Classified according to Aqueduct Water Risk Atlas



© Dr. Schönheit + Partner

Energy and emissions

Energy

As a company, we have a duty to closely monitor our energy consumption, to question it time and again, and to reduce it as much as possible. This means not only lower costs and higher efficiency for us but also less greenhouse gases released into the environment. By taking advantage of potential savings, we remain competitive and make a contribution to climate protection. This enables us to combine economic and sustainable action.

Management approach

The increased efficiency in our production and the efficient use of resources in our office buildings represent an important influencing factor for greenhouse gas emissions. Every kilowatt hour saved – also as electricity from renewable sources – leads to a long-term saving of resources and emissions. That's why we have long been committed to using resources sustainably and producing in an environmentally-friendly manner.

Our goals for energy are also defined in our corporate policy. The focus is on the efficiency of our energy-related performance, which we are continually improving. We provide the necessary information and resources for this purpose. In this way, we are doing our part for the sake of the environment. The three Rs also play an important role in energy management.



In doing so, we strive to reduce our energy consumption and use renewable energies (i.e., reuse). We are also committed to energy recycling.

As part of energy management, all energy consumption is continuously recorded and evaluated in order to identify potential savings. The energy management officer is responsible for this.

In 2022, we set ourselves a quantitative target for energy consumption at our sole production site in Wertheim and published it on our website (www.brand.de). In order account for projected growth, we have chosen to use electrical energy intensity (kWh per EUR million of sales). Starting from the base year 2020, we will reduce our energy intensity by an average of 4% per year until 2030.

At BRAND, the top management level in the “Quo Vadis” strategy group is responsible for monitoring target achievement in cooperation with the energy management officer.



Energy and emissions

Energy

Key figures and measures

In 2022, the total energy consumption of BRAND was 10,103 MWh. This changed slightly compared with the previous year. Even though fuel and electricity consumption increased slightly, we were able to reduce natural gas consumption. In 2022, electricity and heat demand at our sole production site in Wertheim was 9,433 MWh of energy (down 3% from 2021). Compared with the 2020 baseline, this demand represents a 2% increase in energy. At the same time, sales increased at a much higher rate.

At BRAND, energy intensity – the ratio of energy consumption (consisting of purchased electricity and natural gas) to sales – developed positively. Our energy intensity decreased by 12% from 129,161 kWh/million EUR of sales in the base year to 113,124 kWh/million EUR of sales in 2022. We are thus considerably exceeding the linearized savings target in relation to the base year 2020. In addition to the accelerated reduction in gas consumption as a result of Russia's war of aggression on Ukraine, economies of scale also contributed to this exceptionally favorable development.

Energy

Energy consumption in MWh and energy intensity in kWh per million EUR of sales

	2020	2021	2022
Total energy demand	9,968	10,341	10,103
Power and heat demand	9,272	9,683	9,433
Amount of electricity purchased	4,932	4,678	5,186
of which from renewable energies	0	4,678	5,186
Natural gas	4,340	5,005	4,247
Vehicle fleet²	696	659	670
Fuels (diesel and gasoline)	696	659	670
Energy intensity (electricity and heat consumption in kWh per million EUR of sales)	129,161	128,186	113,124

² Conversion of fuel consumption (diesel and gasoline) taken from the information sheet for determining total energy consumption of the Federal Office for Economic Affairs and Export Control

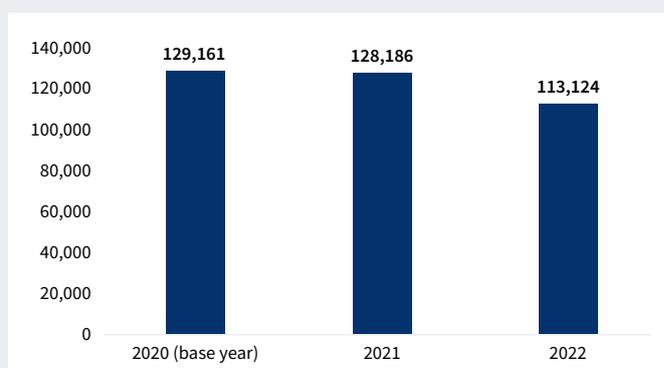
With various measures, we at BRAND are helping to decrease our energy consumption and increase energy efficiency. In 2022, this will include optimizing our ventilation systems. We also equipped our production area with lighting management to allow for individual adjustment. In addition to the technological measures already implemented, the conversion of our ventilation system will result in an estimated saving of approx. 36,000 kWh.

For the coming years, we plan to invest further in increasing our energy efficiency. For example, through the targeted procurement of energy-efficient machinery and equipment as part of replacement and expansion investments.

