



Corporate Responsibility Statement

June 2025

1. SUBJECT AND SCOPE

This Corporate Responsibility Statement (hereinafter referred to as the CR Statement) applies to all companies of Flottweg SE. It complements existing guidelines within the Flottweg Group, including general guidelines, specific development guidelines, and the Code of Conduct.

As a company, we recognize our responsibility to contribute to environmental protection. The growing challenges of climate change demand sustainable and responsible corporate governance. We are aware that our business activities impact the environment. Therefore, we have decided to establish this CR Statement as a guide for our actions and to transparently document our goals and measures.

This CR Statement summarizes the fundamental rules applicable to all employees of Flottweg SE regarding ethical, legal, and regulatory conduct—both internally and in interactions with business partners, authorities, and other third parties. The contents and values of this CR Statement are not abstract requirements but represent the minimum standards for our daily work. They provide a binding framework for all company members (employees, managers, and executives alike).

Our CR Statement is reviewed annually. If changes occur within this period, they will be implemented independently of the regular review cycle.

2. ENVIRONMENTAL RESPONSIBILITY

Energy consumption and greenhouse gases

Flottweg strives to minimise the company's negative impact on the environment and to reduce energy consumption and greenhouse gas emissions. For this reason, we are committed to taking a leading role in mechanical separation technology and supporting our customers in sustainable business practices. We are committed to continuously minimising our own resource and energy consumption and reducing greenhouse gas emissions.

In order to achieve these goals and thus ensure the economical use of resources and energy, we rely on innovative technological processes, optimise our work processes and continuously invest in modern, up-to-date machinery. We also attach great importance to complying with the applicable environmental and energy laws or relevant regulations and making our actions transparent. We are committed to reporting regularly on the progress made in implementing our sustainability goals from the 2027 reporting year onwards. In doing so, we want to ensure open communication with our customers, employees and other stakeholders.

Environmental pollution and water consumption

The prevention of any localised or accidental pollution is a top priority at Flottweg. In the event of an ecological emergency, appropriate emergency plans and countermeasures are in place to minimise the impact on the environment. We have also established measures to prevent groundwater pollution and regular wastewater testing.

We also strive to continuously optimise and reduce our water consumption and increase water efficiency whenever possible. This includes measures such as the reuse and treatment of process water that we need to run our machines and systems.

Materials, chemicals and waste

The development of global waste generation is alarming and the associated environmental impact is enormous. This is because only a fraction of waste is reused or recycled worldwide. This has a negative impact on the environment and on human and animal health. The disposal and recycling of waste are important aspects of reducing the environmental impact and conserving resources. We are therefore committed to minimising the amount of waste generated through the efficient use of raw materials and to reusing, reducing and recycling waste materials. Flottweg endeavours to pursue an efficient recycling process - to this end, we use recyclable materials wherever possible and promote the separation of waste by type. Our employees are sensitised to take environmentally friendly measures and reduce waste and resource consumption.

When selecting raw materials, we give preference to recycled materials obtained from production waste or end-of-life products. We have also set up an internal advice center that deals with environmental issues and questions and supports our employees in implementing our environmental guidelines and goals.

Chemicals and other substances that pose a risk to the environment when released shall be identified by Flottweg and it shall be ensured that these substances are used, transported, stored, recycled or disposed of safely. Efficient recycling processes are used to minimise the use of chemicals. In principle, Flottweg endeavours to replace used substances with less hazardous ones wherever possible.

Product utilisation and end of product life

At Flottweg, we are committed to the responsible use of resources. This includes the development and use of new products and manufacturing technologies. We consider repair options and actively develop solutions for them.

Flottweg offers its customers the opportunity to benefit from the latest innovations through retrofit solutions, thereby reducing waste and saving resources. We have established procedures for the end of the product life cycle - used products and components are sorted and, provided suitable facilities are available, recycled or shredded.

