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Sustainability Report 2025

Frenzelit GmbH

Prepared in accordance with EFRAG's voluntary VSME standard
Covering Modules B and C

Reporting period: 1 January 2025 – 31 December 2025



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Sustainability Report 2025 Frenzelit GmbH

Reporting in accordance with EFRAG's voluntary VSME standard, covering Modules B and C

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General information

Basis for preparation (B1)

This sustainability report was prepared in accordance with EFRAG's VSME standard. As in last year's report, we have chosen to report the data for both the Basic Module and the Comprehensive Module, and in some places we have supplemented the required data points with further information that is important to us and worth mentioning. None of the data points requests information that is confidential to us, so we have decided to report all information available to us in this context. In some places, there are still gaps in our data collection, and we are therefore unable to provide all the information. We intend to improve in these areas in the coming years. We specifically identify any differing or missing information in the relevant places.

In this reporting year, the report covers only Frenzelit GmbH, which is based in Germany. The subsidiaries at the sites in the USA, India and the Czech Republic are expected to be included in the next report, for 2026, because the available data do not yet permit reporting for 2025.

Table 1: General information about Frenzelit GmbH

Legal form	**Privately owned limited liability company**
NACE sector classification code	2932 (Bad Berneck) 1396 (Himmelkron)
DUNS number	315 722 793 (Bad Berneck) 498 930 478 (Himmelkron)
2023	
Total assets	76,951,053 €
Revenue	118,008,629.38 €
Number of employees	501
2024	
Total assets	75,598,327 €
Revenue	109,786,547 €
Number of employees	552
2025	
Total assets	73,440,189 €
Revenue	107,720,093 €
Number of employees	533
Country of principal business activities and location of significant assets	Germany
Geolocation of operating sites	Bad Berneck: 50,030904, 11,68369 Himmelkron: 50,068433, 11,603439

Frenzelit GmbH is certified to various ISO standards: ISO 9001, 14001, 45001 and 50001, as well as IATF 16949. These standards are an essential part of our corporate philosophy and help us continuously improve

in the sustainability areas they address, such as occupational safety, the environment, energy and quality assurance. Certification is carried out by TÜV Süd.

In addition to these certifications, we have also received recognition on benchmarking platforms, including a bronze medal from EcoVadis. On the CDP assessment platform, we received an overall rating of C. We achieved a B rating in Supplier Assurance, while Integrity Next rates us as “Green.”

Strategy: business model and sustainability-related initiatives (C1)

Relevant SDGs: SDG 9 (Industry, innovation and infrastructure), SDG 12 (Responsible consumption and production), SDG 13 (Climate action) and SDG 17 (Partnerships for the goals).

Frenzelit GmbH is a long-established family-owned company based in Upper Franconia, near Bayreuth. For more than 140 years, we have specialized in manufacturing a wide range of products that can be divided into different product groups. Our portfolio includes gaskets made from combinations of fibrous materials and metals, some of which have screen-printed coatings, as well as high-temperature insulation made from glass and silicate fibres and fabric expansion joints. The diversity of our products is reflected in their many applications. We develop tailored solutions together with our customers and actively support them in selecting suitable products. For our expansion joints, we also provide expert installation support worldwide.

The mobility industry is an important market for us. We sell products directly to automotive suppliers and manufacturers, and to the shipbuilding and aerospace industries. We also supply other industrial sectors, including the chemical industry, fire protection, the food and drinking-water industries, and many more. Our products are generally further processed and are sold to private individuals only in exceptional cases. They are distributed throughout Europe and beyond, on every continent.

We are also active in emerging fields such as hydrogen technologies, electric mobility and renewable energy.

Our aim is to build and maintain long-term, successful relationships with our business partners.

Table 2: Number of suppliers serving Frenzelit

2023	2024	2025
1,680	1,629	1,534

Most of our suppliers are also based in Germany. To keep supply chains as short as possible, we mainly work with European suppliers, including those based in Poland, Austria, the Czech Republic, Slovakia, France, the United Kingdom, the Netherlands, Italy and Belgium. In some cases, however, it is not possible to source the required raw materials within Europe. In these situations, we rely on suppliers outside Europe in the USA, China, the UAE or Canada. As we source both production and non-production materials, our suppliers come from almost all ESRS sectors. We maintain business relationships with a wide range of companies in various industries, including agricultural and construction companies, energy and water utilities, financial institutions, other manufacturers, mining companies, traders, service providers and transport companies.

We send our Supplier Code of Conduct (SCoC) to all our suppliers. It covers key issues such as human rights, fair working conditions, social responsibility, particularly towards local communities and Indigenous peoples, and environmental and climate protection. It also includes policies on occupational safety, the circular economy, waste management, anti-corruption and anti-bribery, and customs and export controls.

