



Sustainability report

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The following sustainability report shows how our ecological footprint (Scopes 1 and 2) at the Heek site is structured, how we promote sustainable solutions along the value chain of our product portfolio and how we encourage and promote responsible action.

As a provider of decentralized, gas engine-based energy supply solutions and large heat pumps, 2G's business model is closely linked to sustainability. Our products enable our customers to ensure supply security, reduce emissions and produce energy efficiently and economically. From an internal corporate perspective, 2G regards the anchoring of sustainability as a catalyst for innovation, competitiveness and long-term profitability.

Added value is created when sustainability is integrated into our production processes and research and development work. Examples of this include increasing the performance of gas engines, raising flow temperatures, reusing CHP systems as part of our Refit program, using renewable energies and utilizing waste heat from our test stands. The greatest impact is achieved where innovation and efficiency meld and merge – by improving our products and services while simultaneously trimming costs and establishing a high degree of digitalization. This benefits the company, our customers and the environment.

2G supplies products and solutions that enhance the security of electricity and heat supply, enable economically viable sector coupling with renewable resources and significantly increase energy efficiency in buildings, industry and commerce. The global structural increase in demand for electricity, an inadequately

dimensioned, ageing grid infrastructure and climate change are putting escalating pressure on fossil-based energy supplies and are becoming an ever more central challenge on our planet.

In their investment budgets, our customers are increasingly planning the resilient energy supply and the reduction of greenhouse gas emissions in parallel. Their decisions focus on the greater use and integration of renewable energies, improved energy efficiency and supply security. The 2G product portfolio already meets these demands very well today. We are offering modular system solutions for electricity and heat supply. Thanks to standardized equipment and designs as well as plug-and-play installation, these solutions can be implemented quickly and cost-efficiently. 2G technologies play a decisive role in the modernization of the energy supply as integrated, cross-sector system solutions.

2G acknowledges the need for global climate action and is committed to the 2015 Paris Agreement target of limiting temperature increases to 1.5 degrees Celsius in relation to pre-industrial levels. 2G is keenly aware that it can play a key role in addressing these challenges thanks to its products and system solutions. At the same time, we are striving to achieve a high degree of sustainability in our own operating processes. For us, sustainability means responsible entrepreneurial action geared towards the long term. This encompasses environmental and climate aspects, principles of good corporate governance and social responsibility, as well as consideration of the interests of the public, shareholders and customers. Our actions today are intended to have a positive long-term impact.

2G is a diversified industrial company with a global presence. As a matter of principle, the company complies with all applicable laws and regulations in the regions where it operates, while at the same time adhering to the relevant international standards.

Our business practices and our Group strategy are based on our corporate values that have been laid down in written form. We are aware that sustainable action influences the economic value of our company, supports our commitment to technological innovation and product development, enhances the quality and reliability of our products, increases the motivation of all employees and enables our customers to make a more efficient and sustainable contribution to resource conservation and climate protection. From the customer's perspective, it is already clear today that climate protection with CHP systems, Gas2Power gensets and large heat pumps from 2G pays off, as the systems are highly cost-effective.

On this foundation, our ambition is to promote rising demand for our products, as existing and potential customers are convinced of the quality and future viability of 2G and its products. This can translate into market share gains and rising profit margins for 2G. Consequently, we endeavor to incorporate sustainability into all our business decisions, while weighing up the related risks and opportunities. Sustainability is part of the 2G brand, as is our ambition to be the global technology leader for gas-fired CHP systems, large heat pumps and decentralized system solutions.

We are not content to rely on the already very high technological standard of our products and

services, including CHP systems with efficiencies of up to 90% and large heat pumps with COP values (Coefficient of Performance) of between 3 and 5. Within its corporate organization, 2G is also working towards ensuring a resilient energy supply, a comprehensive waste and recycling system, durable and resource-conserving products, environmentally friendly and material-efficient production, responsible procurement and logistics as well as efficient service. To this end, we apply two key principles: firstly, the Kaizen approach of continuous improvement to increase productivity, quality and customer value; and secondly, our aspiration to act as an appreciative employer by placing people at the center and enabling them to make a meaningful and impactful contribution through their work. In our value creation processes, these principles are supported by ISO certifications for quality management, energy and environmental management, and information security, which have been regularly reaffirmed for many years. In order to unlock further potential in these areas, an energy and environmental management team meets quarterly. It comprises a member of the Management Board and managers from the areas of production, sales, regulatory affairs and quality assurance.

