



Corporate Responsibility Statement

May 2024

1. SUBJECT MATTER AND SCOPE

This Corporate Responsibility Statement, hereinafter referred to as CR Statement, applies to all Flottweg SE companies. The CR Statement complements other existing Flottweg Group guidelines, in particular the general guidelines, the specific development guidelines and the Code of Conduct.

As a company, we see it as our responsibility to do our bit to protect the environment. The increasing challenges in the area of climate change require sustainable and responsible corporate governance. We are aware that our business activities have an impact on the environment. As such, we have decided to use this CR statement to set ourselves a guideline for our actions and to transparently set forth our company goals and measures.

This CR Statement summarises the basic rules that apply to all employees of Flottweg SE regarding ethical and legally compliant dealings with both each other, with business partners, authorities and other third parties. The contents and values of this CR statement are not abstract guidelines, but represent the minimum requirements for our daily operations. They provide all members of the company (employees, managers and management alike) with a binding orientation framework.

Our CR statement is reviewed annually. If changes occur within this period, they are adjusted independently of the regular review cycle.

2. RESPONSIBILITY FOR THE ENVIRONMENT

Energy consumption and greenhouse gases

Flottweg strives to minimise the company's negative impact on the environment and reduce energy consumption and greenhouse gas emissions. To do this, we are committed to playing a leading role in mechanical separation technology and supporting our customers in their sustainable business activities. We are committed to continuously minimising our own resource and energy consumption and to 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 current environmental and energy laws and relevant regulations and to organising our operations transparently. We are committed to reporting regularly in future on the progress we have made in implementing our sustainability goals. This will allow us to ensure open communication with our customers, employees and other stakeholders.

Environmental pollution and water consumption

The prevention of any localised or accidental contamination 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 to carry out regular wastewater inspections.

We also strive to continuously optimise and reduce our water consumption and increase water efficiency whenever possible. This includes measures such as the re-use and treatment of process water, which we need to inspect our machines and systems.

We make sure that our actions and our products do not harm ecosystems. We include oceans in our considerations as well as forests, for example, in order to protect biodiversity in general and not jeopardise the preservation of that biodiversity. We also attach particular importance to sustainable land use.

Materials, chemicals and waste

The generation of waste on a global scale is alarming and the associated environmental impact is enormous. This is because only a fraction of waste worldwide is re-used or recycled. 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 environmental impact and conserving resources. We are therefore committed to minimising the volume of waste by using raw materials efficiently and to re-using, reducing and recycling waste materials. Flottweg endeavours to pursue efficient recycling processes – to this we use recyclable materials wherever possible and promote the separation of waste by type. Our employees are sensitised to implementing environmentally friendly measures and reducing waste and resource consumption.

When selecting raw materials, we favour recycled materials obtained from production waste or old products. We have also set up an internal employee advice centre that deals with environmental issues and questions and supports our employees in implementing our environmental guidelines and goals.

We must identify chemical and other substances that pose a risk to the environment when released, and ensure that these substances are used, transported, stored, reprocessed or disposed of safely. Efficient recycling processes are in place to minimise the use of chemicals. Wherever possible, Flottweg endeavours to replace used substances with less hazardous ones.

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 production 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 product life cycles – used products and components are sorted and, if 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 to develop health and safety targets. We actively integrate occupational health and safety into our business processes right from the start. Occupational safety and ergonomic workstations lay the foundation for a healthy working environment.

Flottweg undertakes to regularly review the procedures for emergency precautions and hazard prevention, and to adapt them if necessary, especially after 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 to help with personal, professional or health-related concerns.

Working conditions, career management and training

As an employer, we want to offer the best possible and fairest working conditions in order to express our 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 others 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 or special payments for weddings and anniversaries.

Motivated and qualified employees are essential for long-term success. Lifelong learning is therefore the responsibility of employers – in this context, we are committed to promoting the development of our employees and offer a variety of opportunities for continued training and personnel development at our training centre, the Flottweg Academy. We want to continuously 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. In order 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 at our company; 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 and guarantee full freedom of expression in order to achieve long-term success together.