Table 3: Sustainable procurement metrics

Criterion/calendar year	2023	2024	2025
Share of suppliers (EVO) that have signed the Supplier Code of Conduct (available from 2024)	-	71 %	67 %
Share of new suppliers with a certified environmental management system	14 %	26 %	33 %

Share of suppliers for which an annual risk analysis was carried out (including the "sustainable procurement" criterion)	100 %	100 %	100 %
Share of procurement employees who received training on sustainable procurement practices (available from 2024)	-	50 %	50 %

For our products, our goal is to manufacture durable, high-quality gaskets, insulation and expansion joints. Our products reflect our commitment to sustainability. They minimize energy use and losses in various applications and preferably contain non-critical raw materials. In this way, we can also help our customers achieve their own sustainability goals. The durability of our products likewise contributes to sustainable business practices. We aim to optimize the use of resources. We achieve this through long service life, high sealing performance and excellent quality.

We want not only to make our products as sustainable as possible in use, but also to make our production and manufacturing processes as sustainable and environmentally friendly as possible. We therefore aim to achieve climate neutrality by 2035 for Scope 1 and 2 emissions, use green electricity and, where technically possible and appropriate, use recycled materials as raw materials. Our efforts to produce more sustainably are explained on the following pages.

We place particular emphasis on continually developing our products. An important part of this process is moving away from critical raw materials. One successful example is the development of PFAS-free gaskets. We have succeeded in combining our standards for durability and quality with non-critical alternatives to PFAS. As a result, we can now offer the NovaOne Blue product line as a PFAS-free alternative to our other products.

The goal of climate neutrality for Scope 1 and 2 emissions by 2035 is an important part of our business model. Many of our decisions are guided by this goal and are intended to support it. A major challenge is our use of natural gas to provide heat in various forms within the company. At present, we are not yet able to produce without natural gas. In 2024, however, we developed a transformation plan together with FfE Munich (Research Centre for Energy Economics) that enables a gradual transition to climate-neutral production. As part of this plan, we were also able to determine the financial resources required and are now in a position to make these available year by year for the necessary investments.

Practices, policies and future initiatives for the transition to a more sustainable economy (B2)

Relevant SDGs: SDG 6 (Clean water and sanitation), SDG 7 (Affordable and clean energy), SDG 8 (Decent work and economic growth), SDG 12 (Responsible consumption and production) and SDG 13 (Climate action).

The following table provides an overview of the sustainability areas in which we have already successfully developed and implemented practices, policies and future initiatives for the transition to a more sustainable economy.

Table 4: existing policies, practices and initiatives

	Are there practices, policies and future initiatives concerning the following topics?	Are these publicly available?	Do these practices/policies have specific targets?
Climate change	Yes	Yes	Yes
Pollution	No	-	-
Water and marine resources	Yes	No	Yes
Biodiversity and ecosystems	No	-	-
Circular economy	Yes	No	Yes
Own workforce	Yes	No	Yes
Workers in the value chain	No	-	-
Affected communities	No	-	-
Consumers and end-users	No	-	-
Business conduct	Yes	Yes	No

Description of practices, policies and future initiatives for the transition to a more sustainable economy (C2)

The practices and policies we have developed for the transition to a more sustainable economy are described in more detail below.

Table 5: Description of policies, practices and initiatives

	Description of policies, practices and future initiatives related to measures.	Description of the associated targets.
Climate change	Together with FfE, we developed a comprehensive transformation plan aimed at gradually reducing our fossil energy consumption. We also drew up a roadmap to climate neutrality based on this plan. The roadmap specifies which measures are to be implemented in each year. Environmental and energy policies are an integral part of our corporate policy. We are committed to recording, assessing and reducing all our emissions.	We aim to achieve climate neutrality for Scope 1 and 2 emissions at our German sites by 2035.
Water and marine resources	We reduce our freshwater requirements by treating the wastewater generated and reusing it in closed loops.	We aim to reduce our wastewater volume by 15 % by 2028.
Circular economy	We seek to replace critical raw materials with non-critical materials or develop alternative products without critical raw materials. Before raw materials may be used, they must be reviewed and approved by various departments. We reuse waste from our production as secondary raw materials. At the same time, we develop new products that can be made from our waste materials, for example by reusing, recycling and upcycling our glass-fiber waste. Through our waste continuous improvement process (CIP), we reduce waste and identify opportunities for further use or reuse.	We aim to halve our waste generation in the coming years and increase the share of secondary raw materials in our products.
Own workforce	The rules of conduct for day-to-day work are set out in our corporate policy and Code of Conduct. We expect all employees to actively live our culture and values (see Fig. 2). General working conditions are governed by our future-oriented collective agreement. These go beyond the minimum statutory requirements. Our corporate policy also includes our occupational safety requirements.	We strive to prevent all occupational accidents and to maintain and increase the satisfaction of all employees.
Business conduct	Our Code of Conduct defines the principles of our day-to-day business conduct. The guidelines set out in this document are binding for all employees. The topics covered include corruption and bribery, cooperation with business partners, handling information, and dealing with complaints and reports. We also strictly adhere to Frenzelit GmbH's Human Rights Code. We always seek long-term cooperation with our business partners.	We aim to continually improve and develop. We have therefore not defined specific targets in this area.



Figure 1: Culture and values at Frenzelit GmbH

Environmental data

Energy and greenhouse gas emissions (B3)

Relevant SDGs: SDG 7 (Affordable and clean energy) and SDG 13 (Climate action).