By joining the United Nations Global Compact, we have made our commitment to sustainability visible and binding well beyond the boundaries of 2G. The annual progress report is published on the UN Global Compact website (unglobalcompact.org). As a listed company, we are increasingly in the focus of institutional investors who base their investment decisions on ESG (environment, social, governance) criteria.

As part of a structured process, 2G is preparing to present a sustainability report for the first time in 2028 in accordance with the applicable legal requirements for sustainability reporting such as the EU reporting standards (ESRS) and to develop a sustainability strategy.

As part of the supplier assurance and SAQ process (Self-Assessment Questionnaire) of an automotive group, 2G achieved a rating of C65. This result confirms our existing performance in meeting the relevant sustainability and compliance requirements along the supply chain. At the same time, we see it as a clear starting point for further targeted improvements to our processes in the areas of the environment, human rights, occupational safety, governance and supply chain management.

We do not view the rating as an endpoint, but rather as guidance for the continuous development of our management systems and evidence structures. On this basis, we are working to integrate the requirements of our customers and other stakeholders even more systematically into our internal processes and to develop them further in a measurable way.

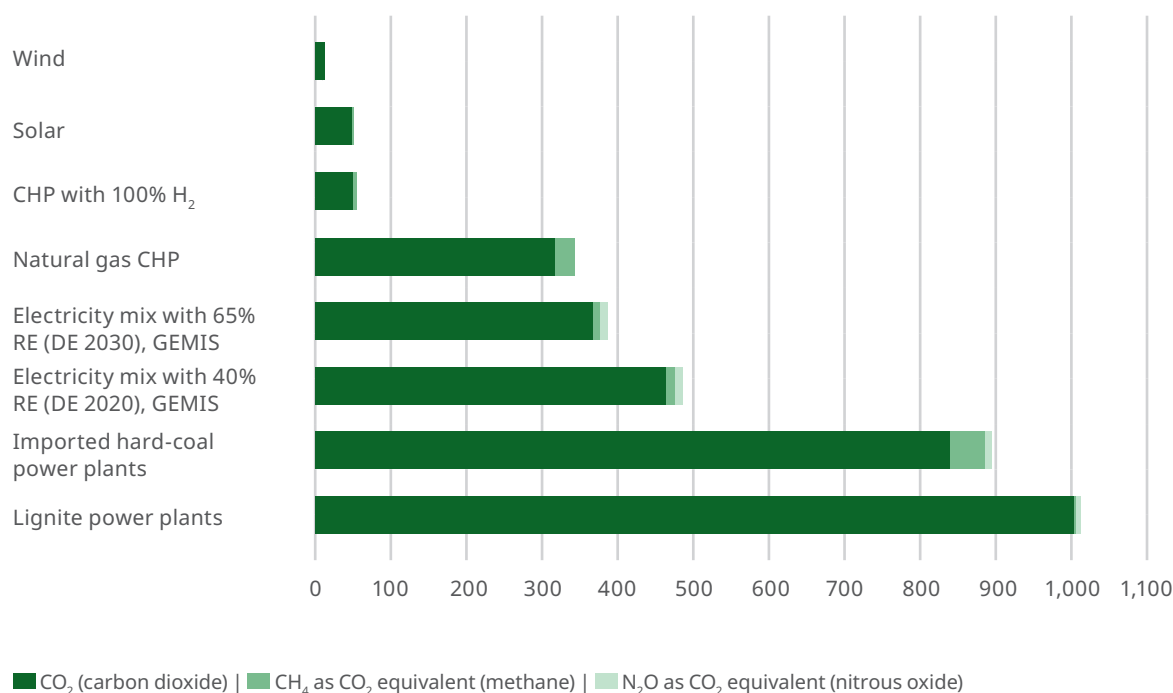
Sustainability strategy embedded in product development and service