Energy consumption in MWh



Energy intensity in kWh per million EUR of sales



■ Amount of electricity purchased
 ■ Natural gas
 ■ Fuels (diesel and gasoline)



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Energy and emissions

Emissions

One goal of the German Federal Climate Change Act is to reduce emissions from industry by at least 88 % by 2040 compared with 1990 levels. The greenhouse gas carbon dioxide (CO₂) is the most relevant. One of the necessary measures is the switch to renewable energy. At BRAND, we also follow this path. In recent years, we have considerably reduced greenhouse gas emissions by switching to electricity from renewable sources (essentially hydroelectric power).

Management approach

Greenhouse gas (GHG) emissions and pollutants play a critical role in the development and impacts of climate change. We are therefore aware of our responsibility to minimize emissions during the manufacture and use of our products at all stages of the value chain. The greatest effect we have on the environment is through the emission of greenhouse gases, primarily carbon dioxide. In greenhouse gas accounting, the Greenhouse Gas Protocol divides emissions into three scopes.

Scope 1 includes direct emissions that arise directly from our actions. These include the use of natural gas for our combined heat and power plant or the operation of our vehicle fleet with fuels. Scope 2 and 3 include indirect emissions that are not directly caused by us as a company. Scope 2 includes emissions caused by our electricity purchases because we do not produce the electricity ourselves but nevertheless require it for our site or production. Scope 3 includes all other emissions in the upstream and downstream value chain. Upstream emissions arise from the manufacture and transport of raw materials for our production and operations. Downstream emissions arise from the transport of our products to our customers and the disposal of our waste. Most greenhouse gas emissions (Scope 1) generated within the company result from the combustion of primary energy sources such as natural gas



ENVIRONMENT

and fuel. By using natural gas, we generate electricity and heat for our offices and production area. Because of our field of activity, other gases or further emissions do not occur or occur only in small quantities.

When reporting greenhouse gas emissions, we are guided by the international Greenhouse Gas Protocol (GHG Protocol) standard for companies. We use the greenhouse gas equivalents from the Emission Factor Database (EFDB) of the Intergovernmental Panel on Climate Change (IPCC) and Stadtwerke Wertheim GmbH as the unit of measurement.

In order to raise awareness of this important topic, we also address our environmental management as part of the training plan for new employees.

For GHG emissions in Scope 1 and 2, in July 2022, we adopted a strategy and targets for 2030 based on the present GHG balance and published them on our website (www.brand.de). We chose 2020 as the base year because this year approximates the state before the major COVID-19-related changes that impacted our market starting in early 2021. Our goal is to reduce the absolute emissions of our activities at our production site by 70% between 2020 and 2030 (Scope 1 and 2). In this way,

we would like to contribute to supporting the sectoral goals of the Climate Change Act and the goal of the Paris Agreement, which is based on the United Nations Framework Convention on Climate Change (UNFCCC).

At BRAND, the top management level in the “Quo Vadis” strategy group is responsible for monitoring target achievement. This ensures an interdisciplinary approach because the Quo Vadis team includes management from all business and specialist units, including Shared Services.



Energy and emissions

Emissions

Key figures and measures

After a strong 46 % reduction in GHG emissions in 2021 compared with 2020, achieved primarily through the purchase of CO₂ neutral electricity from renewable sources, we were also able to considerably reduce emissions by 13% in 2022. Emission intensity decreased from 15 t CO₂/million EUR of sales (2021) to 12 t of CO₂/million EUR of sales (2022).

In addition to economies of scale resulting from a considerable increase in sales, targeted energy management measures according to ISO 50001 were the main contributors to this success. Further information can be found in the “Energy” chapter. The gradual conversion of our vehicle fleet to electric vehicles is also helping to reduce emissions (albeit currently to a lesser extent).

Greenhouse gas emission in t of CO₂

	2020 (base year)	2021	2022
Emission Scope 1 + 2	2,169	1,167	1,015
Emission Scope 1	1,045	1,167	1,015
Emission Scope 2	1,124	0	0