Energy consumption 2023 - 2025

Table 6: Energy consumption of Frenzelit GmbH in 2023

	Renewable energy consumption [GWh]	Non-renewable energy consumption [GWh]	Total energy consumption 2023 [GWh]
Purchased electricity	9.33	0	9.33
Self-consumption from PV system	0.18	0	0.18
Gas	0	17.13	17.13
Fuels	0	0.94	0.94
Total			27.58

Table 7: Energy consumption of Frenzelit GmbH in 2024

	Renewable energy consumption [GWh]	Non-renewable energy consumption [GWh]	Total energy consumption 2024 [GWh]
Purchased electricity	8.53	0	8.53
Self-consumption from PV system	0.15	0	0.15
Gas	0	15.47	15.47
Fuels	0	0.75	0.75
Total			24.90

Table 8: Energy consumption of Frenzelit GmbH in 2025

	Renewable energy consumption [GWh]	Non-renewable energy consumption [GWh]	Total energy consumption 2025 [GWh]
Purchased electricity	8.25	0	8.25
Self-consumption from PV system	0.29	0	0.29
Gas	0	15.73	15.73
Fuels	0	1.05	1.05
Total			25.32

To meet our electricity needs, we source only green electricity with guarantees of origin and generate our own solar power. At times, the output of our PV system exceeds our current consumption. We feed the surplus electricity into the grid, helping to reduce greenhouse gas emissions for other electricity consumers.

Greenhouse gas emissions 2023 - 2025

Table 9: GHG emissions in 2023

	2023 GHG emissions [tCO2e]
Scope 1	3,766
Scope 2	0 [1]
Scope 3	67,154
Total	70,920

Our greenhouse gas intensity in 2023 was 0.000601 $\frac{t\ CO2e}{€}$ *.* [2]

Table 10: GHG emissions in 2024

	2024 GHG emissions [tCO2e]
Scope 1	3,276
Scope 2	0 [1]
Scope 3	39,100
Total	42,376

Our greenhouse gas intensity in 2024 was 0.000386 $\frac{t\ CO2e}{€}$ *.*

Table 11: GHG emissions in 2025

	2025 GHG emissions [tCO2e]
Scope 1	3,262
Scope 2	0 [1]
Scope 3	52,998
Total	56,260

Our greenhouse gas intensity in 2025 was 0.000521 $\frac{t\ CO2e}{€}$ *.*

For 2023, the Forschungsstelle für Energiewirtschaft (FfE) calculated our Scope 3 emissions based on the value of our purchases. At that time, they amounted to 62,828 tCO2e. We are working to further improve and

[1] Only green electricity with guarantees of origin is purchased. Nevertheless, the emissions generated in this context are accounted for as Scope 3 emissions.
[2] Greenhouse gas intensity is calculated by diving the reported total greenhouse gas emissions (Scope 1, 2 and 3 emissions) by our revenue (see Table 1).

expand both our Scope 3 calculations and the determination of our product carbon footprints. The sharp fall in our emissions from 2023 to 2024 was mainly due to lower capacity utilization at our plants. In 2025, our emissions increased significantly again as capacity utilization rose. We expect this to continue in the coming years.

Targets for reducing greenhouse gas emissions and climate-related transition (C3)

Relevant SDGs: SDG 7 (Affordable and clean energy), SDG 9 (Industry, innovation and infrastructure) and SDG 13 (Climate action).

Our aim is to achieve climate neutrality for our Scope 1 and 2 emissions by 2035. To achieve this goal, we developed the transformation plan already mentioned together with the Forschungsstelle für Energiewirtschaft (FfE) in Munich. We use 2022 (6,198 t CO2e in Scopes 1 and 2) as the base year for comparisons. As we set our climate-neutrality target in 2023, we chose the preceding year as the base year so that we could reliably track the measures taken from 2023 onwards. We reduced our Scope 1 and 2 emissions by 39,2 % as early as 2023. In 2024, emissions then fell by 7.91 % relative to the base-year figure. In 2025, we achieved a further reduction of 10.3 % compared with the previous year and thus emitted only 47.4 % of our base-year emissions. We calculate our total emissions in carbon dioxide equivalents; accordingly, we will emit 0 t CO2e in 2035. In autumn 2024, we sent our commitment letter to the Science Based Targets initiative and will quantify our targets by October 2026 before having them scientifically validated.

As part of our climate-neutrality roadmap, we have defined specific decarbonization measures for the coming years. We intend to gradually reduce our gas consumption and total energy consumption, further electrify our production processes and optimize operations as a whole. A key element is to make greater use of waste heat through heat recovery at numerous points in production over the next three years. We also plan to install additional photovoltaic systems so that we can sustainably generate our own green electricity. Heat pumps for heating will also make an important contribution to replacing gas. We will procure both water-source and air-source heat pumps. In addition, we intend to replace vehicles with combustion engines with electric vehicles.

