



Sustainability Report
WAREMA Group

Fiscal year 2025

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ESRS 2 General disclosures

Reporting principles

BP-1 General basis for preparation of the sustainability statements

This sustainability report is based on voluntary disclosure and follows the European Sustainability Reporting Standards (ESRS). The reporting period covers the 2025 fiscal year from 01 January to 31 December 2025.

Unless stated otherwise, the figures in the tables correspond to the overall balance sheet for the individual companies WAREMA Renkhoff SE, WAREMA Sonnenschutztechnik GmbH, WAREMA International GmbH and WAREMA Kunststofftechnik und Maschinenbau GmbH. The key figures were recorded for the respective production or main factories, specifically for the locations in Marktheidenfeld, Wertheim and Limbach-Oberfrohna. Pure sales locations were excluded due to the materiality assessment.

The WAREMA Group prepares consolidated sustainability reporting in accordance with Article 48i of Directive 2013/34/EU. Subsidiaries included in the consolidation are therefore exempt from separate sustainability reporting in accordance with Article 19a (9) or Article 29a (8) of Directive 2013/34/EU.

This sustainability report discusses key topics relating to the upstream and downstream value chain. Accordingly, the upstream and downstream areas were also evaluated as part of the materiality analysis, the development of strategies, measures and targets and, in particular, the company's carbon footprint.

BP-2 Disclosures in relation to specific circumstances

The Sustainability Report 2025 builds on the transition towards legally mandatory sustainability reporting introduced in 2024. With this report, WAREMA is continuing its gradual alignment with the future regulatory requirements.

Due to the "Stop the Clock" initiative agreed within the framework of the EU Omnibus Procedure, the original deadline for the transition period was postponed by two years. For WAREMA, this means that mandatory reporting in accordance with CSRD will probably not come into effect before the 2027 fiscal year.

Reporting in accordance with ESRS is currently in development for WAREMA, which is why some aspects of data collection are still in development and can only be reported at a later date. Disclosures that require gradual introduction as per ESRS 1 will only be reported when the mandatory reporting obligation takes effect.

A system for determining and disclosing taxonomy-compliant sales, CapEx and Opex is also in development and will be implemented to the extent required by the CSRD and disclosed in a timely manner.

Governance

GOV-1 The role of the administrative, management and supervisory bodies

WAREMA was founded in 1955 in Marktheidenfeld in Lower Franconia and, despite its size and leading market position, has remained a family-owned company. Since 2001, the group of companies has been managed by Angelique Renkhoff-Mücke, daughter of the company's founder, who represents the second generation of the family. The WAREMA Renkhoff SE operates as European public limited company (Societas Europaea) and all shares are held by the family.

The board members form the Management Board of the WAREMA Group. Angelique Renkhoff-Mücke, daughter of the company founder, is the Chief Executive Officer (CEO). Together with the Chief Operating Officer (COO), the Chief Commercial Officer (CCO) and the Chief Financial Officer (CFO), the Management Board is made up of 4 members.

The members from the Executive Board and General Management develop the shared strategy for the group of companies, thus forming the decision making body for all matters relating to the sustainability strategy. The Supervisory Board of WAREMA Renkhoff SE monitors and advises Management.

GOV-2 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

Sustainability management is managed professionally across the company by WAREMA's Corporate Sustainability department. The department reports directly to the Chief Executive Officer, Mrs Renkhoff-Mücke. She has the overall responsibility for maintaining the close cooperation with management, incl. the Supervisory Board, Risk Management and Compliance department.

The company management is regularly informed about regulatory changes, trends and market requirements in the area of sustainability and, if required, receives training on sustainability directives. Management also takes an active role in the development of sustainability strategy, stakeholder dialogue and materiality assessment, as well as operative implementation.

GOV-3 Integration of sustainability-related performance in incentive schemes

The incentive schemes for the Executive Board, General Management and other management figures do not include any targets directly related to sustainability performance.

The company management determined that no financial incentives are currently required to promote WAREMA's sustainability strategy.

Instead, non-monetary targets for significant business areas were defined as part of the operationalisation process. The long-term commitment to promoting the sustainability strategy was developed and published cooperatively, and was also partly supported by externally-communicated targets, such as the Science Based targets Initiative (SBTi).

GOV-4 Statement on due diligence

Alignment with international frameworks

Taking social responsibility, respecting human rights and actively contributing to environmental protection and sustainability are among the core values within the WAREMA Group, upon which the company bases its business activities.

In this respect, WAREMA is committed to the following international guidelines in the context of its business activities:

- Universal Declaration of Human Rights of the United Nations
- United Nations Human Rights Packages
- 10 Principles of the UN Global Compact
- Core labour standards of the International Labour Organization (ILO)
- UN Sustainable Development Goals (SDG)
- 1.5° target of the Paris Agreement through commitment to the Science Based Targets Initiative

WAREMA-specific frameworks

Alongside commitment to international frameworks, the topic of sustainability is connected to several existing company guidelines and regulations at WAREMA.

In particular:

- Mission statement on social responsibility, human rights and environmental protection and sustainability in the WAREMA Group
- WAREMA Code of Conduct
- WAREMA Guidelines for Employees and Management
- WAREMA Inclusivity Agreement
- WAREMA Code of Conduct for Use of External Staff
- WAREMA Guidelines on Information Security and Data Protection
- WAREMA Purchasing and Procurement Guidelines
- WAREMA Working Time Guidelines and further Human Resources regulations
- Automotive Industry Guidelines for Improving Sustainability Performance in the Supply Chain
- Statement on the occupational safety policy of WAREMA Renkhoff SE
- Statement on the environmental policy of WAREMA Renkhoff SE
- Statement on the environmental policy of WAREMA Kunststofftechnik und Maschinenbau GmbH
- Statement on the energy policy of WAREMA Renkhoff SE
- Statement on the energy policy of WAREMA Kunststofftechnik und Maschinenbau GmbH

Certified quality and integrated management systems

Product safety and quality are of paramount importance for the WAREMA Group and its stakeholders. The goal is to ensure and continuously improve the high quality standard of products, services, occupational safety and environmental protection through a comprehensive management concept. Through extensive certifications and integrated management systems in the areas of quality, energy and environment, WAREMA can

provide independent evidence of its endeavours. You can find more information on this on the website: [WAREMA GROUP - Our certifications](#)

Due diligence in accordance with ESRS 2

The due diligence obligations under the CSRS guidelines are established and implemented as follows:

| Key element of due diligence | Excerpts in the sustainability report |
|---|--|
| a) Integration of due diligence into governance, strategy and business model | <ul style="list-style-type: none"> ▪ Governance (GOV1-5) ▪ Strategy (SBM1-3) ▪ Management of impacts, risks, and opportunities (IRO-1, 2) |
| b) Involvement of relevant stakeholders in all important steps of due diligence | <ul style="list-style-type: none"> ▪ Interests and views of stakeholders (SMB2) ▪ Processes for engaging with the company's own workforce and employee representatives (S1-2) ▪ Processes for engaging workers in the value chain (S2-2) ▪ Prevention and detection of corruption and bribery including protection of whistleblowers (G1-1) ▪ Management of relationships with suppliers (G1-2) |
| c) Determination and assessment of negative effects | <ul style="list-style-type: none"> ▪ Material impacts, risks and opportunities (SBM 3, IRO 1-2) |
| d) Measures against these negative effects | <ul style="list-style-type: none"> ▪ Management of impacts, risks and opportunities (MDR P, A) |
| e) Tracking and communication of the effectiveness of these endeavours | <ul style="list-style-type: none"> ▪ Metrics and targets (ESRS E1, E5, S1, S2, G1) |

GOV-5 Risk management and internal controls over sustainability reporting

The WAREMA Group risk management is aimed towards the group of companies and includes all divisions and companies. The identification and management of risks is carried out by the company management and other management teams. They are supported by monitoring of the Risk Management department. Risks from a sustainability context, such as the environment and ethics, are also included here.

Company-wide compliance management is an important component of the overarching management system and includes structures and processes for compliance with legal requirements and ensuring organisational compliance with compliance guidelines. This is supported, among other things, by an external, anonymous whistleblowing system for reporting breaches or suspected cases, and by a compliance officer within the WAREMA Group.

Strategy

SBM-1 Strategy, business model and value chain

Corporate structure

The WAREMA Group is a group of companies with around 5,000 employees worldwide, which has its origins in the WAREMA brand. The headquarters of the company is in Marktheidenfeld (Germany). The group turnover was 678 million Euros in 2025.

The WAREMA Group divides its activities into two divisions, Sun & Living Spaces and Plastics & Engineering. With its intelligent and individual solutions and future-oriented innovations, WAREMA is a market leader in the areas of sun shading systems and control systems, as well as plastics engineering and mechanical engineering.

The five company brands complement each other in terms of their skill sets and set standards in their fields. Their common goal is to fulfil demanding customer requirements, taking ecological and economic aspects into account. Important success factors are shared values, high quality, flexibility and quick decision-making. With a clear product portfolio and innovative strategies, the WAREMA Group is focusing on new growth factors and is striving for long-term success.