2G aims to continuously reduce the ecological footprint of its systems and services. The cogeneration of electrical and thermal energy makes CHP technology more efficient and far more climate compatible than conventional energy production methods. Compared with conventional power and heat generation, CHP systems save a minimum of 25% of primary

energy. Natural gas-fired CHP systems already achieve 40% to 50% lower greenhouse gas emissions than conventional energy generation from coal, biogas-fired CHP systems even save up to 90%. The use of hydrogen ultimately saves around 95% of greenhouse gas emissions.

Greenhouse gas emissions of different types of electricity generation incl. upstream chain emissions

in g CO₂ eq/kWh_{el}



Greenhouse gas emissions of different types of electricity generation incl. upstream emissions in grams of CO₂ equivalent per kWh of electricity (g CO₂ eq per kWh_{el}); the bar "Electricity mix with 40% renewables (Germany 2020)" shows the amount of emissions released for electricity generation in Germany with a share of 40% renewables in 2020. Source: 2G Energy AG, 2021

CHP systems are the backbone of the energy transition

Gas-fired CHP systems are indispensable as a backbone technology for the energy transition, as they ensure security of supply by complementing fluctuating wind and solar power generation. As renewable capacity continues to expand, flexibility requirements for generation systems are rising sharply, while the number of operating hours during which controllable capacity is still needed is declining. This makes large gas-fired power plants economically unattractive for operators. Decentralized energy supply offers advantages

from both a macroeconomic and a business perspective. This is because CHP systems – unlike large-scale power plants – provide the residual load in a highly flexible and demand-oriented manner when wind power and solar energy are not available. In addition, decentralized CHP systems represent rotating masses in the electrical system and secure grid frequency. They do not require lengthy planning and approval procedures and, in complementary interaction with photovoltaic systems and heat pumps, can be used to establish site-specific supply solutions with very high system benefits. Consequently,

already today, decentralized CHP systems are a safe investment in climate-neutral energy supply.

2G gas power plants are H₂-ready and digitally integrated

The role of CHP systems for a secure and climate-friendly energy supply is changing on several levels. 2G positioned itself for this development at an early stage. This includes operating with climate-friendly gas types such as lean gases, biomethane and hydrogen. Furthermore, all newly delivered 2G CHP systems in the output range from 100 kW to 1 MW can be converted to run on 100% hydrogen by way of regular maintenance. The costs for this conversion amount to between 10% and 15% of the new purchase value. What is more, they are technically more efficient and flexible CHP systems that can be combined with peripheral components such as heat storage units, cooling absorption systems, ORC systems as well as with heat pumps and buffer storage units. CHP systems are genuine green team players. This also increases the significance of digital equipment for operational control and maintenance. To this end, 2G is continuously investing in its proprietary systems such as the MY2G platform and AI-supported applications. Developed in-house, the 2G Conductor enables efficient control of all connected energy system components based on weather conditions and electricity exchange prices, ensuring the most cost-effective operation possible.

Large heat pumps for the decarbonization and electrification of the heating sector

Heat pump technology is one of the key technologies for decarbonizing the heating sector.

With its proven functional principle, it enables the highly efficient supply of regenerative heating and process heat in industry, commerce, municipalities and residential areas. By manufacturing large heat pumps for industry and municipal utilities in-house, we continue to position ourselves consistently as a provider of climate-friendly heat generation while complementing our product portfolio as a full-service provider of decentralized energy supply concepts. At the same time, this reduces 2G's dependence on frequently regulated electricity prices. This is because the economic efficiency of heat pumps is shifting in the opposite direction of the economic efficiency of conventional systems.

2G develops and markets water-to-water and air-to-water heat pumps with thermal outputs ranging from 67 kW to 3,200 kW. This enables us to cover applications for large commercial buildings and small industrial plants with constant heating and heat demand, as well as high-temperature applications for large industrial operations, commercial complexes and district heating systems. We are currently focusing our development work on climate-friendly refrigerants such as propane, isobutane and ammonia.