In previous years, even before the transformation plan was developed, we implemented various measures to reduce our emissions. We converted lighting throughout the company to intelligent LEDs with daylight and occupancy sensors, have sourced only green electricity with guarantees of origin since 2023, and replaced some of our drive motors with more energy-efficient models. To ensure that ideas for energy savings from production departments can be considered promptly, we have trained energy ambassadors in many departments to serve as contacts for colleagues on all matters relating to energy use. The energy ambassadors meet regularly with our energy management officer to discuss potential savings and wasted energy. In addition, management, production management and energy management hold monthly meetings to assess, prioritize and approve measures and monitor their implementation. This has already enabled us to repair numerous compressed-air leaks and optimize lighting and heating schedules.

Climate risks (C4)

In the 2025 reporting year, climate-related risks for Frenzelit GmbH were considered within the existing risk management system. The relevant risks had already been included in the risk register in the previous year and were carried forward, assessed and monitored in the reporting year.

The assessment distinguishes in particular between physical risks and transition- or market-related risks. Physical risks include, above all, heavy rain, flooding, high water, storms, hail, snow, cold and heat. These events may damage buildings and equipment, disrupt energy and water supplies, interrupt production and restrict transport and delivery capabilities.

For emergency preparedness and hazard response, the emergency manual specifically addresses weather-related events such as heavy rain, flooding, storms, hail, snow, cold and heat, as well as external fires. It governs alerting, responsibilities, evacuation, communication, hazard response and the resumption of operations.

Transition- and market-related risks considered include rising electricity and gas costs, changes in legal and regulatory requirements, and changes in markets and customer requirements. The risk register also records potential effects of the planned ban on combustion engines on demand and product applications. Responses include analyzing and optimizing energy consumption, generating our own electricity with photovoltaics, further developing the transformation plan and opening up new areas of application and business fields.

Risks are assessed on the basis of likelihood and extent of damage and linked to preventive, mitigating and emergency measures. The ratings and measures are documented in the risk register.

The measures described strengthen the adaptability and business continuity of Frenzelit GmbH. The underlying material for this report does not contain a complete site-specific quantification of the financial effects and resilience for all climate risks. This limitation should be taken into account when interpreting the information presented.

Air, water and soil pollution (B4)

Relevant SDGs: SDG 3 (Good health and well-being), SDG 6 (Clean water and sanitation) and SDG 12 (Responsible consumption and production).

At present, we are not legally required to prepare an emissions report, but we would nevertheless like to provide an overview of our emissions other than carbon dioxide. Unfortunately, we are currently unable to determine the quantities of the individual emissions.

Because we use river or well water as cooling water in our production and then discharge it directly back into the river, we release heat into the White Main. However, this amount of heat is very small, and no increase in the river's temperature attributable to our water use has been observed to date. Within the company, the cooling water does not come into contact with any other substances or liquids. Apart from heat, therefore, no other emissions are released into the water. Exceptions may occur in the event of accidents.

The situation is similar for emissions into the soil. Our production processes release heat, but, apart from accidents, no other emissions into the soil have been recorded. Proper storage of our chemicals is particularly important in this regard.

We do, however, release various emissions into the surrounding air. Our activities generate dust, noise, heat and solvent emissions. We cannot identify other gaseous emissions (SO2, NOx, VOCs, etc.), such as those arising from the combustion of gas or fuels, in greater detail. However, the relevant emissions are included in our carbon footprint using various emission factors. We note that this list is not exhaustive.

Biodiversity (B5)

Relevant SDGs: SDG 6 (Clean water and sanitation) and SDG 15 (Life on land).

None of our company premises are located within a nature or water conservation area. Nor do our properties directly border protected areas. Parts of our premises lie in flood zones, but this has no effect on biodiversity.

The following table shows the land area used by Frenzelit GmbH. "Near-natural areas" are areas currently used to preserve biodiversity and nature. In our case, these mainly consist of meadows and patches of woodland.

Table 12: Land use of Frenzelit GmbH

Total land area used	Of which sealed areas	Near-natural areas at operating sites	Near-natural areas outside operating sites
22.13 ha	10.15 ha	2.23 ha	9.75 ha

Water (B6)

Relevant SDGs: SDG 6 (Clean water and sanitation) and SDG 12 (Responsible consumption and production).

We use well and river water to cool our production processes and as process water in the manufacture of our gasket sheets. We also use mains water in production and in office and break rooms. River or well water that we use solely as cooling water and that does not come into contact with other liquids or substances is subsequently discharged directly into the White Main river. The remaining water used from wells, the river and the municipal water supply is discharged indirectly into the municipal sewer system. As our operating sites are located outside areas of high water scarcity, we do not withdraw water at such sites. The specific withdrawal volumes are shown in the following tables:

Table 13: Water withdrawals and consumption by Frenzelit GmbH 2023

	River/well water withdrawals [m3]	Municipal water withdrawals [m3]	Water consumption in drying processes [m3]
Bad Berneck	121,840	5,211	1,195
Himmelkron	-	4,706	-
Total	121,840	9,917	1,195

Table 14: Water withdrawals and consumption by Frenzelit GmbH 2024

	River/well water withdrawals [m3]	Municipal water withdrawals [m3]	Water consumption in drying processes [m3]
Bad Berneck	127,161	4,256	1,232
Himmelkron	-	4,379	-
Total	127,161	8,635	1,232

Table 15: Water withdrawals and consumption by Frenzelit GmbH 2025

	River/well water withdrawals [m3]	Municipal water withdrawals [m3]	Water consumption in drying processes [m3]
Bad Berneck	117,256	3,832	1,245
Himmelkron	-	5.959	-
Total	117,256	9,791	1,245

In the manufacture of our gasket sheets, some of the sheets pass through a drying oven. The resulting losses (water consumption in drying processes) are calculated by subtracting the wastewater volumes from the total withdrawal volume (well water).