WAREMA sustainability strategy

The sustainability strategy of the WAREMA Group is the basis for the sustainability activities within the group of companies. It provides orientation for the determination of long-term targets, for which important measures and plans are selected and resources are allocated. Furthermore, it also aims to meet the expectations of stakeholders and the company's own business aspirations for the present and future. This is based on our ethos: the promotion of and aspiration towards sustainable practice.

This ethos is therefore also reflected in the vision of both business divisions.

Sun & Living Spaces: we design living spaces that increase people's well-being and quality of life. We stand for excellent, innovative and sustainable solutions.

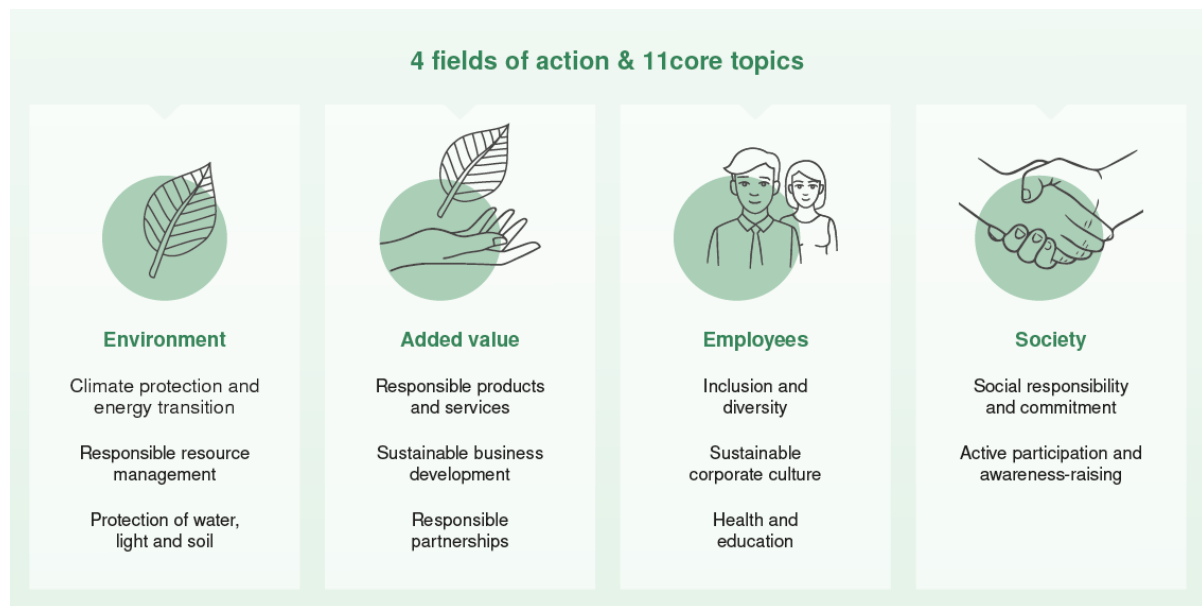
Plastics & Engineering: our fascination with plastics commits us to the responsible use of resources.

In 2022, on the basis of the existing commitment to sustainable business practices in the Group's corporate identity, WAREMA adopted its 2030 Sustainability Strategy.



For a holistic incorporation of sustainability, four areas of activity were defined at the beginning of the WAREMA strategy process, which comprehensively illustrate sustainable practice for WAREMA.

These include 11 core topics and measurable targets. The individual contents are handled in detail in the following ESRS.



Sustainability in the value chain

WAREMA's core values also include the commitment to respecting human rights and to protecting the environment beyond corporate boundaries. The company takes corporate responsibility seriously and demands and promotes an understanding of corporate values along its entire value chain. Everyone at WAREMA, from the employees through to the suppliers, customers and business partners, is called upon to ensure greater fairness for all parties involved in the value chain.

In this light, WAREMA has incorporated the protection of the environment and human rights in their sustainability strategy and committed itself to complying with the German Supply Chain Due Diligence Act (LkSG) in the WAREMA Group's mission statement ([WAREMA - Declaration of Principles](#)).

SBM 2 Interests and views of stakeholders

WAREMA places great value on identifying relevant stakeholders and their interests, and takes their views into consideration in the strategy and business model of the company. In accordance with the requirements of ESRS 2, both stakeholder groups are considered: relevant stakeholders and users of the sustainability statements.

The most important stakeholders for WAREMA are:

| Stakeholders | Description |
|-----------------------------|---|
| Own workforce | Employees and management |
| Management | Management and proprietors |
| Upstream value chain | Focus: direct suppliers/main suppliers (Indirect suppliers) |

| | |
|-------------------------------|--|
| Downstream value chain | Customers S&L Customers P&E Planners and architects (S&L) End users |
| Financial institutions | Banks and insurance companies |
| Society | Regional and national |

Stakeholder dialogue is primarily managed by the Corporate Sustainability department. Communication with the Chief Executive Officer also ensures that the interests are taken into account by the company management.

The company works together with these stakeholders on different levels and promotes open dialogue.

IRO- 1 Description of the process to identify and assess material impacts, risks and opportunities

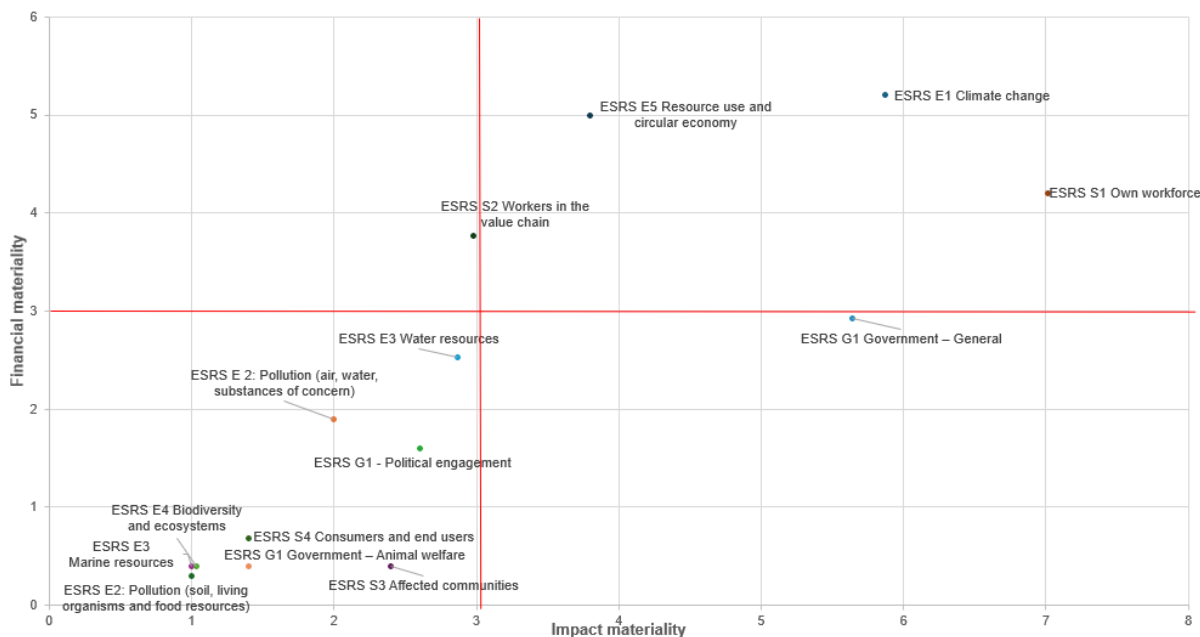
To determine which topics of sustainability are particularly relevant for the WAREMA Group and its stakeholders, an initial comprehensive materiality analysis was carried out for the first time in 2022. The results of the analysis served as a basis for developing the key topics and targets within the four areas of activity. To this end, extensive workshops and surveys were conducted to identify the areas in which the company has the greatest impact on the environment, nature, its workforce, and society based on its business model and portfolio. Originally, the focus was on the inside-out perspective, namely the main areas of impact within the framework of the WAREMA business model.

In 2024, a second materiality analysis was carried out in accordance with the ESRS specifications. Alongside impact materiality, the focus of the survey was also on financial materiality (risks and opportunities). In individual interviews, all sub-topics and sub-sub-topics were assessed according to their relevance by selected stakeholders and their assessment of IROs was also sought. The list was supplemented by external sources and internal research conducted by the Corporate Sustainability specialist department.

| Perspective | Description |
|------------------------------|--|
| Impact materiality | The analysis of positive and negative impacts of business activities on the environment (impact materiality) includes the following assessment: negative impacts are assessed according to their magnitude, scope and irreversibility. Irreversibility is not relevant for positive impacts. |
| Financial Materiality | Financial risks and opportunities are assessed according to financial extent and probability of occurrence, specifying a time frame (short, medium, long-term). Financial risks and opportunities can result from the dependence on resources such as natural, human and social factors (financial materiality). |

Threshold values were defined for assessing double materiality, which determine when a criterion is considered material.

The result is disclosed in the following graphic.



SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

Within the scope of the materiality analysis, the impacts, risks and opportunities of ESRS sustainability topics are examined in conjunction with strategy and the business model. The findings are displayed below and specified in the relevant topic-specific standards.

ESRS standard: E1 Climate change

| Material impacts, risks and opportunities | Interaction of strategy / business model |
|--|--|
| <p>Impacts</p> <ul style="list-style-type: none"> • Energy requirement for processes and buildings • Upstream value chain: focus on aluminium as an energy-intensive raw material • Downstream value chain: environmentally-friendly buildings <p>Risks</p> <ul style="list-style-type: none"> • Regulatory risks • Financial risks: operational costs and financial assets • Physical risks due to extreme weather events (focus on heavy rainfall), also in the supply chain • Transitory risks: technological assessment, changes to framework conditions, certification standards • Sales risk: consumer preference • Reputation risk <p>Opportunities</p> <ul style="list-style-type: none"> • Environmental resilience • Financial opportunity: cost advantages due to sustainable energy supply and energy efficiency | <p>Area of activity: environment</p> <ul style="list-style-type: none"> • Climate protection & energy transition • Responsible management of resources <p>Area of activity: value creation</p> <ul style="list-style-type: none"> • Responsible products & services • Sustainable business development • Responsible partnerships |

| | |
|---|--|
| <ul style="list-style-type: none"> • Sales opportunity: contribution to environmental adaptation of buildings, “sustainable construction” • Image/pioneering role | |
|---|--|

ESRS standard: E5 resource use and circular economy

| Material impacts, risks and opportunities | Interaction of strategy / business model |
|--|---|
| <p>Impacts</p> <ul style="list-style-type: none"> • Upstream value chain: demand for recyclable materials • In production: material efficiency and waste management (waste hierarchy) • Downstream value chain: longevity of products <p>Risks</p> <ul style="list-style-type: none"> • Regulatory risks for materials, packaging and products/product designation • Financial risks: material, packaging and disposal <p>Opportunities</p> <ul style="list-style-type: none"> • Financial opportunity: possible cost advantages • Sales opportunity: life cycle management, circular management • Improved image | <p>Area of activity: environment</p> <ul style="list-style-type: none"> • Responsible management of resources • Protection of water, air and soil <p>Area of activity: value creation</p> <ul style="list-style-type: none"> • Responsible products & services • Sustainable business development • Responsible partnerships |

ESRS standard: S1 own workforce

| Material impacts, risks and opportunities | Interaction of strategy / business model |
|---|--|
| <p>Impacts</p> <ul style="list-style-type: none"> • Direct influence on own employees (occupational safety, health, corporate values, family-friendliness) • Second generation family-owned company • Social responsibility in the company’s DNA – role model in the region <p>Risks</p> <ul style="list-style-type: none"> • No material risks <p>Opportunities</p> <ul style="list-style-type: none"> • Company culture & employee retention • Employer attractiveness to combat the shortage of skilled workers | <p>Area of activity: employees</p> <ul style="list-style-type: none"> • Inclusion & diversity • Sustainable company culture • Health & education |

ESRS standard: S2 workers in the value chain

| Material impacts, risks and opportunities | Interaction of strategy / business model |
|---|---|
| <p>Impacts</p> <ul style="list-style-type: none"> • Global influence in the supply chain: • Mainly for our TOP suppliers • For smaller suppliers or indirect suppliers, only very limited influence <p>Risks</p> <ul style="list-style-type: none"> • Increasing regulations and effort (LkSG, CSDDD) • Risk to image in the case of non-compliance or breaches in the supply chain <p>Opportunities</p> <ul style="list-style-type: none"> • Improved image • Corporate values in the supply chain • Long-lasting and trusting partnerships in the supply chain | <p>Area of activity: environment</p> <ul style="list-style-type: none"> • Responsible management of resources (material selection) <p>Area of activity: value creation</p> <ul style="list-style-type: none"> • Responsible partnerships <p>Area of activity: employees</p> <ul style="list-style-type: none"> • Company culture <p>Area of activity: society</p> <ul style="list-style-type: none"> • Social responsibility and engagement • Active participation and raising awareness |

ESRS standard: G1 business conduct

| Material impacts, risks and opportunities | Interaction of strategy / business model |
|---|---|
| <p>Impacts</p> <ul style="list-style-type: none"> • Focus: company culture, protection of whistleblowers, supplier relationships and payment management and corruption avoidance • Close integration into existing corporate guidelines <p>Risks</p> <ul style="list-style-type: none"> • Reputation risk • Financial damage • Legal consequences for responsible management and employees <p>Opportunities</p> <ul style="list-style-type: none"> • Family business with strong values • Collaborative relationships in the value chain • Meetings on equal footing | <p>Area of activity: value creation:</p> <ul style="list-style-type: none"> • Sustainable business development: • Responsible partnerships <p>Area of activity: employees</p> <ul style="list-style-type: none"> • Company culture <p>Area of activity: social engagement</p> <ul style="list-style-type: none"> • Social responsibility • Active participation & raising awareness |

IRO-2 Disclosure requirements in ESRS covered by the undertaking’s sustainability statement

All topics that are relevant either in terms of finances or impact are considered material and must be reported.

A corresponding overview of the mandatory areas of disclosure covered by this sustainability report, including page numbers, can be found in the table of contents.

| Topic | Materiality | ESRS standard |
|--------------|--------------------|---|
| Environment | Material | E1 Climate change E5 Resource use and circular economy |
| | Immaterial | E2 Pollution E3 Water and marine resources E4 Biodiversity and ecosystems |
| Social | Material | S1 Own workforce S2 Workers in the value chain |
| | Immaterial | S3 Affected communities S4 Consumers and end users |
| Governance | Material | G1 Business conduct |
| | Immaterial | G1 Business conduct: animal welfare, political engagement |

Metrics and Targets

MDR-P Policies adopted to manage material sustainability matters

All sustainability topics identified as part of the materiality analysis are included in the WAREMA sustainability strategy. More information will be available under SBM-1, SBM-3 and in the following ESRS topics.

MDR-A Actions and resources in relation to material sustainability matters

The development of the WAREMA sustainability strategy and its operationalisation is accompanied by the following motto: “Seeing the big picture – we’re on the right track”. The company understands this to mean its own commitment to embedding sustainability holistically within the company. Furthermore, the motto is also based on a common path to a future worth living.

The targets and aspirations are clearly defined in the sustainability strategy. As part of the operationalisation process, WAREMA is now pushing ahead with this step by step through its courage to create change, team spirit, and specifically, through many individual measures and projects.

The “Let's go low” and “Let's go together” initiatives are key elements of all measures in relation to the sustainability efforts of WAREMA.

Let's go together

The initiative for social engagement and social values follows the ethos of WAREMA as a family-owned company. More details can be found under ESRS S1 and ESRS S2.







Let's go low

The initiative to reduce CO₂ emissions and use resources and energy responsibly focuses on how WAREMA products and their manufacture contribute to climate protection thanks to reduced CO₂ emissions. More details can be found under ESRS E1 and E5.



MDR-M Metrics in relation to material sustainability matters

Behind the areas of activity and core topics of the WAREMA sustainability strategy, and thus the material sustainability topics according to ESRS, are ambitious targets that make the commitment to sustainability measurable and tangible. The following graphic provides an overview, the exact details are displayed in the following topic-specific publications.

|  <p>Environment</p> |  <p>Value creation</p> |  <p>Employees</p> |  <p>Society</p> |
|---|---|--|---|
| <p>Climate protection & energy transition</p> <ul style="list-style-type: none"> / Decarbonisation / Energy efficiency / Renewable energy <p>Responsible management of resources</p> <ul style="list-style-type: none"> / Material selection / Material efficiency / Circular economy / Packaging <p>Protection of water, air & soil</p> <ul style="list-style-type: none"> / Handling water / Natural resources / Nature at our sites | <p>Responsible products & services</p> <ul style="list-style-type: none"> / Decarbonisation of our products / Life cycle management / Purpose – for sustainable building envelopes <p>Sustainable business development</p> <ul style="list-style-type: none"> / Innovation / Sustainable investments & business decisions <p>Responsible partnerships</p> <ul style="list-style-type: none"> / Due diligence in the supply chain / Association work/partnerships / Customer relationship | <p>Inclusion & diversity</p> <ul style="list-style-type: none"> / Inclusion / Equal opportunities & gender equality <p>Sustainable company culture</p> <ul style="list-style-type: none"> / Community & participation / Company values & compliance <p>Health & education</p> <ul style="list-style-type: none"> / Personal development & life-long learning / Family & career / Welfare & work safety | <p>Social responsibility & commitment</p> <ul style="list-style-type: none"> / Regional partnerships/ sponsorships / Supraregional commitment / Short-term crisis assistance <p>Active participation & awareness raising</p> <ul style="list-style-type: none"> / Transparency & disclosure / Lobbying |

ESRS E 1 Climate change

Strategy

E1-1 Transition plan for climate protection

WAREMA's goal is to balance economic growth with decarbonisation and find solutions to reduce its carbon footprint.