3. SOCIAL RESPONSIBILITY

Employee health and safety

At Flottweg, we endeavour at all times to create a safe and healthy working environment for our employees and third parties and develop health and safety targets. We actively integrate occupational health and safety into our business processes from the outset. Occupational safety and ergonomic workplaces lay the foundation for a healthy working environment.

Flottweg is committed to regularly reviewing its emergency preparedness and hazard prevention procedures and adapting them where necessary, particularly following accidents or emergencies. We also sensitise our employees through safety briefings and regular training and further education measures in order to increase their safety awareness.

We want to offer our employees holistic support and have therefore set up an employee counselling centre at Flottweg to provide assistance with personal, professional or health-related concerns.

Working conditions, career management and training

As an employer, we want to offer the best possible and fair working conditions in order to express appreciation and recognition for the work of our employees.

We rely on a trusting relationship between managers and employees. In our dealings with each other and with other people involved in our business activities, we cultivate a culture characterised by openness, tolerance, appreciation and fairness. We offer social benefit programmes that go beyond the minimum legal requirements, such as travel allowances, bicycle leasing for employees and special payments for weddings and anniversaries.

Motivated and qualified employees are a prerequisite for long-term success. Lifelong learning is therefore also the responsibility of employers - in this context, we are committed to promoting the development of our employees and offer various opportunities for further training and personnel development at our training centre, the Flottweg Academy.

and personnel development at our training centre. We want to continuously develop and expand the training and development of our employees so that we remain an attractive employer in the future.

Social dialogue

We are committed to ensuring that our employees always have the right to social dialogue and collective bargaining. To achieve this goal, we have set up a works council to represent the interests of our employees. Discrimination against employee representatives is not acceptable to us; they have the right to exercise their function in the workplace.

As an employer, Flottweg wants to promote trust and fairness. We therefore attach great importance to an open exchange of information with our employees in order to achieve long-term success together.

Diversity, discrimination and harassment

At Flottweg, all employees contribute to the success of the company with their skills, personalities and commitment. We attach great importance to open communication and do not tolerate personal insults, discrimination or sexual harassment between employees. We pay attention to the individual needs of our workforce and promote fairness and equal opportunities.

Our employees are selected and promoted solely on the basis of their qualifications for the job in question - regardless of origin, age, gender, nationality, religion, sexual orientation or disability. The preventative initiatives we take at Flottweg to promote a diverse and fair working environment include the establishment of representatives for severely disabled employees. We are convinced that an inclusive working culture in which all employees are treated equally not only leads to greater satisfaction and commitment, but also strengthens our innovative capacity and competitiveness.

Child labour, forced labour and human trafficking

We support and respect the protection of internationally proclaimed human rights as a fundamental and universal requirement.

We reject all forms of child, forced and compulsory labour, as well as all forms of modern slavery and human trafficking. All work is voluntary and everyone is free to terminate the employment relationship with reasonable notice.

Child labour may not be used at any stage of the supply chain. A 'child' is defined as a) any person under the age of 15, or b) if permitted by applicable local law, any person under the age of 14, or c) any person under the minimum age for employment in the country concerned, whichever is the highest. Employees under the age of 18 may not carry out any work that is likely to jeopardise the health or safety of young workers.

Through our whistleblower system, we offer employees, suppliers and business partners the opportunity to report possible compliance violations or to express compliance concerns. Flottweg guarantees that a report will be treated in strict confidence and that all reporters will be protected from the consequences or penalisation of such a report. We continuously promote the reporting channels and encourage employees and stakeholders to report if they are aware of or suspect potential violations.

Corruption and conflicts of interest

In day-to-day business, we may be faced with decision-making situations in which Flottweg's interests conflict with our personal interests. Private business relationships with competitors, consultants, customers, suppliers, service providers and other business partners of Flottweg are to be avoided. We expect our managers and employees to refrain from any form of corrupt behaviour.