Diversity, discrimination and harassment

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

Our employees are selected and promoted solely on the basis of their qualifications for the job in question – regardless of their origin, age, gender, nationality, religion, sexual orientation or disability. The preventive initiatives we take at Flottweg to promote a diverse and fair working environment include establishing 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. Where possible, we want to give refugees and migrants the chance to start a career and we take action against all forms of discrimination.

Child labour, forced labour and human trafficking

We support and respect the protection of internationally applicable 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 activities are performed voluntarily and everyone is free to terminate the employment relationship by giving reasonable notice.

Child labour must not be permitted anywhere along 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.

We respect and honour the rights of indigenous peoples. They must not be exploited, oppressed or deprived of their rights. The preservation of their ancestral habitat must also be protected.

By selecting and regularly reviewing our suppliers, we want to ensure that the employees of suppliers in non-European countries also have access to water and sanitary facilities.

Through our whistleblower system, we offer employees, suppliers and business partners the opportunity to report potential compliance violations or express compliance concerns. Flottweg guarantees the strictly confidential treatment of a reported concern, as well as protection against consequences or penalisation of such a report for all involved parties. We continuously support reporting channels and encourage employees and stakeholders to come forward 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 Flottweg competitors, consultants, customers, suppliers, service providers and other business partners 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 yourself.

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 tolerable 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. Appropriate legal and disciplinary measures are taken in the event of proven fraud.

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 instructed 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.

Anti-competitive 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 undertakes not to participate in anti-competitive practices and prohibits its employees from participating in price-fixing agreements with competitors or market sharing, as well as from the abuse of 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; this includes treating all business information in connection with the company or with business partners as confidential. Employees commit to 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 through the company's own communication systems. These ensure 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 company management. All employees must comply with our internal guidelines and instructions.

4. SUSTAINABLE MANAGEMENT

Responsible corporate governance

Flottweg is a profit-orientated commercial enterprise and is committed to sustainable development above and beyond the legal requirements. We take a holistic and equal approach to corporate behaviour, employee well-being and ecological considerations.

Employees and owners form a community of interests and live off the income generated. For us, economic success and social responsibility belong together. 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, safety and accommodations, such as access to water or sanitary facilities, particularly in non-European countries.

We regularly check suppliers for compliance with the Supplier Code of Conduct by means of supplier qualification, supplier self-assessments and other associated 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 of the Supplier Code of Conduct.

Conflict minerals

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

purchase, 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 offences and sanctions

The Flottweg whistleblower system allows employees, business partners or other persons to report misconduct, in particular violations of applicable laws, internal instructions and procedures (e.g. fraud, bribery). Flottweg guarantees the strictly confidential treatment of a report as well as the protection against consequences or penalisation of such a report for all involved parties. We continuously support reporting channels and encourage employees and stakeholders to come forward 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 even criminal sanctions.

Flottweg SE reserves the right to exclude business partners who persistently violate this CR Statement.