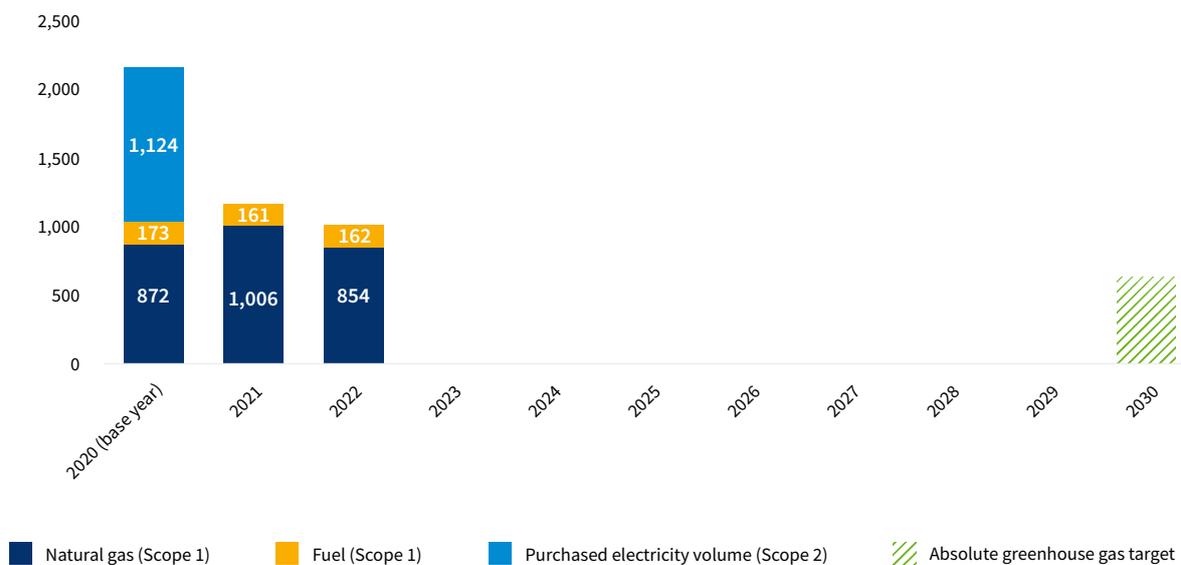
Emissions

Our greatest contribution to the environment: since 2021, we have been receiving “Main-Tauber-Naturstrom” from certified hydroelectric power plants operated by Stadtwerke Wertheim GmbH as our regional partner. This saves us 1,000 t of CO₂ per year. We were already able to reduce part of the electricity by operating a combined heat and power plant. This has led to lower emissions.

Measures were also taken outside Scope 1 and Scope 2 to reduce GHG emissions. These include promoting environmentally friendly mobility (bicycle parking), replacing air freight with sea and land transport, and optimizing freight consolidation in order to reduce truck trips in the EU. These Scope 3 measures are not included in the GHG accounting at this time.



Greenhouse gas target by 2030 in t of CO₂





Employees

Forward-looking employer

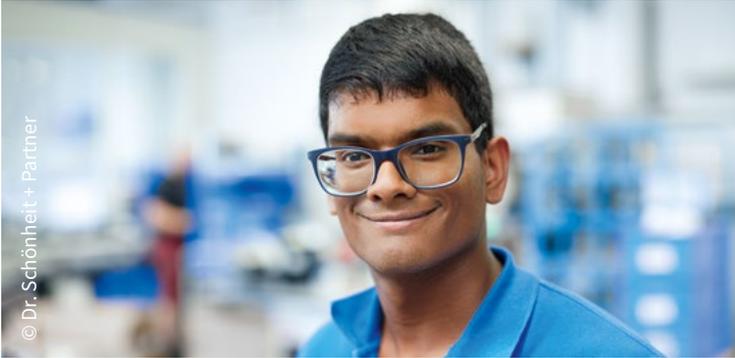
As part of the Brand Group, our company makes a sustainable contribution to society at our sites and beyond. This will ensure our long-term international success. We offer our employees a secure, modern workplace in an owner-managed, medium-sized company. We can achieve our corporate goals of long-term success and economic independence only as a community with a motivated and highly qualified workforce. Therefore, the personal and professional development of each individual is important. Starting with our trainees and dual-study students, we place a strong emphasis on optimal training and continuing education in terms of lifelong learning. We also promote the development of our employees with structured measures such as training courses.

Corporate culture

Respect and appreciation for our employees are a natural part of the values we live by. In order to give our common understanding of values as broad a basis as possible, workshops and discussion rounds were held in all Brand Group companies. Together with the employees, we developed and defined the following values of the Brand Group:

- Appreciative communication
- Mutual trust
- Promoting collaboration
- Living diversity
- Holistic responsibility
- Forward-looking development

Throughout the Group, these values are brought to life in discussion groups so that all employees can better orient themselves to them. We will also continue to offer regular training sessions in order to further consolidate our shared values.