WAREMA is committed to the 1.5° goal of the Paris Agreement. The Science Based Targets Initiative (SBTi) provides a science-based approach, outlining how WAREMA can realise ecological transformation based on the 1.5° limit. SBTi is an established standard used to check whether corporate targets comply with the Paris Agreement.



After reviewing the company targets, SBTi confirmed in May 2024 that the targets for reducing greenhouse gas emissions for Scope 1 and 2 comply with the 1.5° goal.

As part of the company's internal climate strategy, WAREMA is continuously working to expand its share of renewable energies and increase energy efficiency.

At the same time, WAREMA is also taking climate resilience into account – i.e. the adaptability of the company itself to climate change – specifically through the analysis of its own production sites and value chain for potential impacts from acute and chronic climate risks.

ESRS 2 SBM 3/ESRS 2 IRO 1 Material impacts, risks and opportunities and their interaction with strategy and business model

The aspects determined as material have already been disclosed under SBM-3.

E1 – 2 Strategies relating to climate change

For WAREMA, the responsible consumption of resources and energy is just as important as the tangible contribution made by their own products and their production process. That's why all corporate strategies and measures in the "Let's go low" initiative follow the same guiding principle: don't compensate, but reduce, innovate and invest.

The topics and sub-topics of ESRS E1 can be found in all 4 areas of activity of the WAREMA sustainability strategy. The key topics are disclosed in the following.

Area of activity: environment



- Climate protection & energy transition: decarbonisation due to energy efficiency and the development of renewable energy
- Responsible resource management: promotion of a circular economy, resource conservation and the use of low-carbon and recycled materials.

Area of activity: value creation



- Products & services: sustainable portfolio thanks to decarbonisation and life cycle management and in the S&L division thanks to solutions for efficient building envelopes.

E1-3 Measures

The WAREMA “Let’s go low” initiative to reduce CO₂ emissions and for responsible handling of resources and energy places emphasis on how products and their manufacture contribute to climate protection thanks to reduced CO₂ emissions.

Energy efficiency

WAREMA follows numerous measures to consistently increase energy efficiency. This includes central measures such as investments in energy-efficient production units or the modernisation of building infrastructure, such as LED conversions, and raising awareness amongst employees on how to reduce energy consumption through various communication channels.

The WAREMA energy management system in accordance with DIN EN ISO 50001:2018 subjects the relevant production procedures and processes to an energy analysis, evaluates them and regularly derives measures.

Renewable energies

Furthermore, WAREMA is consistently expanding its share of renewable energies. In the course thereof, a total of 5 new PV units were planned for 2023 and 2024. In 2025, WAREMA produced approx. 2.6 GWh of solar power for its own use. In 2025, the company could cover around 16% of its own energy requirements with this and save approx. 890 tonnes of CO₂ emissions per year in Scope 1 and 2.

Another example of a sustainable energy supply is the wood-chip heating system at the Dillberg site in Marktheidenfeld, which primarily heats office buildings but also other rooms on site. Since the expansion in 2023, approx. 380 tonnes of waste wood (single-use wooden pallets) can be reused per year, saving approx. 115,000 litres of heating oil annually.

Other renewable technologies are currently being assessed in relation to sustainability, economic efficiency and safety and are being tested for use.

Low-carbon materials & sustainable building envelopes

As a result of the responsible use of resources, WAREMA can also reduce CO₂ emissions. The company is grouping these aspirations together under its “Future material” strategy. The raw materials used are continuously reviewed and potential for improvement is exploited.

In 2022, WAREMA determined the CO₂ footprint of its most common products. The result: an external sun shading system can save up to 28 x more CO₂ than is generated in its entire life cycle – from raw material procurement, production and logistics to use and disposal.

IBH study: buildings need sun shading systems

The product portfolio and consultation services from WAREMA can play a positive role in adapting buildings to climate change.

A study by the engineering firm Prof. Dr. Hauser on behalf of the Transparent Building Envelope Representative Office (Repräsentanz Transparente Gebäudehülle), examines the influence of global warming on the temperatures in residential buildings. It found that buildings are not currently sufficiently adapted to advancing climate change – neither in renovated properties nor new buildings. As a result, they are increasingly at risk of overheating in summer. Current projections show that the number of days on which the thermometer will surpass the 30 degree mark will increase. Air conditioning is an obvious solution. This would, however, lead to a massive increase in energy consumption.

The study shows that various sun shading measures are an effective means against overheating and that they can minimise, and in some cases completely eliminate, energy consumption for air conditioning.

Environmental product declarations

To be able to make concrete statements on the environmental impact of external venetian blinds, roller shutters and window awnings, WAREMA has not only determined its Product Carbon Footprint (PCF) but has also contributed to the creation of Environmental Product Declarations (EPDs). These were drawn up at association level in cooperation with the Industrial Association of Roller Shutters, Sun Shading and Automation (Industrievereinigung Rollladen, Sonnenschutz, und Automation, IVRSA e.V.) and the Institute for Construction and Environment (Institut Bauen und Umwelt, IBU e.V.).

The standardised EPDs provide detailed information on the environmental characteristics of the sun shading system over its entire life cycle and include energy consumption or potentially resulting greenhouse gas emissions.

Metrics and Targets

E1-4 targets

| Sub-topic | Strategic objective | KPI |
|-------------------|---|--------------------|
| Decarbonisation | We take responsibility for the CO ₂ emissions across our value chain and are committed to reducing them using Science Based Targets. | -42% in Scope 1&2* |
| Energy efficiency | We are committed to energy-efficient infrastructure in our buildings, production | |

| | | |
|---|--|-----------------------------------|
| | systems, and mobility and demand that it be used responsibly. | |
| Renewable energies | We are committed to clean and affordable energy by expanding our own share of renewable energies. | |
| Low-carbon materials | We promote the use of low-carbon and recycled materials (secondary materials). | -25% in Scope 3* |
| Decarbonisation of our products | We are committed to transparency and constantly reducing the CO ₂ footprint of our products, and supporting our customers in reducing their own carbon footprint. | -30% in PCF* |
| Purpose of the products: sustainable building envelopes | We design sustainable living spaces with intelligent SunLight Management and thus reduced energy requirements. | |
| | | *Goal year 2030 Base year 2021 |

Science Based Targets Initiative (SBTi)

WAREMA strives for economic growth in line with decarbonisation and is committed to the 1.5° goal of the Paris Agreement. Using the Science Based Targets Initiative (SBTi), WAREMA is following science-based approaches to ecological transformation. This is reported in E1-1 Transition plan for climate protection.

E1-5 Energy consumption and energy mix

| Energy consumption <i>Measurements in GWh</i> | Base year 2021 | 2024 | 2025 |
|--|-------------------|--------------|--------------|
| Direct energy consumption | | | |
| - Fossil fuels | | | |
| Natural gas | 35.15 | 18.50 | 19.22 |
| Liquid gas | 0.00 | 6.43 | 7.76 |
| Diesel | 23.12 | 20.38 | 19.76 |
| Heating oil | 0.20 | 0.10 | 0.26 |
| Indirect energy consumption | | | |
| Externally-provided energy | 19.86 | 15.14 | 14.00 |
| Renewable energies | | | |
| Wood-chip heating system | 0.97 | 1.16 | 1.34 |
| Energy (self-generated, PV) | 0.71 | 1.52 | 2.62 |
| Total | 80.0 | 64.12 | 65.12 |

E1 – 6 GHG gross emissions

Accounting in accordance with the GHG protocol

| <i>States in tonnes of CO₂e</i> | Base year 2021 | 2024 | 2025 | Changes to base 2021 |
|--|---------------------------|-------------|-------------|---------------------------------|
| Scope 1+2 | 18,473 | 16,451 | 16,048 | -13% |
| Scope 3 | 241,593 | 158,861 | 148,084 | -39% |

E1-7 CO₂ - Reduction projects

WAREMA's climate strategy is based on its own measures in accordance with its guiding principle "Don't compensate, but reduce, innovate and invest". Reduction projects are therefore not supported, and instead own measures are pursued to increase energy efficiency and convert to sustainable processes and energy supply.

E1-8 Internal CO₂ pricing

For financial assessments at WAREMA, no internal CO₂ price is applied.

The management has determined that emissions pricing is not currently required to advance WAREMA's sustainability strategy.

Instead, the impacts on sustainability targets are taken into account as qualitative criteria that cannot be monetarised in investment decisions. This include, for example, positive effects on energy, CO₂ and resource reductions.

E1-9 Financial impacts and opportunities

A report on expected climate-related financial impacts is planned, taking the phasing-in deadlines for future sustainability declarations into account.

ESRS E5 Resource use and circular economy

Strategy

E5-1 Strategies in relation to resource use and circular economy

For WAREMA, the topic of a circular economy is part of responsible resource management. The company places great value on efficient material use and promotes conscious handling of resources amongst employees. Beyond material selection and efficient use, WAREMA also takes responsibility for the waste material it produces.

Making use of these materials and viewing them as valuable raw materials instead of waste is considered a true cycle.