Resource use, circular economy and waste management (B7)

Relevant SDGs: SDG 9 (Industry, innovation and infrastructure), SDG 12 (Responsible consumption and production) and SDG 13 (Climate action).

Principles of the circular economy

The principles of the circular economy are an essential part of our daily work. We help prevent waste and pollution by manufacturing particularly durable, high-quality products. Because our products have a long service life, they become waste only after extensive use. The high quality of our products prevents premature failure, reducing the need for replacement products. Given the nature of our products (gaskets, insulation materials and expansion joints), they can hardly be reused, repaired, disassembled or reassembled at the end of their service life.[3][4]

Another circular economy principle to which we contribute is keeping products and materials in circulation. To this end, we recirculate various types of waste from our production and use them elsewhere as raw materials. For example, we can recycle glass and silicate fibres as well as stamping offcuts and skeletons into new products. Avoiding critical raw materials such as PFAS also improves the circularity of our products. We are pleased to be able to offer our customers a product line of PFAS-free gaskets (NovaOne Blue).

Waste generation and reduction 2023 - 2025

Table 16: Waste volumes 2023

	Total quantity [t]	Recycled or reused waste [t]	Waste disposed of [t]
Non-hazardous waste	2,488.878	654.108	1,834.770
Hazardous waste	119.840	0.092	119.748

Table 175: Waste volumes 2024

	Total quantity [t]	Recycled or reused waste [t]	Waste disposed of [t]
Non-hazardous waste	2,262.479	785.130	1,477.349
Hazardous waste	121.077	0.097	120.980

Table 18: Waste volumes 2025

	Total quantity [t]	Recycled or reused waste [t]	Waste disposed of [t]
Non-hazardous waste	2,137.450	717.882	1,419.568
Hazardous waste	166.605	0.057	166.548

To reduce our waste generation, we launched a waste-related continuous improvement process (CIP) in 2024. As a first step, the original waste volumes were recorded and analysed together with all production departments. A wide range of ideas for reducing waste were then collected and assessed. Measures considered appropriate were subsequently implemented.

[3] The principles of the Ellen MacArthur Foundation to which we contribute are underlined in the text.
[4] The principles of the European Commission to which we contribute are shown in italics.

Material flows

As a manufacturing company, we use a wide variety of raw materials to make our products. Figure 2 below provides an overview of the raw materials that are particularly relevant to us and our total raw material requirements in tonnes. All materials purchased by us only in small quantities are grouped under "Other".