We also anticipate increasing sales potential for the combination of CHP systems and heat pumps from a single source. With the GreenCube, we are offering our customers a complete turnkey solution. With standardized container solutions, we can implement complete energy centers within just a few months. We provide our customers with large heat pumps, CHP systems and heat storage systems from a single source. We also supply the digital interfaces and smart control software. Depending on the weather and the current

electricity exchange price, heat can be provided cost-efficiently and in a climate-friendly, safe and secure manner. These are the best conditions for accelerating the energy transition with intelligent standard products exploiting the potential resources on site.



As the “Hafenwärme Papenburg” project clearly shows: Together with a buffer storage tank, CHP system and heat pump complement each other in a particularly energy-efficient, economical and system-friendly manner.

Demand-response unit: reliable solution for dynamically increasing electricity demands

In addition to the conventional CHP systems, 2G has opened up a new product segment after three years of development with the demand-response unit: the Gas2Power power plant without heat extraction. The unit serves a wide range of applications: It is mainly used as an emergency power system in stand-alone operation and is deployed both as a continuous running unit as well as to cover peak loads. From a technical perspective, this requires, among other things, that the genset is able to deliver full power within a very short time and withstand very high temperatures. The new technology combines load

application with large load steps from 200 kW up to 600 kW within a very short time, very short response times and the ability to handle complex control tasks. In this way, 2G is addressing the enormous electricity demand from data centers, which are increasingly being designed as isolated solutions due to a lack of grid capacity. In many cases, 2G solutions can replace previously used diesel gensets, while modular power plant concepts enable a flexible and resource-efficient response to dynamic demand and growing requirements.

All in all, the 2G Group is transforming itself from a CHP provider into a manufacturer of decentralized power plants, heat pumps and a combination of the two. The highest quality standards, efficient technologies, a high degree of digitalization and comprehensive service offerings form the basis for our internationally successful products.

Comprehensive lifecycle management

In the further development of our innovative power plant and heat pump series, we take into account a wide range of economic, environmental and social criteria. The focus is on material selection, service and maintenance optimization, service life, immissions, emissions, recyclability and life cycle management. This includes, among other things, compact design, interface management, the modular structure of the systems, a high degree of standardization and a high proportion of common parts, repowering options, the reduction of oil consumption, the transition to natural refrigerants, the reduction of noise and exhaust impacts, and straightforward integration into existing infrastructures.

We are systematically advancing the digitalization of system services. These include our in-house developed "MY2G" online platform and the "I.R.I.S" assistance system (including predictive maintenance) as well as augmented reality applications. This reduces service and maintenance costs, while increasing higher availability.

The measures described are aligned at a minimum with the applicable legal requirements and standards. Above all, however, our development work is guided by our ambition to continuously reduce the total cost of ownership for operators beyond market standards. In doing so, we strengthen our competitive position and safeguard the economic attractiveness of our product portfolio for our customers.

In product development and configuration, 2G consistently opts for materials with a long service life. This applies equally to power plants and heat pumps. At the end of their operating life cycle, the components used are, where possible, refurbished and reused in the same function, ideally more than once. In pursuing this "long-life" approach, 2G has established resource-conserving reconditioning for central components such as motors and generators, as well as for the usual wear parts such as filters, spark plugs and electronic components. We can offer our customers attractive prices with the refurbished systems from the "Refit" program and thereby reduce consumption of raw materials and other resources at the same time.

R&D boosting system efficiency

Our in-house Research & Development department, with 47 employees, continuously optimizes engine and pump technology, peripheral

equipment and exhaust aftertreatment systems. The second area of responsibility comprises the further development of control software integration into systems, Gas2Power gensets, heat pumps and service. The development of the demand-response unit certainly ranks as one outstanding example of the R&D team's successful work. For further information on R&D work, please refer to the management report starting on page 82.