The topics and sub-topics of ESRS E5 can be found in all 4 areas of activity of the WAREMA sustainability strategy. The key topics are disclosed in the following.

Area of activity: environment



- Responsible resource management: promotion of a circular economy, protection of resources and the use of low-carbon and recycled materials.
- Protection of water, air and soil: commitment to the preservation of our natural resources

Area of activity: value creation



- Products & services: sustainable portfolio thanks to decarbonisation and life cycle management

ESRS 2 SBM 3/ESRS 2 IRO 1 Material impacts, risks and opportunities and their interaction with strategy and business model

The aspects determined as material have already been disclosed under SBM-3. The following points were identified specifically for topic E5 including sub-topics:

E3-2 Measures

Low-carbon materials

As already disclosed in ESRS E1, there is a focus on measures to use low-carbon and recycled materials at WAREMA. This is based on a materiality analysis of the materials used and a focus on aluminium, which is responsible for around 73% of emissions in Scope 3 of the WAREMA Group in the base year.

The WAREMA Group sources aluminium components for a wide range of products and is thus considered a (further) processor, not a manufacturer. These are aluminium sheets,

profiles and strips procured on the global market, i.e. sourced externally from different suppliers. The potential recycling content depends heavily on the supplier's processing methods, the specific requirements of the product components and the market availability of the scrap.

WAREMA works continuously and in close collaboration with its suppliers to reduce the CO₂ emissions of procured materials in Scope 3 and thus also to gradually increase the amount of recycling.

Material efficiency

WAREMA is committed to efficient material use and promotes conscious use of resources amongst employees.

The focus here is on material efficiency on production materials such as aluminium and plastic granulate through various individual measures.

Circular economy

The company is committed to the circular use of materials and ensures that its own scrap material and waste is returned to the cycle, in accordance with the goal hierarchy "Reduce – Reuse – Recycle". The majority of waste is already sorted by type, recycled, or in the best case scenario, avoided from the outset. WAREMA is also working on even better opportunities for scrap materials produced. For example, the company invested in baling presses, with which scrap cardboard can be pressed directly on site. This helps to reduce the volume of waste and the volume of transport. This ensures huge reductions in CO₂ emissions, by 90% in comparison to the previous process.

Since the beginning of 2024, WAREMA Renkhoff SE has been a member of the recycling initiative AIUIF e.V. and provides aluminium scrap to the material cycle for windows, doors and facades. All three production locations in Marktheidenfeld, Wertheim-Bettingen and Limbach-Oberfrohna produce production scrap. The initiative commits to recycling within the building industry that can create new profiles from scrap profiles. WAREMA is the first member of the association from the sun shading sector.

Sustainability due to WAREMA product longevity

For WAREMA, an important core aspect of a sustainable portfolio is responsible and conscious life cycle management. With the WAREMA brand, the group of companies aims not only to offer high-quality products, but also to provide an extensive service portfolio for them. WAREMA therefore accompanies its customers over the entire service life of its products and thus actively contributes to the longevity and sustainability of sun shading products. An example is the 5-year manufacturer warranty for WAREMA products, and the protection package in the Outdoor Living branch for end users, with an extension of the warranty from 5 to 10 years, including maintenance. Other important components of the WAREMA service offering include consultation from qualified specialists when modernising and renovating sun shading control systems, a spare parts availability guarantee that is generally valid for more than 10 years, repair services such as drive conversions, refurbishment of outdated systems, upgrading sun protection control systems or replacing awning fabrics, both for its own products and for those of other manufacturers.

This all contributes to extending the service life on sun shading systems and saving resources. The work is carried out on-site or at the factory, depending on the job and in coordination with the specialist partners.

Metrics and Targets

E5-3 targets

| Sub-topic | Strategic objective | KPI |
|---------------------------------|--|-----------------------------------|
| Low-carbon materials | We promote the use of low-carbon and recycled materials (secondary materials). | -25% in Scope 3* |
| Material efficiency | We are committed to efficient material use and promote the conscious use of resources amongst employees. | |
| Circular economy | We are committed to the circular use of materials and ensure that our scrap material and waste is reused. (Reduce - Reuse-Recycle) | -25% "mixed waste"* |
| Packaging | Our packaging is the perfect protection for our products and impresses with efficient use of resources and circular disposal. | |
| Handling water | We take a responsible approach to water resources and promote the use of rainwater. | |
| Natural resources | As a result of the consistent reduction of our paper consumption and replacing virgin fibres with recycled materials, we are making a contribution against deforestation. | |
| Decarbonisation of our products | We are committed to transparency and continuously reducing the CO ₂ footprint of our products, and supporting our customers in reducing their own carbon footprint. | |
| Life cycle management | We think in terms of solutions, not products - across the entire life cycle of our products. | |
| | | *Goal year 2030 Base year 2021 |

In accordance with ESRS E5-3 21/24, the targets refer to resource inflows and outflows, including waste, products and materials, including the following products:

1. the expansion of circular product design,
2. the increase of circular material usage rates,
3. the reduction of primary raw materials,
4. the sustainable procurement and use of renewable resources (in accordance with the cascade principle),
5. waste management, including the preparation for proper treatment, including various stages of the waste hierarchy,
6. other aspects in relation to resource use or the circular economy.

E5-4 Resource inflows

In accordance with the specifications of ESRS E5-4, the group of companies describes the resources used below. It focuses on the main raw materials and intermediate products. Materiality was assessed according to the weight in relation to the environmental impact and was assessed in 2022 with external support.

Since the weights of the individual raw materials are not a material sustainability aspect for WAREMA, the weight is only disclosed for descriptive purposes and without specifying kilograms.

| Division | Material resource inflows |
|------------------------|---|
| Sun & living spaces | <ul style="list-style-type: none"> • Aluminium: aluminium strips, sheets, profiles • Steel • Textiles: acrylic fabric, screen fabric, other textiles • Plastics • PU foam • Powder coating • Electronic components: motors, lines, control components • Packaging materials |
| Plastics & engineering | <ul style="list-style-type: none"> • Plastic granulate • Paint • Galvanisation • Purchased parts • Packaging |

Secondary material aluminium

According to the disclosure under E5-2, there is a focus on the sustainable procurement and use of aluminium.

The recycled content is defined in accordance with ISO 14021 and is sorted into post-consumer and pre-consumer content before and after consumption:

- Pre-consumer material: material that is guided out of the waste stream during the manufacturing process.
- Post-consumer material: material that is generated by households or commercial, industrial, and institutional entities in their role as an end user of the product and can no longer be used for the intended purpose. This includes material returned from the distribution chain.

According to the standards of the Greenhouse Gas Protocol, only post-consumer recycling rates may be taken into consideration. For this reason, we disclose this value separately.

Company-wide recycling rate: depending on the component and manufacturer, WAREMA processes components with different recycling rates. For the company-wide assessment of recycling rates, the components are weighted depending on their respective share of total volume (data basis 2025). When specifying recycling rates, WAREMA relies on the information from suppliers, without guaranteeing its accuracy and completeness

Post-consumer recycling rate:

- Total aluminium consumption: ~ 24%

- Aluminium profiles: ~ 21%
- Aluminium sheets: ~ 4%
- Aluminium strips: ~ 26%

Pre- & post-consumer recycling rates:

- Due to the lack of comparability, no overall percentage is shown
- Aluminium profiles: 21 to 82%
- Aluminium sheets: 4 to 50%
- Aluminium strips: 26 to 100%

E5-5 Resource outflows

In accordance with the specifications of the ESRS E5-5, WAREMA describes its own resource outflow in the following – broken down into products/goods and waste/scrap materials.

Since the weights of the individual products are not a material sustainability aspect for WAREMA, the weight is only disclosed for descriptive purposes and without specifying kilograms.

Resource outflows according to products

| Division | Material resource outflows - product |
|------------------------|--|
| Sun & living spaces | <ul style="list-style-type: none"> • Outdoor living: awnings, sun sails, patio covers • Window systems: external venetian blinds, roller shutters, window awnings, insect screens • Glass railings • Controls: Smart Home, automations, control technology • Service: spare parts, refits |
| Plastics & engineering | <ul style="list-style-type: none"> • Sectors <ul style="list-style-type: none"> ○ Automotive ○ Medical technology ○ Industry • Plastics engineering: plastic moulding, surface engineering, installation, cleanroom • Mould design: injection mould • Mechanical engineering: special machines |

Resource outflows and waste management

| Waste quantities & use <i>Amount in tonnes</i> | Use | Base year 2021 | 2024 | 2025 |
|---|------------------------------|-------------------|-------|-------|
| non-dangerous waste | | | | |
| mixed waste | thermal use, energy recovery | 1,085 | 533 | 655 |
| sorted waste | Recycling | 1,332 | 1,534 | 1,395 |
| dangerous waste | | 237 | 156 | 183 |

E5-6 Financial impacts and opportunities

A report on expected climate-related financial impacts is planned, taking the phasing-in deadlines for future sustainability declarations into account.