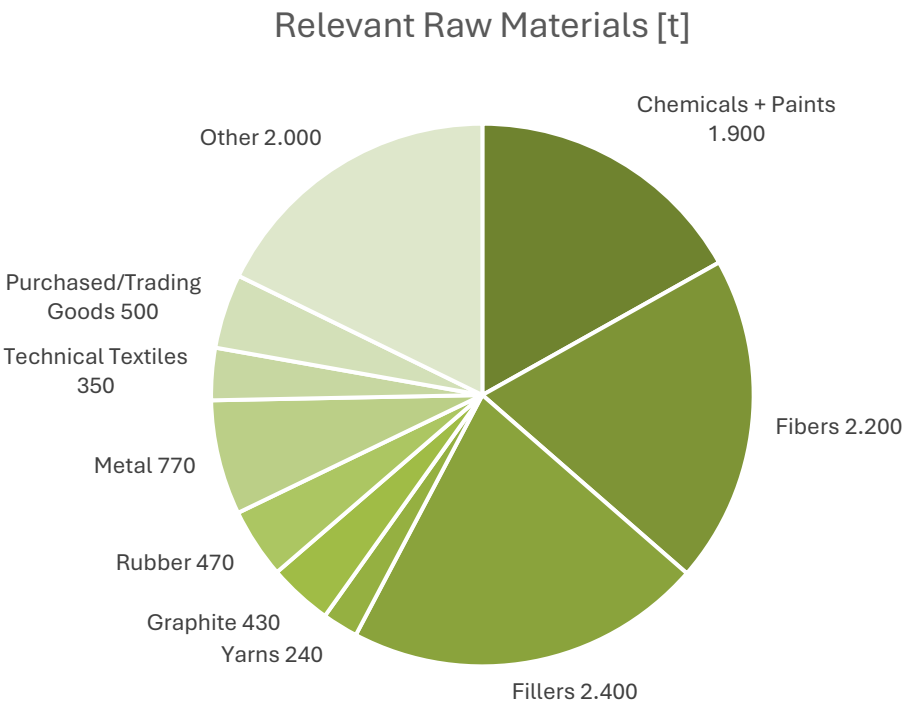

Figure 2: Relevant raw material groups 2025

We manufacture a wide range of products from the raw materials we use. We combine fibres, graphite and rubber with other mineral fillers to produce gasket sheets with different properties. We sell these sheets directly to our customers or die-cut them into customer-specific shapes. We also purchase metals to stamp them into the required gasket shape. If necessary, these gaskets can additionally be coated with silicone using a screen-printing process. In Himmelkron, we manufacture woven and nonwoven fabrics from glass fibres. The nonwoven fabrics can also be die-cut, sold in rolls or used to manufacture finished products such as packings, cords, rings or tapes. We subsequently use some of the tapes, cords, packings and woven fabrics we manufacture to produce our expansion joints. We also use materials of our own manufacture in many parts of our heating films. Our product portfolio includes many other products not listed here. Nevertheless, we have sought to group our production flows into our six most relevant product groups and present them in Figure 3. In interpreting the figure, it should be noted that some quantities and material flows occur more than once because, as explained above, we use the materials we manufacture at many points to produce other products. Table 17 provides an overview of the products included in each product group.

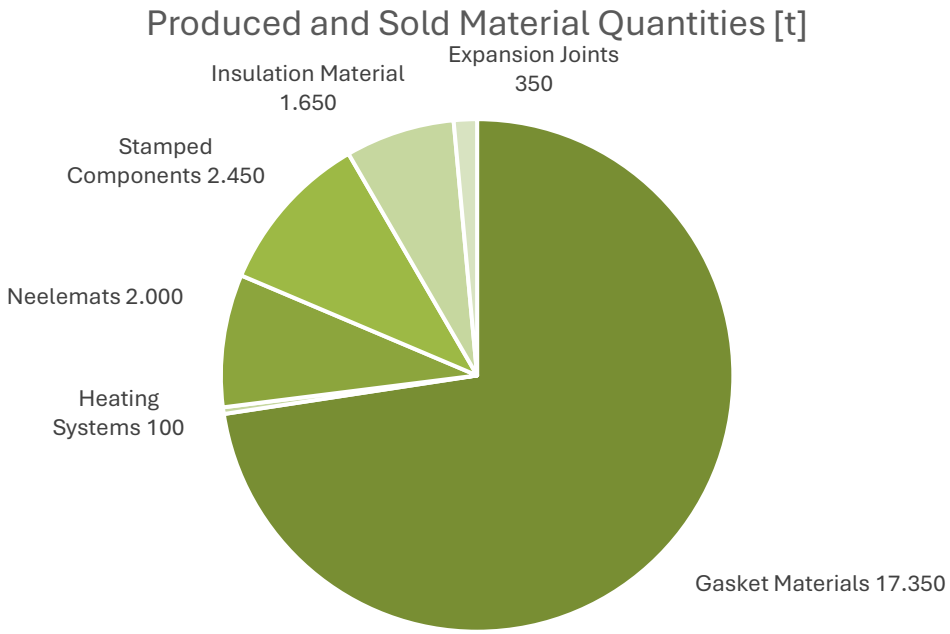

Figure 3: Material quantities produced and sold in 2025

Table 19: Overview of product groups

Product group	Description
Gasket materials	Rubber-, PTFE- or EPDM-containing gasket sheets from the calender, soft-material gaskets, graphite-containing gaskets, metal gaskets with and without silicone coating
Nonwoven fabrics	Nonwoven rolls or sheets
Die-cut parts	Gaskets die-cut from soft materials (including gasket sheets) or textiles (including nonwoven fabrics)
Insulation materials	Tapes, woven fabrics, yarns, packings, rings, hoses, cords (some containing our nonwoven fabrics)
Heating systems	Electric heating films for interior spaces
Expansion joints	Expansion joints made from elastomers, steel, rubber, PTFE composite materials or our own specialist woven fabrics

To package and deliver our products properly, we also used approximately 785 t of packaging materials, including wooden shipping crates, cardboard boxes, various types of film and adhesive tapes.

Social

Workforce – general characteristics (B8)

Table 20: Types of employment contracts of Frenzelit GmbH employees

Type of contract	2023 (as at 31.12.23)		2024 (as at 31.12.24)		2025 (as at 31.12.25)	
	FTE[5]	Share	FTE	Share	FTE	Share
Fixed-term employment contracts	17,3	3,4 %	14,0	3,0 %	14,5	2,7 %
Permanent employment contracts	484,0	96,6 %	538,0	97,0 %	518,5	97,3 %
Total employees	501,3		552,0		533,0	

Table 21: Gender distribution of our own workforce

Gender	2023 (as at 31.12.23)		2024 (as at 31.12.24)		2025 (as at 31.12.25)	
	FTE	Share	FTE	Share	FTE	Share
Female	110,3	22 %	127,0	23 %	126,5	24 %
Male	391,0	78 %	425,0	77 %	406,5	76 %
Diverse	0	0 %	0	0 %	0	0 %
Not specified	0	0 %	0	0 %	0	0 %
Total employees	501,3		552,0		533,0	