Certified in accordance with quality, environmental and energy management standards

We continuously review and improve our processes as part of the integrated management system (IMS). Consequently, the central companies (2G Heek GmbH and 2G Energietechnik GmbH) are certified in accordance with the ISO 9001 (quality), ISO 14001 (environment) and ISO 50001 (energy) standards. The focus is on identifying and implementing measures to enhance customer satisfaction, reduce environmental impact, continuously improve energy efficiency, while complying with legal obligations and raising employees' environmental awareness. In terms of energy management, 2G is committed to the continuous improvement of energy-related performance and more efficient utilization scenarios. At the beginning of 2026, 2G was recertified for all three standards.

The same applies to the ISO 27001 standard for information security at the level of the Group parent company, 2G Energy AG. This is the leading international standard for information security management systems and therefore a fundamental cybersecurity certification. At its

core, the standard has three basic objectives: confidentiality, availability and integrity. On this foundation, we continue to vigorously optimize processes and structures.

2G investing in energy efficiency

We systematically record our Scope 1 and Scope 2 CO₂ emissions as part of our preparations to meet the statutory sustainability reporting requirements expected to apply in the near future under the CSRD.

We continue to report individual key figures on carbon dioxide emissions. As in the previous year, no environmentally relevant incidents occurred in the reporting year. The largest sources of consumption in the company are fuels, followed by heat and electricity. In general, the production of power plants and heat pumps at

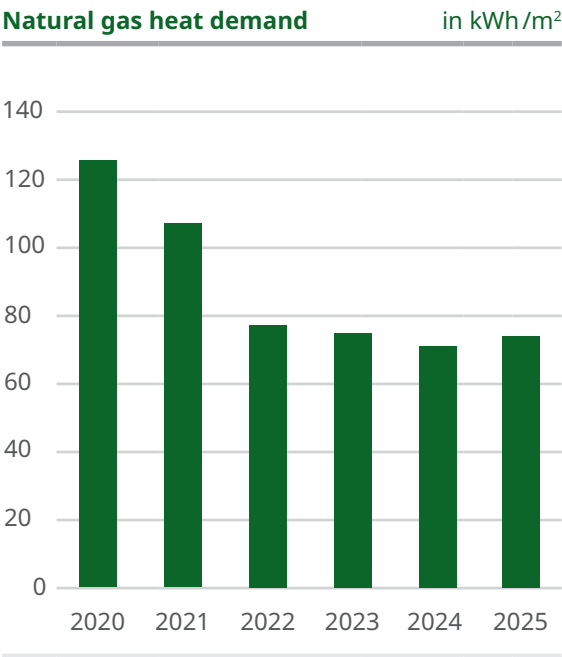
2G is not particularly energy-intensive compared to other industrial goods companies. 2G sources a large share of the components in the form of prefabricated assemblies. The added value lies in innovative components, design and construction, project management and digitalization. Engineering, on the other hand, is more energy-intensive. In other words, the development and extensive testing of components through to new products such as the demand-response unit, for example. Although testing consumes a high share of the certified green gas purchased, we also use the electricity and waste heat generated for our own supply, either directly or via a buffer storage system. In particular, the intensive work on the demand-response unit has raised natural gas consumption markedly above the level of previous years. As the chart below shows, however, the specific natural gas consumption per m² of heated floor area has been declining over the long

Energy consumption 2021 to 2025, in t CO₂e

CO ₂ consideration					
Metric tons of CO ₂ equivalents (t CO ₂ e)	2025	2024	2023	2022	2021
Scope 1	5,398	4,317	3,236	3,923	3,838
Fuel consumption	2,198	1,919	1,979	1,981	1,984
Natural gas consumption for heating	126	115	108	114	145
Natural gas consumption for engineering	2,627	1,798	675	1,340	1,196
Natural gas consumption for quality test runs	447	485	474	488	513
Total natural gas consumption*	3,200	2,399	1,257	1,943	1,854
Scope 2	109	118	187	166	246
Power consumption	109	118	187	166	246
District heating / cooling	0	0	0	0	0

* For the first time, 2G is reporting total natural gas consumption across the consumption categories listed. Previously, only the share attributable to heat generation had been reported.

term. This trend will continue in 2026 with the commissioning of a new production hall, which will be efficiently supplied with an in-house heat pump.