ESRS S1 Own workforce

Strategy

ESRS SBM2/ ESRS SBM3 Stakeholders and material risks and opportunities

In accordance with its disclosures under ESRS 2, all material stakeholders – including its own workforce – are involved in all sustainability endeavours.

In accordance with the specifications from ESRS S1 14 f, g, WAREMA confirms that there were no significant incidents of forced labour or child labour arising from the business activity of the company. The 18 companies in the WAREMA Group are located in 9 countries – all within the European Union. Thanks to the anchoring of fundamental values of democracy and human rights, as well as the principles of freedom, democracy, respect for human rights and the rule of law are anchored within the EU, no country risk has been identified. In conjunction with the corporate principles and preventive measures, the overall risk in our own business area is classified as low.

S1-1 Policies related to own workforce

Taking social responsibility and respecting human rights are among the core values of the WAREMA Group. The company bases its business activities on these principles.

In this respect, WAREMA is committed to international guidelines and frameworks specific to WAREMA within the scope of its business activities, as disclosed under ESRS 2 GOV 4.

The strategy can be found in the **Area of activity: employees:**

“Every individual matters – The WAREMA Group places a special value on people. Our employees are what makes us strong.”



An overview of the WAREMA principles:

- Inclusion & diversity: role model for equal opportunities and fair and equal cooperation.
- Company culture: shared values and mutual respect are at the core of our family-owned company.
- Health & education: safe workplaces, individual personal development and a good work-life balance.

S1-2 Processes for involving the company’s own workforce and employee representatives with regards to impacts

The WAREMA Works Council, European Works Council, Representative Committee for Employees with Disabilities and the Youth and Trainee Representative Council are important bodies at WAREMA. WAREMA follows this guiding principle through the right to information and co-determination, regular meetings of the full board and working groups, and close cooperation with management.

In addition to discussions with the Works Council, employees can also share any concerns directly via various channels, either in person or anonymously via a complaints channel. In

addition, there is direct communication within the framework of regular works council meetings organised by the Works Council.

The annual employee survey completes the integration of all employees, also with regard to monitoring its efficiency and assessing employee satisfaction.

S1-3 Processes to remediate negative impacts, and channels for own workers to raise concerns

WAREMA encourages its employees to report their concerns on suspected or actual violations of laws, requirements and internal company guidelines. Alongside the opportunity to speak personally with management or the Works Council, the company also has an anonymous and independent whistleblowing system.

Any suspected cases – including those relating to the Supply Chain Act (LkSG) and the General Act on Equal Treatment (AGG) – can be reported confidentially to this body.

| Whistleblowing system | Description |
|------------------------------|---|
| Legal foundation | When setting up the complaints procedure, WAREMA used the regulations of the LkSG as a basis, in particular Section 3.1, Section 8 and Section 4.4. |
| Objective | Encouragement of anonymous reporting in suspected cases of violations or breaches of due diligence obligations within WAREMA's business activities |
| Content of objective | Any suspicion of an actual or potential violation of laws or internal regulations, such as violations of the WAREMA code of conduct, antitrust law, environmental regulations and duties, human rights violations, and suspicion of corruption, theft, embezzlement, discrimination or bullying, unfair treatment, applicable laws or other regulations, and regulations from the Supply Chain Act can be reported using the complaints process |
| Goal group | Employees, communities near our sites, employees of suppliers and all other external stakeholders such as NGOs, trade unions, the public, customers, business partners, others |
| Accessibility | A report can be made via an electronic contact form in the complaints portal, by e-mail, phone or in written form. This channel is open to everyone, regardless of whether they have a contractual or business relationship with a WAREMA Group company |
| Rules of procedure | Access for all parties involved is ensured by publicly accessible rules of procedure in written form, as well as information on availability, jurisdiction and the process. All information is clear and understandable and publicly accessible WAREMA Whistleblower system |
| Responsibility | The Compliance department of the WAREMA Group is responsible for the complaints process. They act as a central reporting office in the company. The main responsibility lies with Mr Thorsten Koblenz (Compliance Officer) and Dr Christine Alsmann as deputy. WAREMA confirms that the criteria listed for the component authority in Section 8.3 of the LkSG are fulfilled, i.e. they guarantee impartial treatment, |

| | |
|------------------------------------|--|
| | are independent and are not bound by instructions and are subject to confidentiality obligations. |
| Process | In the case of reports of violations or deviations from the principles defined in this declaration, WAREMA will first take appropriate measures to ensure proper clarification. WAREMA engages in active dialogue and clarifies the causes with those affected, depending on the situation. Goaled measures are then implemented to ensure compliance with the standards. If a breach of legal regulations is identified, the company reserves the right to report this breach to the appropriate authorities. The process is free of charge for the reporting person at all times. |
| Protection of the reporting person | An independent confidential contact point has been set up to protect reporting persons. This function is performed by the atarax Group. Atarax's duty of confidentiality ensures that the identity of the whistleblower is protected within the framework of legal requirements and will not be identified to WAREMA. (see also G1-1) |

This section also refers to the disclosure under S2-2 and G1-1.

S1-4 Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to the own workforce, and effectiveness of those actions

All measures relating to employees are found under the guiding principle "Let's Go Together".

Inclusion & diversity

Inclusion within and outside of the organisation is important to WAREMA.

This endeavour has been clearly defined in the inclusion agreement, which regulates the elimination of reservations about the employment and inclusion of people with disabilities, job retention, further training and education, and the holding of regular meetings for severely disabled people, among other things.

The importance placed on inclusion is also apparent in WAREMA's sponsorship of the "Lebenshilfe" social services centre in Marktheidenfeld. Lebenshilfe Marktheidenfeld has been in existence since 1969 and company founder Hans-Wilhelm Renkhoff has been a member of the Management Board from the very beginning. WAREMA has been supporting this institution for people with disabilities for decades, not only financially, but focusing on cooperation above all else. Under the key phrase "Inclusion in action", many shared initiatives have been carried out since the sponsorship began 15 years ago.

Furthermore, WAREMA is giving more and more jobs to "Mainfränkische Werkstätten", which enables people with disabilities to participate in working life.

Another component of the commitment to equal opportunity is the topic of gender equality across all management levels. Alongside specific goal figures at the upper management levels, the company also promotes women in leadership through special programs. One example of this is the WIL program from the Bavarian Employer's Association bayme/vbm,

which WAREMA has been involved in with potential female candidates for several years. In addition to seminars, workshops, and company-wide cooperations, it also includes an in-house mentoring program.

Sustainable company culture

Despite its size and leading market position, the WAREMA Group has remained a family-owned company in its ethos and values. Since 2001, the company has been managed by Angelique Renkhoff-Mücke, the daughter of the company’s founder, who represents the second generation of the family. This is also reflected in the company culture and in the way employees treat each other. This is because the company works in a culture characterised by collaboration and a family atmosphere, by fair give and take, by challenging and encouraging, but also by respect and recognition. WAREMA is permanently working on the further development of company culture, part of which includes the revision of the WAREMA guidelines in the 2024 fiscal year.

Health & education

The safety of all employees, visitors and external companies is an important topic at WAREMA. The company invests in training and promotes a “safety culture” in which all employees accept responsibility for complying with the safety guidelines. The Environment and Safety department works closely with experts and institutions to that occupational safety standards are always up to date and risks are minimised. The company actively strives to prevent accidents and injuries in the workplace and places great value on the health and safety of its employees.

Other strategic priorities include promoting young talent, for example through the WAREMA Potential Program (WPP), the life-long learning opportunities and the promotion of family-friendly policies through flexible working models and holiday childcare options.

Metrics and Targets

S1-5 Targets

| Sub-topic | Strategic objective | KPI |
|---------------------------------------|--|---|
| Inclusion | People with disabilities are an important part of our society. We are committed to their seamless integration within and outside our organisation. | > 5% of our jobs are held by people with disabilities |
| Equal opportunities & gender equality | We live together in a fair and equal manner without exclusion or preference based on disability, gender, age, language, religion or ethnicity. | |
| Community & participation | Our success only comes from team work. That’s why we promote and encourage ideas and responsibility from employees in all business areas and ensure a transparent communication style. | |

| | | |
|---|---|--|
| Company values & management culture | In our family-owned company, we value shared values and interaction on equal footing between all managers and employees. This is reflected in fair wages and attractive benefits. | |
| Personal development & life-long learning | We offer our employees individual training opportunities and development prospects. | |
| Family & career | We care deeply about the work-life balance of our employees. That's why we create flexible working models and take the personal circumstances of our colleagues into consideration. | |
| Health & well-being | The health of our employees is our highest priority. That is why we offer a wide range of services, from prevention and everyday assistance to individual solutions for particularly difficult circumstances. | |

S1-6 Characteristics of the undertaking's employees

| Data for the WAREMA Group | Base year 2021 | 2024 | 2025 |
|----------------------------------|---------------------------|-------------|-------------|
| Number of employees | 5,023 | 4,798 | 4,677 |

| Paid employees | Base year 2021 | 2024 | 2025 |
|---|---------------------------|-------------|-------------|
| Quantity | 3,896 | 3,761 | 3,633 |
| Proportion of group | 78% | 78% | 78% |
| Employee structure of management team | | | |
| Proportion of entire management team | 7.5% | 8.1% | 8.3% |
| Proportion of TOP management | 1.0% | 1.1% | 1.1% |
| Employee structure of external temporary staff | | | |
| Number of temporary employees | 5.9% | 0.7% | 1.2% |
| Number of seasonal staff | 7.5% | 0.6% | 1.7% |
| Fluctuation | 5.8% | 6.0% | 5.5% |
| Employee terminations | 3.1% | 3.8% | 3.1% |

| Part-time workers <i>(max. 30h/week)</i> | Base year 2021 | 2024 | 2025 |
|--|---------------------------------|-------------|-------------|
| Total | 396 | 430 | 430 |
| in management positions | 0 | 3 | 3 |

S1-7 Characteristics of non-salaried employees

The indicators are disclosed in the current system of indicators under S1-6.