Vilsbiburg, May 2024



Dr. Kersten Christoph Link
CEO



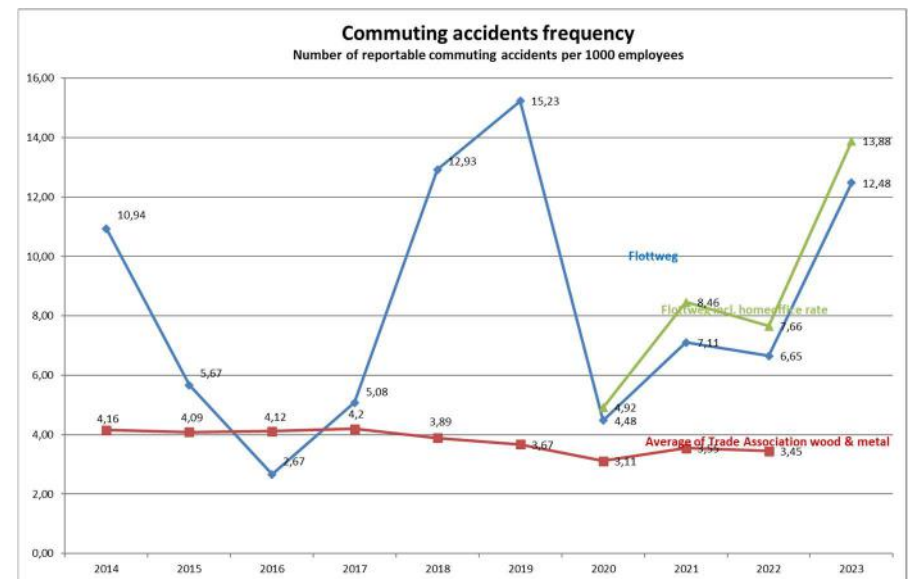
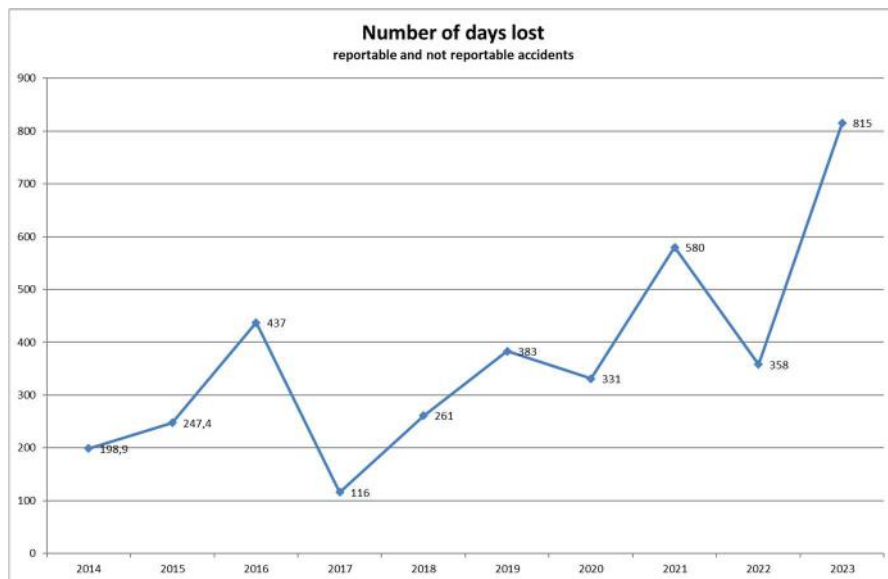
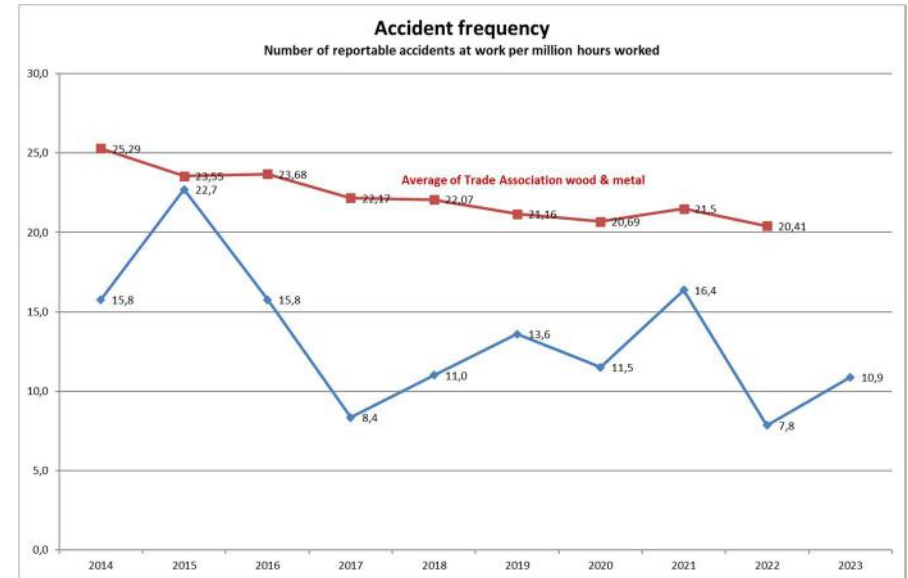
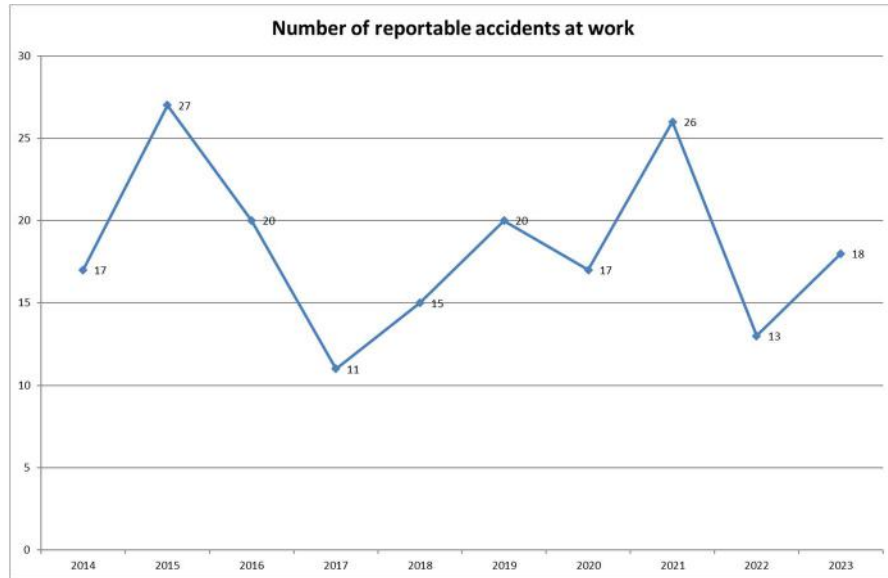
Klaus Huber
CFO