Around a third of the electricity consumption is met by a 595 kWp photovoltaic system on the roof of a production hall and by the company’s own electricity from the test rigs. For the electricity demand that 2G cannot cover itself, we have contracted renewable electricity from a utility provider.

Some of the surplus electricity from the power plant test rigs is available for charging electric vehicles. These sources primarily supply the charging stations for the company’s own electric cars and the employees’ cars. As in the previous year, 2G operates 24 charging stations on the company premises. The charging capacity was expanded to 374 kW (previous year: 264 kW). As a result, we provided our employees and guests

with approximately 150,000 kWh of electricity (previous year: 104,000 kWh), most of which was self-generated. Employees are actively making use of this offering, which corresponds to CO₂ emission savings of more than 50 tons (previous year: 26.5 tons).

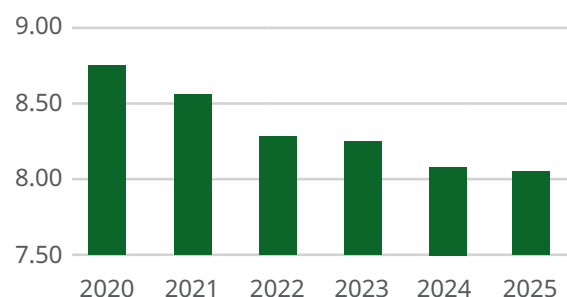
These offerings will be massively expanded once again in 2026. Around 100 new charging facilities are to be created at the new parking garage, including a fast-charging facility for the first time.

Our vehicle fleet is to be incrementally electrified. However, there is still no electric alternative available for our 165 service vehicles (previous year: 155). To this end, energy management conducts an annual survey, which reveals significant disadvantages in terms of both cost-effectiveness and practicality. Main reason: The service vehicles are comprehensively equipped with tools in order to respond as flexibly as possible to fault messages in the field. This results in additional weight and therefore higher consumption. In addition, range is a key decision criterion for the type of drive, particularly for remote plants.

However, the specific fuel consumption of the entire vehicle fleet continues to decline, as illustrated in the Figure on the next page. In addition to energy-saving driving behavior, this is due to the growing number of electric vehicles and an increasing share of system faults resolved online in conjunction with predictive maintenance applications. The service vehicles are deployed less frequently.

Fuel consumption

in L / 100 km



The fleet comprises 265 vehicles (previous year: 250), including 12 electric cars and 20 hybrid cars. Despite expanded business activities in the reporting year, 2G generally reduced its Scope 1 and Scope 2 emissions – excluding the special effect of the demand-response unit – and continued to invest in energy efficiency.

2G documents good corporate governance

Good corporate governance forms the foundation of 2G's business activities. In the year under review, the Supervisory and Management boards issued, on a voluntary basis, a declaration of compliance with the German Corporate Governance Code (DCGK) pursuant to Section 161 of the German Stock Corporation Act (AktG). With this declaration, the Management and Supervisory boards underline their commitment to securing the company as a going concern and to its sustainable value creation in the interests of the company, its shareholders and the public, in accordance with the principles of the social market economy. The Corporate Governance Report, together with several accompanying documents, is published on our website at www.2-g.com in the Investor Relations section.

Social commitment with a regional focus

2G perceives itself as a responsible member of society. We therefore play an active role both regionally and internationally and support projects with financial resources and donations in kind. In doing so, we try to ensure that the help reaches those impacted directly. We support local sports associations and social facilities within the Münsterland region, for example. These include the "Super-Helden-Fabrik" initiative (Super Hero Factory), which gives all primary school children in the Borken district access to a standardized, multi-stage self-assertion and resilience training program. The aim is to systematically eliminate bullying from schools. We also provide humanitarian aid to Ukraine in various ways. In addition, 2G supports employees in their social engagement, for example through flexible working time arrangements. We promote academic exchange by giving students the opportunity to write seminar papers, Bachelor's theses or Master's theses on 2G-related topics.