S1-8 Coverage by collective agreements and social dialogue

The data basis is currently being developed and will be disclosed in a timely manner upon implementation of the CSRD. Additional information has already been disclosed under S1-2.

S1-9 Diversity metrics

| Proportion of women <i>Specified in %</i> | Base year 2021 | 2024 | 2025 |
|---|---------------------------------|-------------|-------------|
| Total | 29.7 | 30.4 | 30.5 |
| in management positions | 10.6 | 11.9 | 12.3 |

| Average age <i>Specified in years or %</i> | Base year 2021 | 2024 | 2025 |
|--|---------------------------------|-------------|-------------|
| Average age of employees in years | 42.2 | 44.1 | 44.8 |
| Average duration of employment in years | 13.3 | 14.7 | 15.5 |

| Nationalities | Base year 2021 | 2024 | 2025 |
|-----------------------------------|---------------------------------|-------------|-------------|
| Number of different nationalities | 41 | 43 | 41 |

S1-10 Adequate wages

WAREMA ensures fair and performance-based remuneration in accordance with local standards and is compliant with the statutory regulations on minimum wage and applicable collective agreements.

| Adequate wages | 2023 | 2024 | 2025 |
|-----------------------|-------------|-------------|-------------|
| Number of employees | 100% | 100% | 100% |

S1-11 Social protection

In the reporting year, all employees were protected against loss of income due to significant life events by public programs or by benefits offered by the company. In accordance with ESRS, significant life events include illness, unemployment, work-related injury and disability, maternity and paternity leave and retirement.

| Social protection | 2023 | 2024 | 2025 |
|--------------------------|-------------|-------------|-------------|
| Number of employees | 100% | 100% | 100% |

S1-12 Employees with disabilities

| Employees with disabilities | Base year 2021 | 2024 | 2025 |
|------------------------------------|---------------------------|-------------|-------------|
| Severe disability (number in %) | 5.0 | 5.6 | 6.1 |

S1-13 Metrics for training and skills development

| Education & training | Base year 2021 | 2024 | 2025 |
|---|---------------------------|-------------|-------------|
| Education (incl. studying) | | | |
| Number of apprentices/students | 117 | 110 | 94 |
| Training rate in % | 3.05 | 2.86 | 2.55 |
| Further training | | | |
| Training days per employee | 0.98 | 0.81 | 0.77 |
| Participants in internal further training | 4,823 | 4,262 | 4,242 |
| Participants in external further training | 346 | 281 | 288 |

S1-14 Metrics for occupational health and safety

| Number per 1,000 employees | Base year 2021 | 2024 | 2025 |
|-----------------------------------|---------------------------|-------------|-------------|
| Accident rate | 23.8 | 15.54 | 16.18 |
| Commuting accidents | 5.6 | 2.13 | 4.32 |

S1-15 Metrics for work-life balance

In the 2025 financial year, 100% of employees at the companies included in the balance sheet had a statutory entitlement to leave for family reasons. According to the ESRS definition, this includes the following provisions: maternity leave, paternity leave, parental leave, leave for employees providing care.

S1-16 Remuneration metrics

The data basis is currently being developed and will be disclosed in a timely manner upon implementation of the CSRD.

S1-17 Incidents, complaints and severe human rights impacts

WAREMA respects and adheres to international frameworks on human rights and labour laws. There were no reported severe human rights incidents (e.g. forced labour, human trafficking or child labour) or incidents of discrimination or harassment.

Accordingly, there were no fines, penalties or claims for damages were made in connection to this.

ESRS S2 Workers in the value chain

Strategy

ESRS SBM2/ ESRS SBM3 Stakeholders and material risks and opportunities

In accordance with the disclosures under ESRS 2, all material stakeholders, including workers in the value chain, are included.

WAREMA carries out risk assessments in the supply chain in accordance with the specifications in ESRS S2 and the specifications of the LkSG (see S2-1).

The following results of the risk analysis were compiled and prioritised together with the company management. Accordingly, appropriate preventive and corrective measures will be established where necessary.

| Stakeholder supply chain | Strategy |
|---------------------------|--|
| Direct suppliers | The WAREMA Group maintains long-lasting supplier relationships based on a spirit of partnership. The majority of goods are sourced within Europe. Nevertheless, in the upstream value chain, the country of origin was identified as a potential risk for a few direct suppliers, where the legal understanding and statutory entrenchment of human and environmental rights may be below our standard. Relevant suppliers are checked for compliance with WAREMA values using questionnaires and special audits if necessary. |
| Indirect suppliers | The WAREMA Group is committed – within the scope of its influence – to human and environmental rights throughout the entire supply chain. Alongside a commitment to working conditions, the sustainable low-carbon extraction of aluminium was also prioritised. |

S2-1 Policies related to workers in the value chain

Protection of human and environmental rights

WAREMA's core values also include the commitment to respecting human rights and to protecting the environment beyond corporate boundaries. In this light, WAREMA has incorporated the protection of the environment and human rights in their sustainability strategy and committed itself to complying with the German Supply Chain Due Diligence Act (LkSG) in the WAREMA Group's mission statement. [WAREMA - Declaration of Principles](#)

In this respect, WAREMA is committed to international reference works and WAREMA-specific frameworks (reference ESRS 2 GOV 4) within the scope of its business activities.

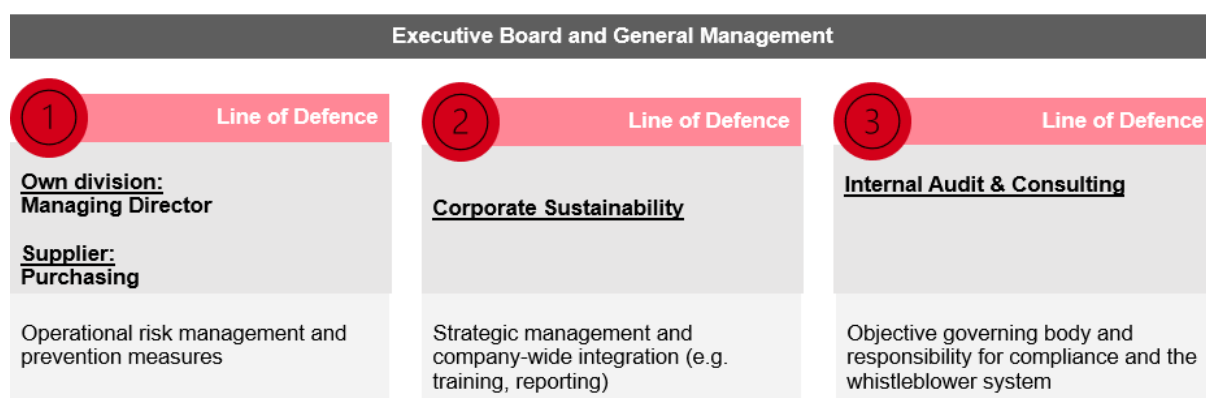
How the company understands respect for human and environmental rights in the context of international and internal company guidelines and how it embeds this understanding into its sustainability strategy is shown in the following graphic:



Responsibility within the company

The responsibility for implementing this mission statement is actively practised and enforced by the Chief Executive Officer of the WAREMA Group, the other Executive Board members and the remaining responsible persons in the WAREMA Group. This ensures that every area of the company is aware of its own responsibility for respecting human rights, environmental protection and social standards in its daily implementation.

For the implementation of risk management for human rights and environmental risks in the supply chain, the WAREMA Group has established a three-tier risk responsibility to clearly anchor operational execution, strategic coordination, and independent control.



Risk management in the supply chain

The WAREMA Group has firmly integrated risk management into its business processes and conducts regular and ad hoc risk analyses for its own business area, as well as direct and indirect suppliers.

The group of companies conducts abstract and concrete risk analyses and prioritises and weights potential risks according to the criteria of appropriateness. These are:

- Type and scope of business activity
- Influence on the perpetrator
- Severity of the violation and probability
- Type of causal contribution

The results of the risk analysis are prioritised together with the company management and appropriate preventive measures are established accordingly, as well as remedial measures, if necessary.