It is strictly forbidden to offer, promise or grant benefits - directly or indirectly - to public officials or business partners in connection with a business activity or to accept such benefits oneself.

The handling of gifts and benefits is regulated in a separate guideline.

Employees who are affected by a potential or actual conflict of interest are obliged to contact their line manager or the management in order to bring about a rapid clarification.

Fraud

Fraud refers to the offence of deliberately deceiving someone in order to gain an unfair or illegal advantage. Fraud is not tolerated at Flottweg. We expect our employees to act ethically at all times and to conduct our business practices in accordance with applicable laws and regulations. Any suspicion of fraud is taken seriously and thoroughly investigated. If fraud is proven, appropriate legal and disciplinary action will be taken.

Money laundering

Money laundering refers to the introduction of illegally generated funds into the legal financial and economic cycle with the aim of giving them the appearance of legality and concealing their actual origin. Anyone who acts in careless ignorance of the origin of the funds also becomes an accomplice. Flottweg employees are therefore required not to conclude transactions if they suspect money laundering and to inform the responsible departments immediately. All employees must comply with the applicable regulations on recording and accounting for financial transactions.

Anticompetitive practices

A practice that restricts or eliminates competition in a market is considered anti-competitive. This can lead to higher prices, reduced production and less choice for consumers. Flottweg is committed to not participating in anti-competitive practices and prohibits its employees from participating in price fixing with competitors or market sharing, as well as abusing a dominant market position. We prioritise fair and open competition between all market participants.

Responsible information management

Every employee is obliged to comply with all data protection requirements of the GDPR and to treat all business information relating to the company or business partners confidentially. Employees undertake to do this in their employment contract. An external data protection officer monitors and advises Flottweg on data protection issues. Measures are coordinated by an internal specialist.

To ensure the security of all confidential information, Flottweg employees are obliged to send large volumes of data and confidential or personal data exclusively via the company's own systems. These guarantee an EU GDPR-compliant exchange of personal or sensitive data. The use of public file sharing services is not permitted for reasons of data security. The personal and targeted organisation of information security is the responsibility of the company management. Every employee must comply with our internal guidelines and instructions.

4. SUSTAINABLE MANAGEMENT

Responsible corporate management

Flottweg is a profit-orientated business enterprise and is committed to sustainable development that goes beyond the legal requirements. We take entrepreneurial action, employee well-being and ecological aspects into account holistically and on an equal footing.

Employees and owners form a community of interests and live off the income generated. For us, economic success and social responsibility go hand in hand. We think long-term and are committed to the long-term preservation of the company. We maintain our independence and autonomy.

Sustainable procurement

Flottweg also expects its suppliers, who must comply with both environmental and social practices, to adhere to these principles. We have formulated these guidelines for our suppliers in more detail in the Flottweg Supplier Code of Conduct. All suppliers and subcontractors are obliged to accept the guidelines for sustainable procurement. When commissioning services, subcontractors are obliged to accept regulations that go far beyond the legal requirements for occupational health and safety and accommodation. We regularly check suppliers for compliance with the Supplier Code of Conduct by means of supplier qualification, supplier self-assessments and other accompanying measures. Irrespective of the sanctions provided for by law, every business partner must expect legal consequences in the event of a breach of statutory regulations or the Supplier Code of Conduct.

Conflict minerals

As part of our sustainable sourcing practices, Flottweg is committed to ensuring that all production materials used meet ethical and environmentally responsible standards. We recognise that certain products and raw materials we source may contain a small

may contain a small amount of tungsten. As a result, we conduct careful reviews of our entire supply chain to ensure that all conflict minerals we source, including tungsten, come from responsible and conflict-free sources. We are committed to actively communicating and regularly reviewing this policy to ensure that we always meet the highest standards.