Political engagement for Gas2Power, large heat pumps and security of supply

Our social commitment also includes political support for the development of decentralized, renewable energy supplies. Our political compass is clearly aligned in two respects: firstly, the targeted triad of supply security, climate neutrality and economic efficiency should be the focus of all energy policy decisions. On the other hand, it is not only the green electrons but also the green molecules that contribute to an economically successful energy transition and will represent a central pillar of the future energy mix. 2G has set itself the task of building and maintaining a

network across party lines in order to influence the design of legislation and funding frameworks in the interests of CHP and heat pump technologies as green team players. The essential role that CHP systems and heat pumps should play as part of a decentralized energy supply is an issue that we repeatedly emphasize to political decision-makers and industry associations at local, national and EU level with convincing arguments.

At the same time, we also highlight the benefits of innovative 2G technologies, our successful R&D work and the growing number of jobs and apprenticeships benefiting society and the environment. In the reporting year, we had the opportunity to host a parliamentary breakfast at the German Bundestag together with a market companion. The topic of the exchange was: "Backing up the energy transition – Decentralized power plant solutions for a secure, affordable and climate-friendly energy system." At the company headquarters, we exchanged views with numerous politicians and members of the state and federal parliaments on proposed legislation and the situation in the energy industry. Together with the NRW Renewable Energy Association and its Managing Director Christian Vossler, we welcomed the energy and climate policy spokesman of the NRW state parliamentary group Bündnis 90/Die Grünen, Michael Röls-Leitmann, to Heek. We were pleased to welcome Mona Neubaur, NRW Minister for Economic Affairs and Energy, to our 30th anniversary celebrations. In addition to participating in a political delegation trip to Portugal and Spain, we also engaged with numerous political delegations at trade fairs in Europe and North America. In the course of intensive discussions, we were able to explain the economic potential of our products and their

significance for the sustainability of the energy transition.

Political advocacy for decentralization and technology openness

In this way, 2G is making a constructive contribution to raising awareness among political bodies and decision-makers of the technologies and potential of combined heat and power generation, Gas2Power and heat pumps. Our communication objective is for natural gas-fired power plants to be recognized and taken into account, initially as secure, decentralized power plant capacity during the transition phase towards a climate-neutral electricity and heating system. In the second step, gas-fired CHP systems running on biogas, sewage and landfill gases, biomethane and hydrogen will make fundamental contributions to supply security as climate-neutral producers of electricity and heat and anchors of stability in combination with fluctuating renewables. We have further compelling arguments at our disposal in our political advocacy work in support of sector coupling. This is because the decarbonization of the heating sector will not succeed without sufficient availability of renewable electricity.

Company representatives are involved in various initiatives to promote the use of hydrogen and CHP, as well as in political advocacy aimed at decarbonizing energy supply. For example, 2G is represented on the boards of the NRW Renewable Energy Association (LEE), the German Renewable Energy Federation (BEE) and COGEN Europe, as well as on the Executive Committee of the Bundesverband Kraft-Wärme-Kopplung (B.KWK) e. V. A tangible expression of this commitment is the annual political cycle tour "Energiewende

erFAHREN" initiated by 2G and participants. The aim is to illustrate the interaction between the various players in the energy transition and to experience the energy transition along the way through the projects and people visited. After seven days and a total of 650 kilometers, 100 enthusiastic cyclists reached their destination, the Brandenburg Gate in Berlin, having set out from the western Münsterland. This sent a strong signal for the success of renewable energies.