Table 22: Employee turnover rate

2023	2024	2025
4,26 %	4,85 %	3,92 %

[5] FTE = Full Time Equivalent

Additional workforce characteristics (C5)

The ratio of women to men in management positions was 1:4. In total, 11 of our managers were women and 44 were men. This results in the following percentages:

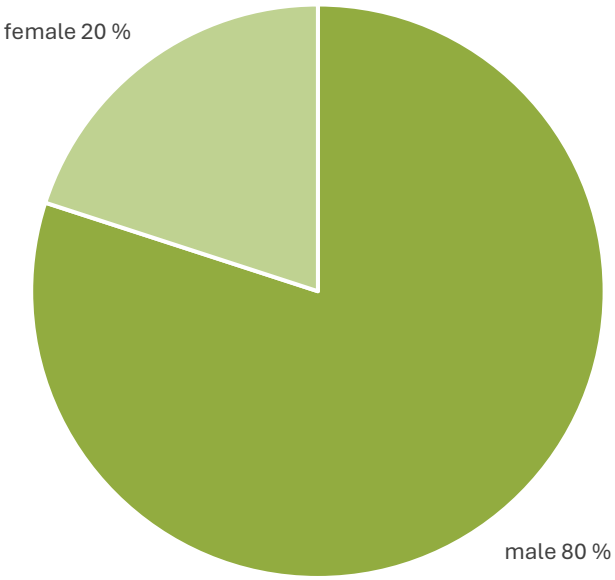

Figure 4: Gender distribution in management positions, in percent

In 2025, our workforce also included 41.25 non-employee temporary agency workers.[6]

[6] stated in full-time equivalents (FTE)

Additional information on the own workforce: policies and procedures for respecting human rights (C6)

Relevant SDGs: SDG 5 (Gender equality), SDG 8 (Decent work and economic growth), SDG 10 (Reduced inequalities) and SDG 16 (Peace, justice and strong institutions).

Frenzelit GmbH has established a Code of Conduct that applies to all our employees and suppliers. It explicitly addresses child and forced labour, discrimination and the prevention of occupational accidents. Although it does not specifically refer to human trafficking, this is covered by its other requirements. In addition to these topics, it covers the protection of personal data, the regulation of working hours and remuneration, the safeguarding of employees' freedom of association, respect for the rights of local communities at Frenzelit GmbH sites, and the promotion of human rights and favourable working conditions among suppliers. The implementation of these requirements is described in the Human Rights Code, which is also aligned with the United Nations Guiding Principles. Our company is aware of its responsibility to observe internationally recognised principles and guidelines promoting human rights, fair working conditions and sustainable business practices. We recognise the importance of the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and the OECD Guidelines for Multinational Enterprises, and commit to taking them into account as important standards in our business activities.

Frenzelit GmbH attaches great importance to open communication and respectful dialogue in order to understand the perspectives of all employees. We foster a corporate culture in which all employees feel safe sharing their concerns and experiences. Through regular employee surveys, discussions and direct dialogue with the works council, we ensure that the needs and views of disadvantaged groups are heard. To keep adverse effects on our own workforce as low as possible, our works council maintains close contact with management. Every two weeks, the works council meets with management or the managing director and the HR department. Once a month, it also meets with the head of the commercial departments. We have established procedures for handling employee-related complaints. Employees have various ways to communicate their concerns or needs. Concerns of any kind can be raised directly with their respective manager at any time. They may also contact the HR department, the works council or the youth and trainee representative body (JAV). Through our suggestion scheme, employees are encouraged to submit improvement proposals and ideas to management so that improvements can be implemented directly in their day-to-day work. We have also established a point of contact at an external law firm to which reports or complaints can be submitted at any time, including anonymously where appropriate. Matters raised are systematically followed up by managers, the works council, HR, the JAV or compliance officers. All reported concerns are reviewed and, where necessary, addressed together with the relevant departments and employees.

These channels are available to all employees and are actively promoted. The relevant contact persons can be found on the intranet. Regular employee communications ensure that all employees are aware of the complaint channels. Once a year, these channels and mechanisms are also covered in computer-based training.

Severe adverse human rights incidents (C7)

No human rights-related incidents occurred at our company between 2023 and 2025, whether involving child or forced labour, human trafficking, discrimination, harassment or other matters.

Table 23: Incidents relating to human rights

2023	2024	2025
0	0	0

We are also not aware of any such incidents in the supply chain. We seek to address the above issues throughout our value chain by sending our Supplier Code of Conduct before starting a business relationship and expecting our business partners to commit to it. In 2025, we achieved a response rate of 67,1 % for the Supplier Code of Conduct, compared with 71 % in 2024. No data is available for 2023. Some suppliers use their own Code of Conduct and thus commit to respecting human rights.

Workforce – health and safety (B9)

Relevant SDGs: SDG 3 (Good health and well-being) and SDG 8 (Decent work and economic growth).