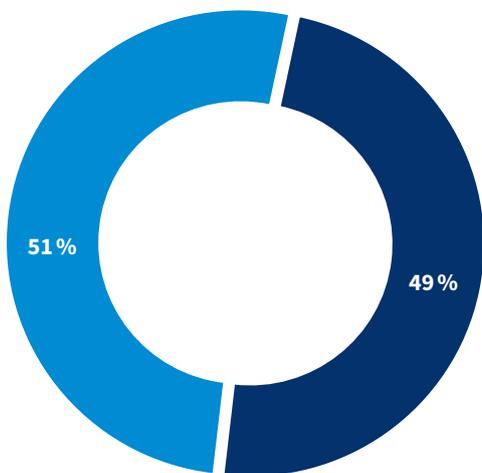
SOCIAL

Employee data

As of December 31, 2022, BRAND employed 501 people world-wide; of these, 495 were employed in Germany. The other employees worked in the Netherlands, Colombia, Mexico, and Brazil. The workforce consisted of 49 % men and 51 % women.

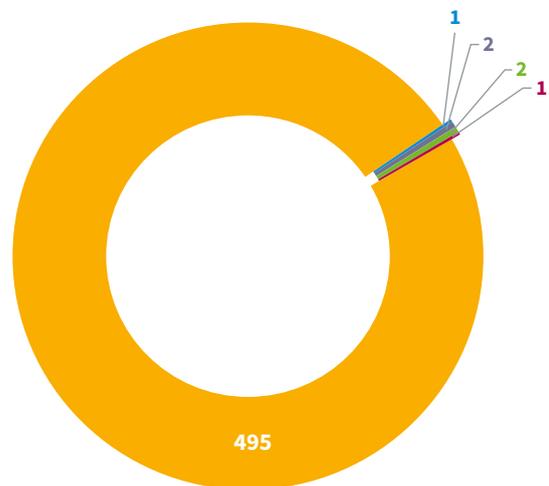
An elected works council is available to represent interests and serve as a contact. Numerous company agreements regulate central issues. 79 % of employees are covered by collective bargaining agreements. The remaining 21 % are managers and directors and as such are not covered by the collective agreement.

Employees in figures by gender in 2022



■ Women ■ Men

Employees in figures by region in 2022



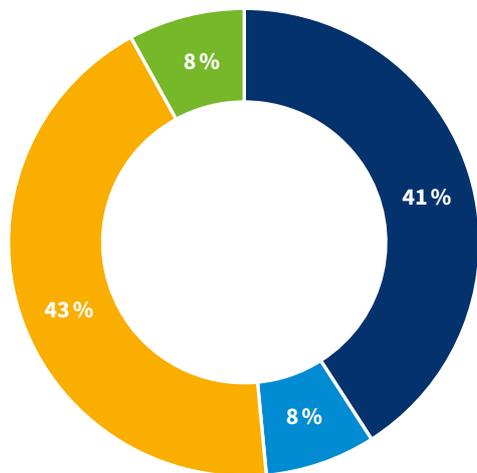
■ Germany ■ The Netherlands ■ Mexico
■ Brazil ■ Colombia



Employees

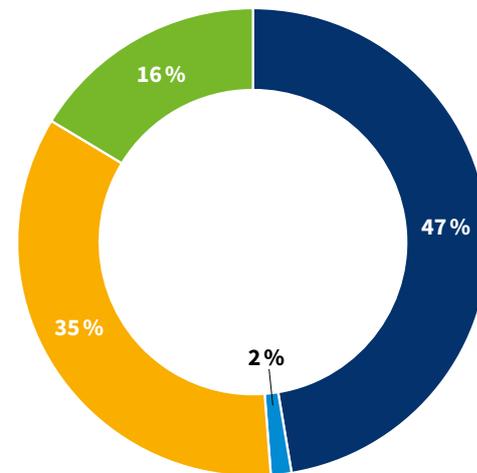
At BRAND GMBH + CO KG, 16% of the total workforce was employed on a fixed-term contract in 2022. In terms of the total workforce, 8% were male and 8% female temporary employees. According to the Federal Statistical Office (Destatis), the temporary employment rate in Germany was 7% of employees aged 25 and over in 2021.

Employees in figures
by employment status and gender in 2022



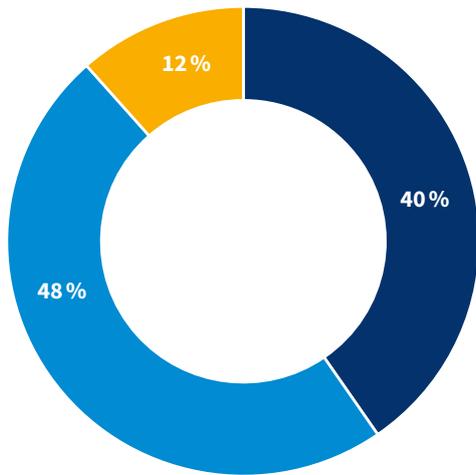
■ Women (permanent) ■ Men (permanent)
■ Women (temporary) ■ Men (temporary)