5. REPORTING OF VIOLATIONS AND SANCTIONS

Employees, business partners or other persons can use the Flottweg whistleblower system to report any misconduct, in particular violations of applicable laws, internal instructions and procedures (e.g. fraud, bribery). Flottweg guarantees that a report will be treated in strict confidence and that all reporters will be protected from the consequences or penalisation of such a report. We continuously promote the reporting channels and encourage employees and stakeholders to report if they are aware of or suspect potential violations.

The following channel can be used for questions or to report suspected cases:

Flottweg- Whistleblower system: <https://flottweg.integrityline.com/>

Violations of the regulations in this CR statement can lead to consequences under labour law, the assertion of claims for damages and criminal sanctions.

Flottweg SE reserves the right to exclude the business partners concerned in the event of sustained violations of this CR Statement by business partners.

Vilsbiburg, June 2025



Dr. Kersten Christoph Link
CEO



Klaus Huber
CFO



Jörg Lengenfelder
COO/CTO

ANHANG

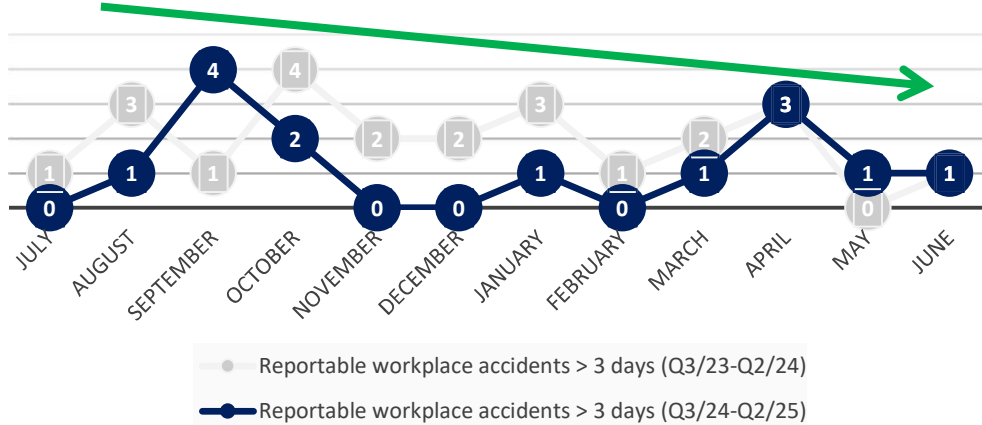
- Occupational health and safety statistics
- Environmental protection statistics
- EHS targets

Occupational safety statistics 2024 (Q3-Q4)–2025(Q1-Q2)

(for all German company locations)