APPENDIX

- Occupational health and safety statistics 2014 - 2023
- Environmental protection statistics 2019 - 2023
- SHE targets 2023/24

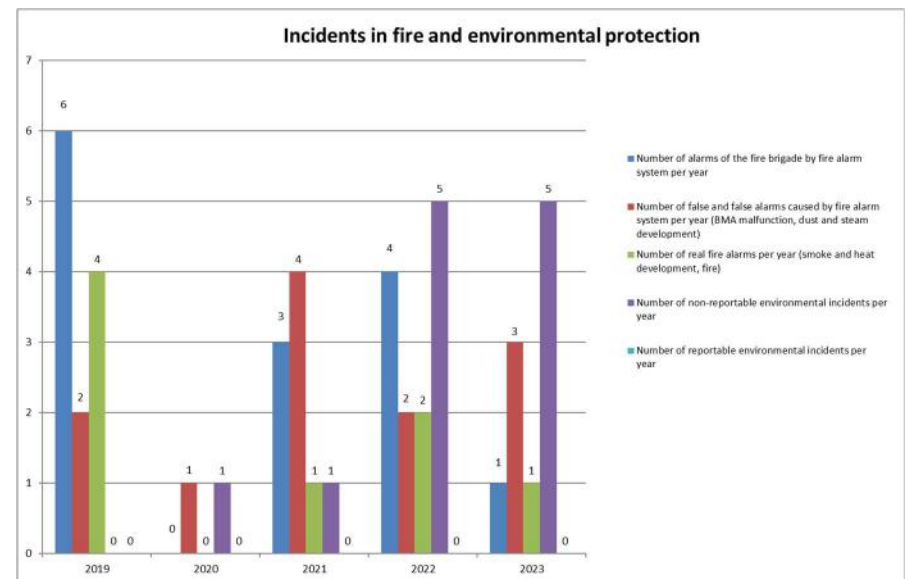