Employees in figures
by employment type and gender in 2022



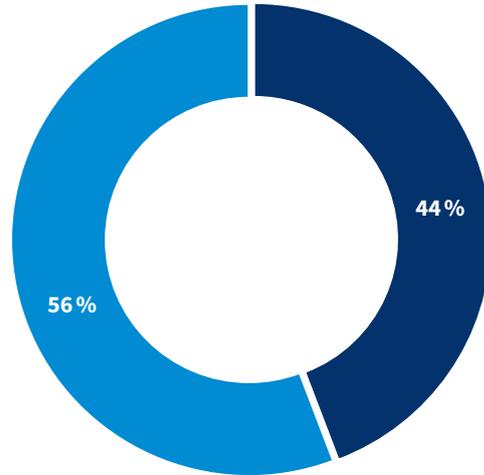
■ Women (full-time) ■ Men (full-time)
■ Women (part-time) ■ Men (part-time)

Age distribution of new employees in 2022



■ under 30 years ■ 30-50 years ■ over 50 years

Distribution of new employees by gender in 2022

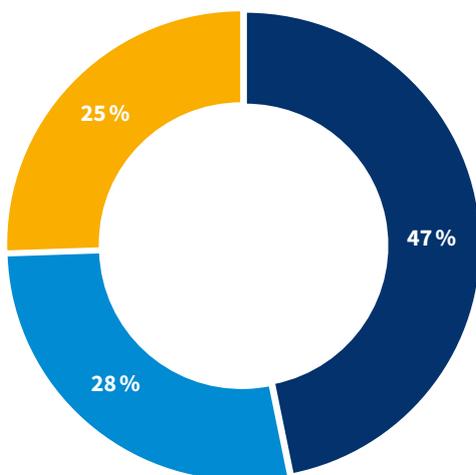


■ Women ■ Men

In the reporting period from January 1 to December 31, 2022, BRAND GMBH + CO KG hired 52 people. This corresponds to a new hire rate of 10%. By contrast, employee turnover was 9% (47 people); 47% of this was people under 30.

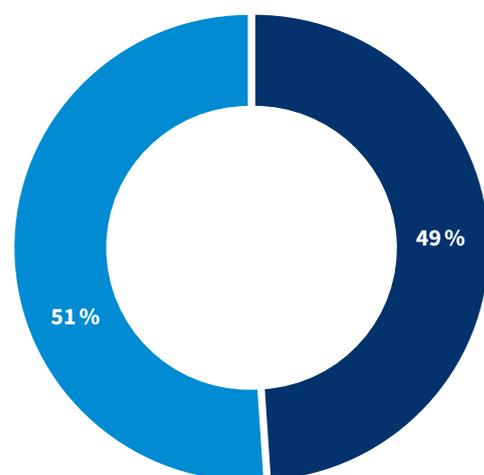
The turnover by gender breaks down similarly to the overall workforce distribution by gender. This includes all employee and employer terminations, severance agreements, retirements, and deaths.