In the reporting year, there were 12 reportable occupational accidents. This corresponds to a rate of 13,4 reportable accidents per 1 million hours worked.

Table 24: Reportable occupational accidents and accident rate per 1 million hours worked

	2023	2024	2025
Occupational accidents	13	11	12
Occupational accident rate per 1 million hours worked	14,1	11,7	13,4

The number of deaths resulting from work-related injuries was zero in each year from 2023 to 2025.

Workforce – remuneration, collective agreements and training (B10)

Relevant SDGs: SDG 4 (Quality education), SDG 5 (Gender equality) and SDG 8 (Decent work and economic growth).

Our employees are remunerated in accordance with various established rules. We paid our employees at least the statutory minimum wage of €12,82 per hour in force since 01.01.2025. In addition, different pay grades are set out in the company-specific employers' association collective agreement to ensure fair remuneration sufficient to support a livelihood. The collective agreements applicable to Frenzelit GmbH govern pay, supplements, leave and many other conditions. Internal company rules apply to employees who are not covered by a collective agreement. These statutory and collectively agreed arrangements also entitle our employees to social protection in the event of illness, unemployment, occupational accidents and incapacity for work, as well as parental leave and retirement. Leave for family reasons may also be requested.

Table 25: Overview of training data

	2023	2024	2025
Training sessions conducted	102	318	242
Average training sessions per employee	0,20	0,52	0,45
Number of training participants	73	181	218
Share of workforce participating in training	14,56 %	30 %	40,1 %
Training sessions per participant	1,40	1,74	1,11
Share of male participants among training participants	68 %	72 %	78 %
Share of female participants among training participants	32 %	28 %	21 %
Share of male employees who participated in at least one training session	13 %	29 %	42 %
Share of female employees who participated in at least one training session	21 %	35 %	37 %
Employees trained on the Code of Conduct	100 %	99 %	100 %
Purchasing employees trained in sustainable procurement practices	0 %	50 %	46 %

The pay gap between male and female employees at our company cannot currently be determined.

Governance

Whistleblowing procedure

In 2025, no internal or external violations were reported through our whistleblowing channels.

Convictions and fines for corruption and money laundering (B11)

Relevant SDGs: SDG 16 (Peace, justice and strong institutions).

Between 2023 and 2025, there were no incidents at our company involving corruption, bribery, money laundering or similar criminal offences.

Table 26: Incidents involving corruption, bribery, money laundering or similar criminal offences

2023	2024	2025
0	0	0

Information security incidents – additional disclosure

There were four information security incidents at the company in 2025. The measures taken did not involve legal proceedings; the incidents were handled internally. No data were recorded for 2023 and 2024.

Table 27: Information security incidents

2023	2024	2025
-	-	4

Revenue from certain sectors and exclusion from EU benchmarks (C8)

Relevant SDGs: SDG 12 (Responsible consumption and production) and SDG 16 (Peace, justice and strong institutions).

Under the definitions used for C8 in the VSME, we generate no revenue from controversial weapons, the cultivation or production of tobacco, or the production of pesticides and other agrochemical products. Approximately 2,36 % of our total revenue comes from sales of our products to companies in the fossil fuel or raw materials sector, such as power plants. This customer relationship does not automatically qualify as revenue of our own from the exploration, extraction, production, processing, storage, refining or distribution of fossil fuels within the meaning of the VSME.

Gender diversity ratio in the management and/or supervisory body (C9)

Frenzelit GmbH has a non-operational supervisory body known as the Shareholders' Meeting.

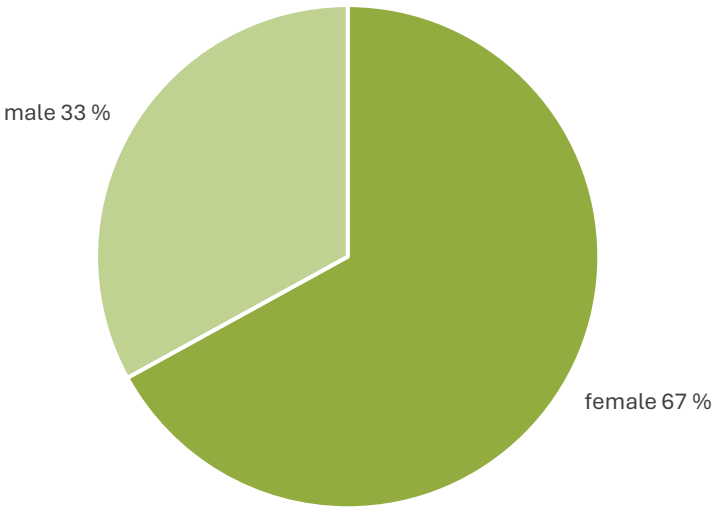

Figure 5: Gender distribution within the Shareholders' Meeting

The two registered managing directors, together with five other colleagues, make up the executive management team, the operational management body of our company. In 2025, 83,3 % of the executive management team were men. The Shareholders' Meeting oversees the work of the management body. In 2025, the works council comprised 63,6 % men and 36,4 % women.



Figure 6: Sustainability-related awards received by Frenzelit GmbH in 2025