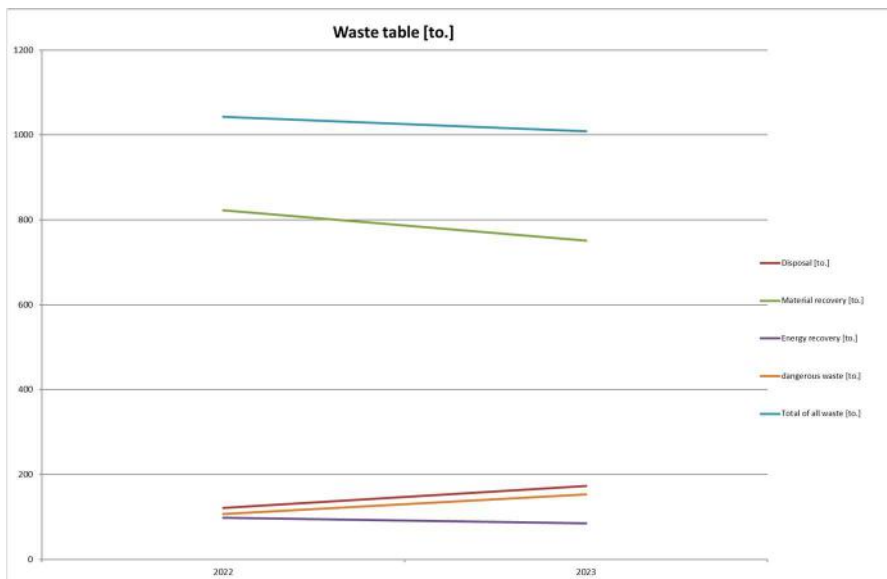
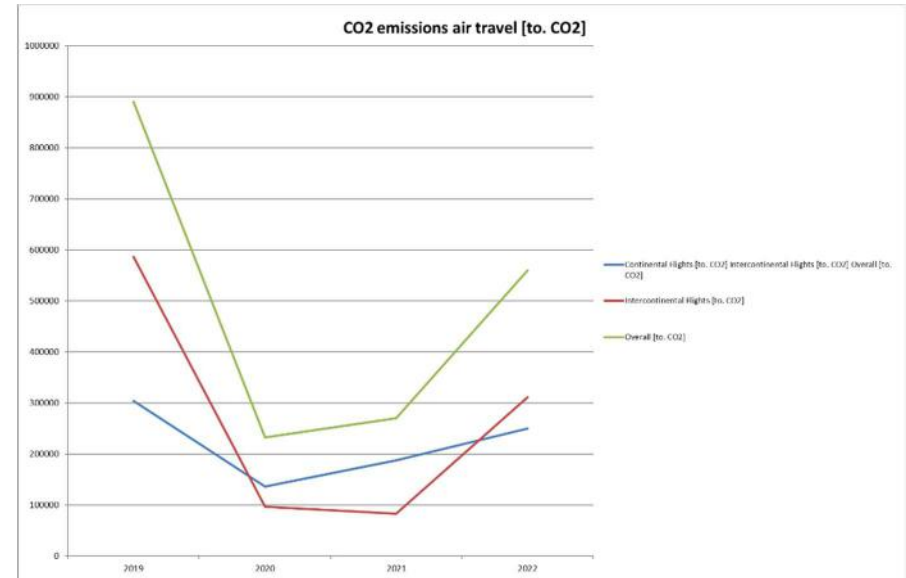
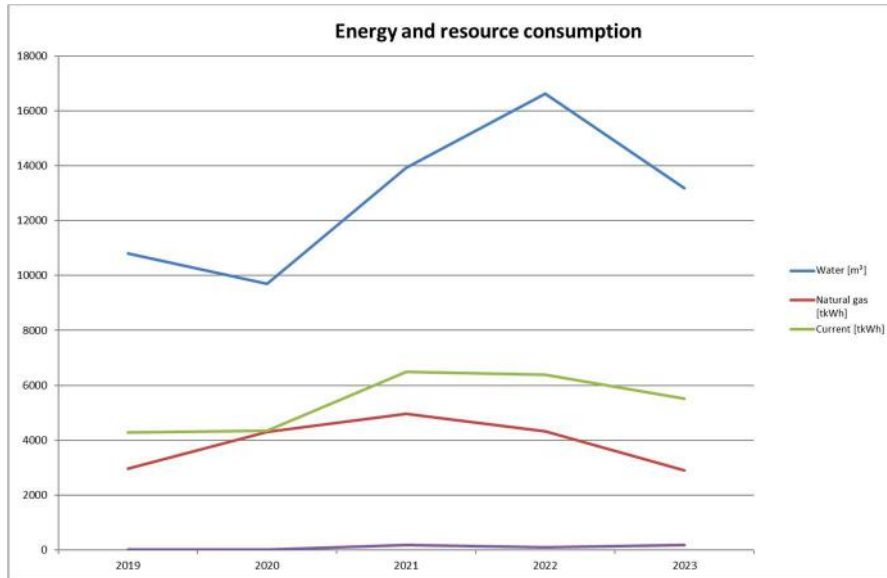
Occupational health and safety statistics 2014 - 2023