Employee turnover by age in 2022



■ under 30 years ■ 30-50 years ■ over 50 years

Employee turnover by gender in 2022



■ Women ■ Men



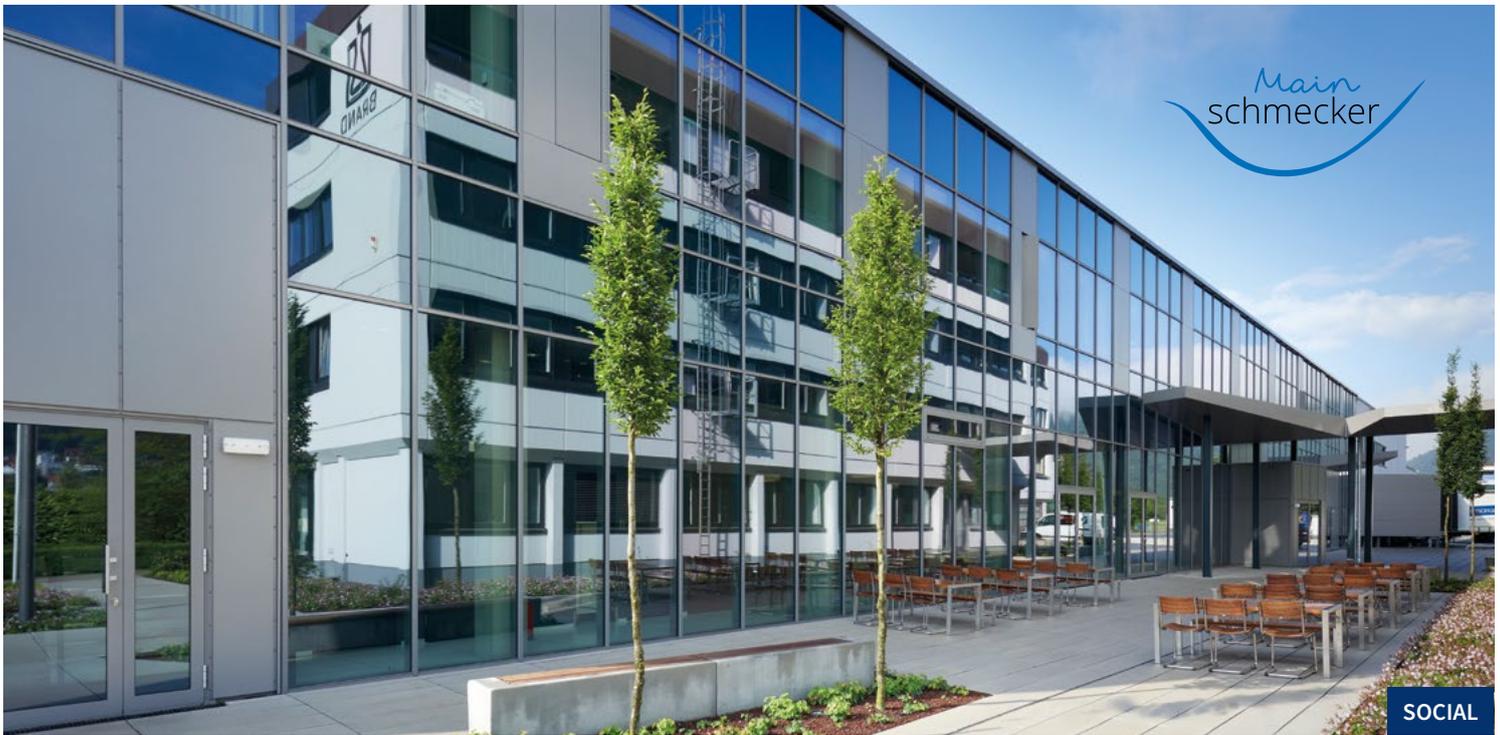
Employees

Education and training

The personal and professional development of our employees is important to us. That's why we offer in-house training on a wide range of topics. Individual needs are met through external seminars and training.

Lifelong learning is lived practice at BRAND. During the on-boarding process, new employees receive an overview of the company as well as instruction in occupational safety and energy, quality, and environmental management. Feedback sessions with supervisors are then used to identify personal training needs – ranging from further training in IT to languages and soft skills (e.g., communication) to certificate courses and Master's degrees. The medium-term goal is to develop a company-internal knowledge management system from which our employees and our company will benefit equally.

The BRAND Personnel Development Program is run on a cross-divisional basis with participants from the entire Brand Group and serves to prepare employees for specialist and management tasks with suitable training.



Health management

The health and well-being of our employees are essential to the success of BRAND in the corporate group and are therefore close to our hearts. We want our employees to be healthy and fit. We therefore offer a comprehensive range of services to promote and maintain health as part of our active health management.

Our employees have access to fresh and nutritious meals every day in the “Mainschmecker” canteen. There is also an additional salad bar and fruit day. In addition to catering, we work with the Brand Group to support various athletic events such as company soccer tournaments and runs and offer weekly fitness classes such as yoga and full-body workouts. For relaxation, our employees can take advantage of the weekly mobile massage during break times.

In cooperation with external consultants, we offer our employees the opportunity to participate in the Employee Assistance Program (EAP). They receive help in all situations in life – for example, to cope with stress or to achieve a (better) work-life balance.

Our company physician is available to all employees for advice and support on all questions relating to occupational health and safety. The company physician also offers vaccinations such as the flu shot. During the COVID-19 pandemic, the occupational health vaccination program was released by the legislature. As a result, our corporate group was one of the first in the country to operate its own vaccination center on the factory premises.



Employees

Occupational safety

Occupational safety is a central component of preventive health management and is overseen by a qualified occupational safety specialist. In order to prevent hazards and accidents at work and to enable safe and ergonomic work, the work rooms, operating equipment, machines, and devices are designed accordingly. Potential hazards are regularly assessed, and software-supported risk analyses are carried out. Measures derived from this (e. g., the use of protective equipment) are implemented. In addition, regular software-based training for our employees is a mandatory standard.

Many years of continuous optimization of occupational safety measures are now showing measurable results. For example, in 2022, the rate of reportable accidents was 6 accidents per 1,000 employees at BRAND. In 2021, the rate was 8 reportable accidents per 1,000 employees; we were thus able to reduce our rate by 27%. Compared with the administrative occupational injury rates¹ for workplace accidents, there are considerably fewer reportable accidents at BRAND.