S2-2 Processes for engaging with workers in the value chain about impacts

Even before implementation of LkSG, the procurement strategy of the WAREMA Group was based on reliable, long-lasting and value-oriented supplier relationships. This was achieved by focusing on safe countries of origin and reliable cooperation e.g. through regular on-site appointments with key suppliers.

The Group takes its responsibility seriously through its procurement strategy, close supplier cooperation and additional dialogue-oriented preventive measures such as surveys or training opportunities for potential risk suppliers.

S2-3 Processes to remediate negative impacts and channels for workers in the value chain to raise concerns

WAREMA encourages its employees to report their concerns on suspected or actual violations of laws, requirements and internal company guidelines. In addition to the personal options available through the responsible purchaser, the company operates an anonymous and independent whistleblowing system. More details can be found under S1-3.

S2-4 Taking action on material impacts and approaches to managing material risks, and pursuing material opportunities related to workers in the value chain and the effectiveness of those actions and approaches

To fulfil our due diligence obligations in the supply chain, we will take the following individual measures as part of the described dynamic approach.

Understanding of values in the WAREMA Group

As a family-owned company and in keeping with the tradition of its founder Hans-Wilhelm Renkhoff, WAREMA feels committed to its environment and accepts its social responsibility to shape a sustainable future. People make companies, which is why they are particularly important to the WAREMA Group. Equal opportunities, fair and open interaction, inclusion and social commitment are traditional values for the group of companies. WAREMA also conveys this self-image to the outside world, thus setting an example for its business partners.

Targeted training of employees and business partners

In order to embed due diligence obligations as effectively as possible within the own business, it is essential to provide goaled information and raise awareness among the employees concerned. In the relevant business areas, WAREMA offers its employees and business partners appropriate training, specifically on human rights and environmental due diligence.

Expectations

WAREMA expects the contents of the mission statement to be respected by all WAREMA Group employees. The company also expects compliance with the defined fundamental principles from their suppliers, service providers, business partners, other stakeholders and other third parties in contact with the company.

Commitment to compliance with standards

WAREMA requires its business partners to comply with the defined standards. As part of the risk analysis, WAREMA checks and monitors whether the specified requirements are being met. To this end, the company uses, among other things, a software-supported risk assessment based on the evaluation of global media reports.

Complaints mechanism

The WAREMA Group maintains a complaint channel that allows anonymous reporting of suspicions or breaches of due diligence obligations within WAREMA’s business area (see S2-3, S1-3)

Handling violations

In the case of reports of violations or deviations from the principles defined in this declaration, WAREMA will first take appropriate measures to ensure proper clarification. The company engages in active dialogue and clarifies the causes with those affected, depending on the situation. The company then introduces goaled measures to ensure compliance with the standards. If a breach of legal regulations is identified, the company reserves the right to report this breach to the appropriate authorities.

S2-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

| Sub-topic | Strategic objective | KPI |
|------------------|---|--|
| Higher-level | Working together as a role model for more fairness in global economic relations! | |
| Supply chain | We take responsibility across our supply chain and ask our suppliers to comply with ethical and ecological standards. | > 80% of our purchase volume ist checked according to our supplier standards |

| | | |
|-------------------------------|--|---|
| Low-carbon materials | <p>We promote the use of low-carbon and recycled materials (secondary materials).</p> <p>Key aluminium suppliers</p> | <p>-25% CO₂ emissions in Scope 3 by 2030</p> |
| Association work/partnerships | <p>We see sustainability as a societal issue. That is why we are involved in partnerships and associations so that we can work together to promote sustainability even more effectively.</p> | |
| Customer relationships | <p>We treat our (end) customers as equals and value partnership-based, fair and long-term cooperation.</p> | |

ESRS G1 Corporate policy

Strategy

ESRA 2 IRO-1 Description of the process to identify and assess material impacts, risks and opportunities

The aspects determined as material have already been disclosed under SBM-3.

G1-1 Corporate culture and business conduct policies

The WAREMA Group is a family-owned company with strong values – taking shared responsibility for social issues and thereby shaping a future worth living has always been part of the corporate identity of the group.

Strategy comprehension in relation to corporate policy is reflected in several areas of activities. The main focus is explained in the following:

- Sustainable business development: Combination of growth, sustainability and innovation.
- Partnerships: together for social, economic and ecological topics - across the entire supply chain
- Company culture: shared values and mutual respect are at the core of our family-owned company.
- Social responsibility: collaborative and long-lasting commitment to social issues based on partnerships is a matter close to the heart of our company management.
- Active participation & awareness raising: promoting and engaging in the social anchoring of sustainability with the aim of inspiring our fellow citizens to get involved

Sustainable company culture:

The strategy was already mentioned under ESRS S1-1. As a family-owned company, WAREMA has clear values which make the company strong.

Values that unite us: culture & benefits at a glance



Culture and guidelines



Secure jobs



Attractive pay and pension plan



Fitness and health



Flexible working



Good working atmosphere



Sustainable and meaningful work



Balance between family and career

WAREMA guidelines

Achieving sustainable success requires openness to new ideas, flexibility and results-oriented partnerships which form the basis of WAREMA company culture. Above all, a good working atmosphere and team spirit are of great importance. The company values respectful interaction, competence and commitment, fairness and trust. This is not only reflected within the company, but also outwardly to customers and applicants. The WAREMA guidelines, which form the basis for joint cooperation as an expression of our own values and were revised and updated in 2024 financial year, have been in force at the company since 2012. Additional information can be found under ESRS S1-1/ S1-4.

Social responsibility

A long-term commitment to social issues based on partnership is a matter close to the heart of WAREMA's management. WAREMA is therefore involved in numerous projects in the vicinity of its own plants and locations. These include supporting regional organisations, associations or institutions involved in youth and elderly care, and projects that promote gender equality.

Examples of engagement:

WAREMA has been sponsor of the Marktheidenfeld "Lebenshilfe" social services centre since 2007. Long-lasting cooperation includes not only financial support, but also joint activities. WAREMA's most recent partnerships since 2021 include the non-profit Nicolaidis Young Wings Foundation in Munich and the Baobab Children Foundation in Ghana.

Protection of whistleblowers

Compliance with laws, regulations and also internal standards have the highest priority within the WAREMA Group. This is the only way WAREMA can prevent damage to the company, its employees and business partners.

To comply with the legal requirements and investigate reports of violations fairly and appropriately, a whistleblowing system has been introduced, see disclosure under S1-2.

It is especially important to WAREMA to protect whistleblowers and those affected as well as possible. For this reason, the company has commissioned the atarax Group as an independent ombudsman. Atarax's duty of confidentiality ensures that the identity of the whistleblower is protected in accordance with legal requirements and will not be disclosed to WAREMA.

WAREMA confirms that the precautions will be taken to protect those potentially affected from discrimination or punishment as a result of a complaint.

G1-2 Management of relationships with suppliers

Responsible partnerships are firmly anchored in the sustainability strategy with the goal of uniting social, economic and ecological issues - throughout the entire supply chain. WAREMA takes responsibility along the supply chain and also requires suppliers to comply with ethical and ecological standards. Discussions on equal footing and collaborative, fair and long-lasting cooperation are at the core of supplier relationships. Further information is disclosed under ESRS S2.

G1-3 Prevention and detection of corruption and bribery

Compliance & conduct

In 2013, WAREMA introduced a code of conduct to give employees and the company more security when handling complex regulations. The guideline describes appropriate behaviour in typical situations and demonstrates what is not acceptable. WAREMA places great value on ethical and legal standards to build trust, avoid conflict and protect company values.

Compliance with these guidelines is mandatory and is consistently monitored by management and an anonymous whistleblowing system.

The Compliance department monitors compliance with regulations and, if necessary, undertakes internal investigations to resolve potential violations and take appropriate remedial measures. In addition, regular trainings raise awareness of violations.

Training to mitigate corruption and bribery in 2025

| Type | Face-to-face training, webinars and e-training |
|------------------|--|
| Scope & contents | <ul style="list-style-type: none"> • Legal principles and the meaning of compliance for WAREMA • Special topics on corruption prevention (gifts, invitations) and anti-trust and competition law • Responsibilities |

WAREMA's goal is to strengthen its corporate culture by creating awareness of compliance and helping to ensure that all WAREMA Group employees are familiar with and comply with the applicable regulations and standards.

WAREMA ensures fair and performance-based remuneration in accordance with local standards and is compliant with the statutory regulations on minimum wage and applicable collective agreements. The group of companies rejects any form of discrimination on the basis of gender, ethnicity, language or religion. Furthermore, corruption, extortion and bribery are consistently rejected and focus is instead placed on active and effective prevention.

Metrics and Targets

G1-4 Incidents of corruption or bribery

No cases were reported in the 2025 fiscal year:

| Incidents of corruption and bribery | 2025 |
|--|-------------|
| Number of convictions | 0 |
| Amount of fines | 0 |

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Registry number: HRB 4528, Würzburg

VAT registration no.:

VAT registration no. in accordance with Section 27a of the German VAT Act
(Umsatzsteuergesetz, UmstG)

DE811240418

WEEE reg. no. DE 22907310

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