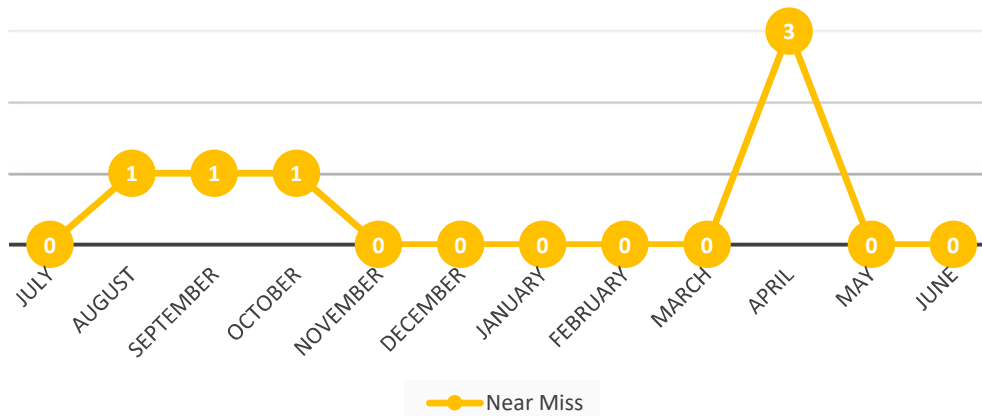
Reportable workplace accidents > 3 days



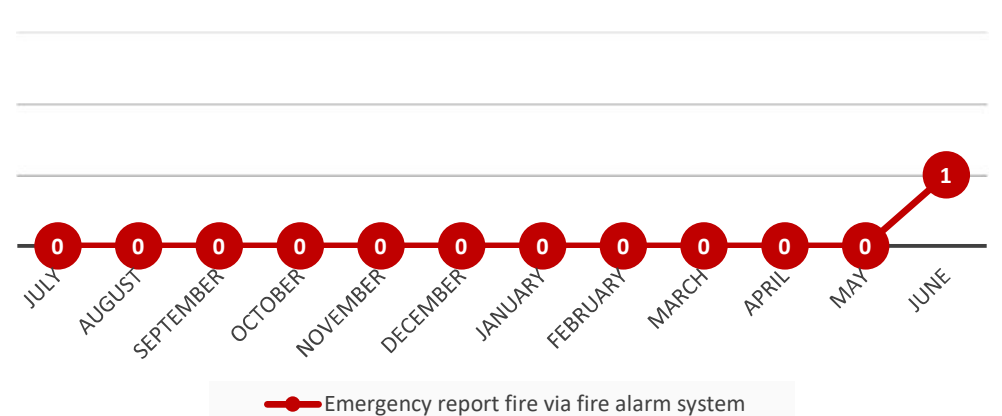
Days lost (including road accidents)