¹ <https://www.dguv.de/de/zahlen-fakten/au-wu-geschehen/au-1000-vollarbeiter/index.jsp>

Reportable accidents

	2020	2021	2022
Occupational accidents For every 1,000 full-time workers, there are reportable accidents	10	8	6
Absolute accident figures	5	4	3



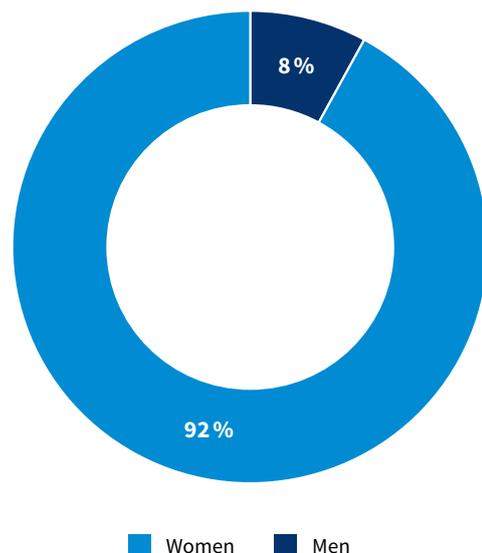
Reconciling career and family life

For us, reconciling the professional and private interests of our employees is an important concern. Therefore, among other things, they have flexible working hours and, as far as possible, alternative work locations at their disposal. In order to offer our employees the highest flexibility, we have introduced a framework working time from 6:00 am to 8:00 pm. Particularly attractive is the possibility for full-time employees to meet the daily minimum working time by means of a core duration of four hours, which can also be distributed over several non-contiguous blocks.

As a family-friendly company, we provide special support for expectant mothers. In close coordination with our company physician, the occupational safety specialist, and the HR department, we take care to implement all measures in order to ensure the health and well-being of expectant mothers at the workplace. The opportunities offered by statutory parental and child-raising leave are regularly taken up.

The use of part-time models was taken up by 18% of employees in 2022. This was divided between 92% women and 8% men in the part-time model.

Part-time employees by gender in 2022



Data

GRI 2 GENERAL INFORMATION

Reporting period January 1 – December 31, 2022

		Women	Men	Overall
GRI 2-7a employees				
Employees, total¹	International	258	243	501
	of which in Germany	253	242	495
	of which in the Netherlands	1	0	1
	of which in Mexico	2	0	2
	of which in Brazil	1	1	2
	of which in Colombia	1	0	1
i. permanent employees	International	218	205	423
	of which in Germany	214	204	418
	of which in the Netherlands	0	0	0
	of which in Mexico	2	0	2
	of which in Brazil	1	1	2
	of which in Colombia	1	0	1
ii. temporary employees	International	40	38	78
	of which in Germany	39	38	77
	of which in the Netherlands	1	0	1
	of which in Mexico	0	0	0
	of which in Brazil	0	0	0
	of which in Colombia	0	0	0
<i>Proportion of fixed-term employees in total employees by gender</i>		16%	16%	16%
<i>Proportion of women among temporary employees</i>		16%		
iii. Employees with non-guaranteed working hours²		0	0	0
iv. full-time employees	International	177	236	413
	of which in Germany	173	235	408
	of which in the Netherlands	0	0	0
	of which in Mexico	2	0	2
	of which in Brazil	1	1	2
	of which in Colombia	1	0	1
v. part-time employees	International	81	7	88
	of which in Germany	80	7	87
	of which in the Netherlands	1	0	1
	of which in Mexico	0	0	0
	of which in Brazil	0	0	0
	of which in Colombia	0	0	0
<i>Proportion of part-time employees relative to total employees</i>		31%	3%	18%
<i>GRI 2-30 Employees in collective bargaining agreement</i>		79%		
<i>Employees not in collective bargaining agreement</i>		21%		

		Women	Men	Overall
GRI 401-1 employees				
Employees	Overall			501
	under 30 years			117
	30 – 50 years			222
	over 50 years			162
a. Total number³ of new employees during the reporting period	Overall	29	23	52
	under 30 years	11	10	21
	30 – 50 years	15	10	25
	over 50 years	3	3	6
Proportion of entrants of an age group relative to the total number of employees in the respective age group	Overall			10%
	under 30 years			18%
	30 – 50 years			11%
	over 50 years			4%
b. Total number³ of employee turnover during the reporting period	Overall	24	23	47
	under 30 years	7	15	22
	30 – 50 years	9	4	13
	over 50 years	8	4	12
Proportion of persons of an age group leaving relative to the total number of employees in the respective age group	Overall			9%
	under 30 years			10%
	30 – 50 years			8%
	over 50 years			23%
GRI 404-1 further training				
Average training time ⁴ sam [®] in hours per full-time equivalent				4.4