(for all German company locations)



Environmental protection statistics 2019 - 2023

(for all German company locations)



		Target	To-Do	Responsible	Deadline	Key figures	Status	Trend
1	E	Reduction of the total amount of residual waste (200301) per unit manufactured by 5%	Sorting the waste generated in the factory	Waste officer	31.03.2024	Amount of residual waste per unit manufactured		
2	E	Increasing the share of renewable energies in total electricity consumption by 10%	Installation of a photovoltaic system in plant 2	Facility Management	31.12.2024	Share of renewable energies in total electricity consumption		
3	E	Reduction of paper consumption based on sales/employees by 10%	Instructions from the board to managers	Management	31.12.2023	Paper consumption per €-sales per employee		
4	E	Certification of the company according to ISO 50001:2018 "Energy management systems"	Preparation, introduction and certification of an energy management system according to ISO 50001:2018	GPM	30.06.2025	Certification received	NEW	NEW
5	E	Increase in the proportion of recyclable waste in the total amount of waste by 5% compared to the previous year	Analysis of the entire waste generation for recyclable components and returning them to the circular economy	Waste officer	31.12.2024	Amount of recycled waste to total waste in comparison between 2023 and 2024	NEW	NEW
6	S	Reduction in reportable work accidents by 10% compared to the previous year	Comprehensive accident cause analysis	All employees	Annually on December 31st.	Number of reportable work accidents		
7	HS	All employees must be instructed on the instruction topics (according to the competency matrix) once a year	Reduction of face-to-face instruction to a necessary minimum and preferred use of e-learning (where possible)	EHS Academy Management	Annually on March 31st.	Degree of completion of instructions to be carried out		
8	HS	Strengthen the safety and health awareness of managers.	Increasing the range of training courses in occupational safety: e-learning, compulsory and elective training	EHS Academy	31.12.2022	Number of training courses on the subject of EHS per year		
9	S	All risk assessments are current (not older than 3 years)	Up-to-dateness of the risk assessments --> 100% of the jobs/activities are not older than 3 years	EHS Management	31.12.2023	Completeness of risk assessments		
10	S	Organization of fire protection management	Appointment of a new fire protection officer and his representative	EHS	30.06.2023	Degree of fulfillment of the structure of the agent system		
11	S	Introduce on-call service for disruptions and other emergencies	Development of a concept for an on-call service for disruptions and other emergencies (plant security, accidents)	EHS FM	30.06.2023	Degree of fulfillment of emergency processing in occupational safety and fire protection		

Topic: S = Safety, H = Health, E = Environment

Status: inadequate implementation Potential for improvement Target achievement in sight

Trend: Target achievement unlikely Potential for improvement Target achievement in sight