Near Misses

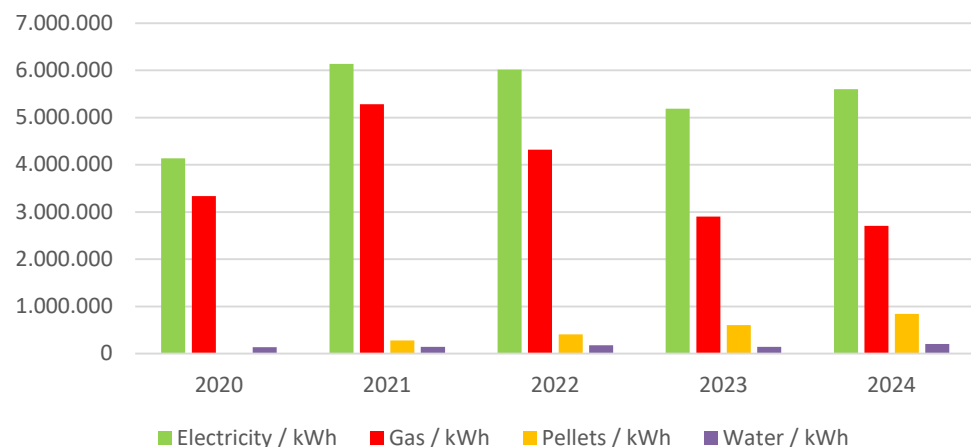


Brand events



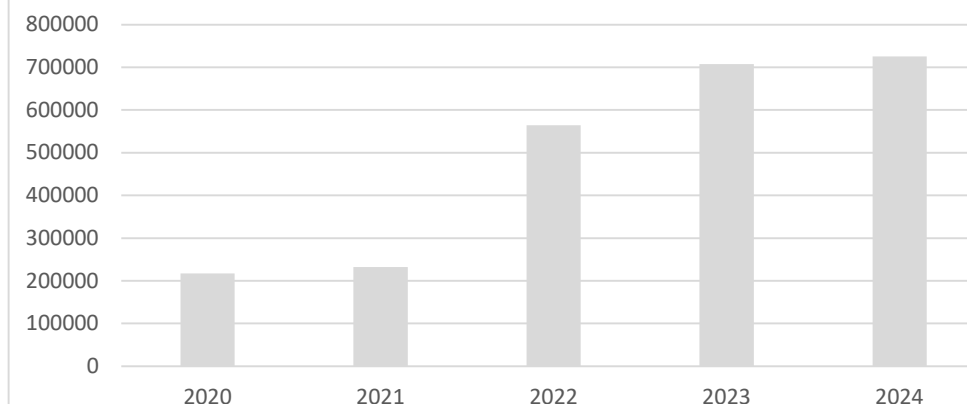
Environmental statistics 2020 – 2024

Energy and resource consumption

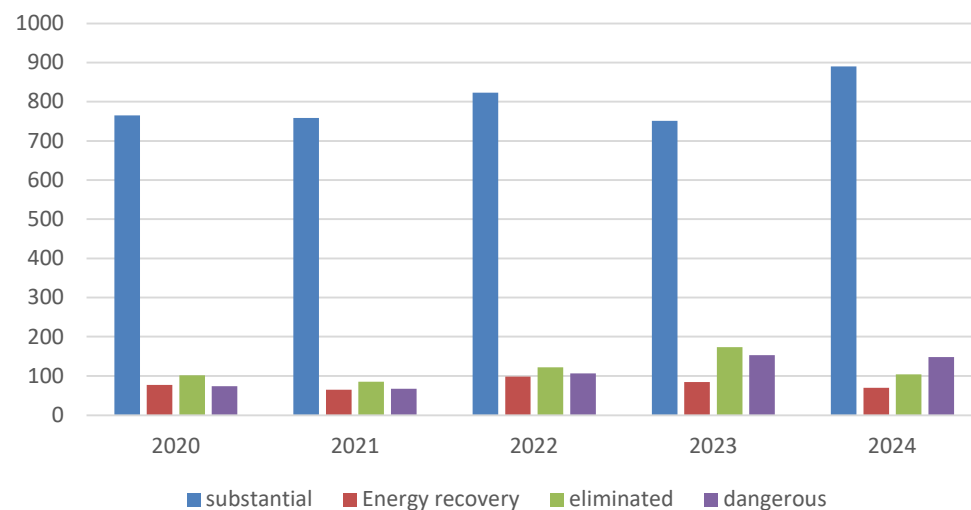


CO² emissions from air travel

Base value



Waste balance in to










Photovoltaik 2024 – 340 mWh



EHS targets 2023/24

Safety - Health - Environment

Bereich Name	Status	KPI	Definition / Details	Ziel 2025	Ist				
					2024	Q1/25	Q2/25	Q3/25	2025
Plant 1 + 2 Alle MA Environment		Reduction of commercial waste (AVV200301) per manufactured unit by 5%	Sorting of waste generated at the plant (Circu-value sub-project) Key figure: Residual waste (tonnes) per unit produced	61,2	64,42				
Plant 1 + 2 Facility Energy		Increase the share of renewable energies in total electricity consumption by 10%	Installation of a photovoltaic system in plant 2 Integration start 11/25 Key figure: Share of renewable energies in total electricity consumption (%)	6,89	6,26	-	-	-	
Plant 1 + 2 All MA Environment		Increase the proportion of recycled waste in the total waste volume by 5%	Analysis of the total volume of waste according to recyclable components and return these to the circular economy (sub-project of Circu- value) Key figure: recycled waste to total waste volume (tonnes)	934	890				
Plant 1 + 2 All MA Health		10% reduction in reportable accidents at work	Accident cause analysis, new incl. service Key figure: Number of reportable accidents at work	17	19	2	7		
Plant 1 + 2 All MA Occupational safety		Appointment of a new fire protection officer and his deputy	Key figure: Realisation in %	100%	50%				
Plant 1 + 2 All MA Occupational safety		Digitisation of EHS documents	Digitisation of operating instructions Key figure: Implementation in %	100%	0%				
Plant 1 + 2 All MA Occupational safety		Substitution of hazardous substances and working materials by 10%	Review of material masters and quantities in production Key figure: number	381	401				