¹All data used refer to the reporting date of December 31, 2022

² This includes the use of temporary workers, mini-jobbers, student trainees, and vacation workers

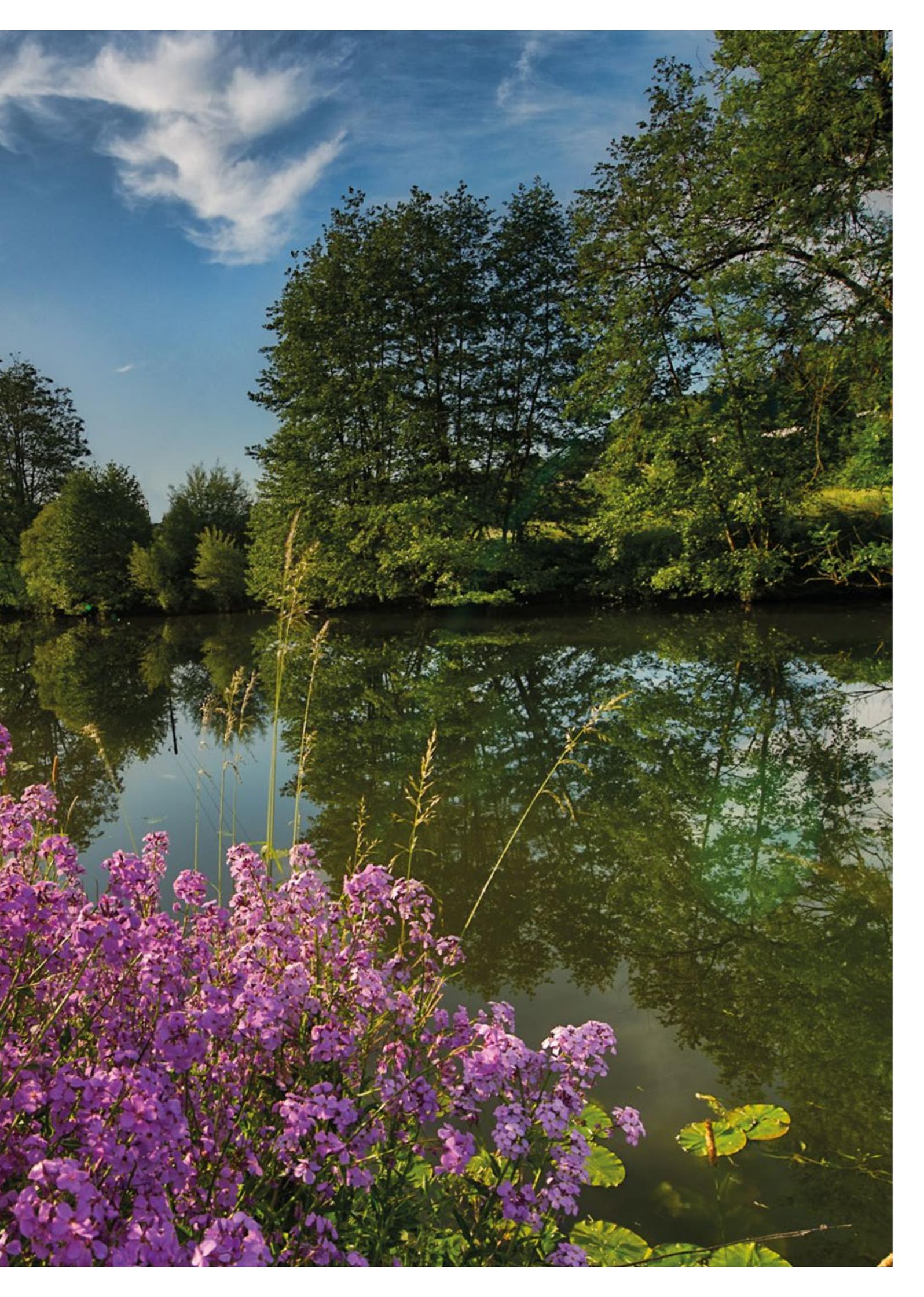
³ This data is a total in the period January 1 to December 31, 2022

⁴ Only data from sam[®] training periods. The full-time equivalent (FTE) of 441.6 was used in the calculation. Data from other training measures is missing because data has not yet been collected.

We are convinced that environmental protection will be an important topic in the laboratory of the future, and we plan to consistently align our corporate strategy accordingly.

As part of the Brand Group, we are working closely with VACUUBRAND and VITLAB in order to collectively and sustainably develop this environmental strategy.





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