The participants of the "Energiewende erFAHREN" 2025 at the finish line in Berlin

Compliance culture with whistleblower system

A consistent corporate culture with shared values is crucial to unlocking the value-creating potential of teams and individuals within the company – and 2G promotes precisely such a culture. In our Code of Conduct, we make a clear commitment to comply with all applicable laws and rules and formulate a mission statement. The Code of Conduct sets out the values and principles for our business activities and our dealings with one another and with customers. The Code covers topics such as the prohibition of discrimination, protection against corruption, fair competition, all employees' right to fair treatment, and the handling of insider information. The Code of

Conduct and the Corporate Guidelines contain binding compliance regulations that apply across the entire Group. Within this regulatory framework, one important element of our corporate culture lies in reinforcing the culture of compliance. The 2G Group endeavors to quickly identify and clarify possible misconduct within the company and to take the necessary corrective measures. 2G employees and external parties such as contractors, service providers or business partners can contact a whistleblower system established in 2022 – anonymously if they wish. It is managed by our external data protection officer and can be found on the 2G website.

In the year under review, the Code was expanded to include a separate Code for suppliers to 2G. It defines 2G's principles and requirements for its suppliers of goods and services in terms of their responsibility for people and the environment. These include, among others, respect for the fundamental rights of employees, a total ban on child labor, freedom of association, as well as the prohibition of corruption and bribery and the frugal use of water and energy.

2G is an attractive employer

2G's employees are the driving force behind the company's success. Over 1,100 employees in Germany and abroad are united behind the slogan "2G – Better together". The willingness to work together across all levels and locations is embodied by this "we" brand. It promotes new approaches to teamwork and has an internal and external impact on customers and partners. Motivated and successful employees are crucial to the company's long-term success and performance.

This includes a sustainable HR policy, attractive, flexible and fair working conditions, the training of young professionals, internal and external employee development, and intercultural and professional exchange within the Group and with the partner network.



The 2G Energy AG “we” brand

Our success as a global company is founded on a corporate culture that is geared towards the self-motivation, satisfaction, further education and training, employee health and the diversity of our workforce. The aim is to achieve a high level of employee identification with our products, services and corporate culture. Our products form part of the solution on the path to a sustainable economy and society, playing a key role in the energy transition and proving themselves indispensable for security of supply. These are strong arguments holding powerful appeal. And they are good prerequisites for our efforts to create an appreciative working atmosphere with meaningful assignments and a diverse, stimulating and safe working environment. Based on this framework of values anchored within the Group, we are convinced that 2G is an attractive employer with sound prospects for financial security and a strong career. 2G provides its employees with various voluntary social benefits and support.

These include, for example, special payments and days off on the birth of children, followed by

subsidies of up to 50% toward childcare costs. A model for childcare during vacation periods was tested in the reporting year. The company also promotes health and fitness among its employees. For example, all employees at German facilities have the option of obtaining company bicycles through 2G via a salary conversion scheme, with 2G paying the related insurance installments. If employees wish to join a gym that is part of the Wellpass network, 2G covers part of the membership fee. 2G also contributes to the cost of computer glasses as well as prescription PPE safety glasses.

Flexible working time models and part-time offers are given high priority in order to provide employees with various options for structuring their work. In the year under review, 151 employees made use of such options (2024: 133). For many employees, reconciling work and family life is becoming increasingly important and is a key factor in an employer's attractiveness. As a general rule, 2G enables all employees outside production to work from home, providing them with the necessary technical equipment, software and IT support.

The training of young people in different production areas and administrative departments is highly important to 2G. We regularly participate in various training fairs and events to inform potential employees about our training opportunities, career prospects and our product portfolio. This is one way of securing qualified and motivated employees. In 2025, 17 young people started (2024: 14) their training at 2G. A total of 48 young people (2024: 42) were undergoing vocational training. From the graduating class of 2025, we offered 8 trainees (2024: 11) an employment contract.

We give all employees the opportunity to enhance their career prospects through further training programs and management qualifications. At the 2G Campus, we offer a wide range of internal training courses and opportunities for further personal and professional development. The offering also includes online and in-person training courses and qualifications for employees of international subsidiaries and network partners.

Key employee figures (as of December 31, 2025)

	2025	2024
Employees	1,117	1,005
of which female	191	181
Use of part-time offers	151	133
Employees at foreign subsidiaries	203	175
Share of female senior executives in %	13.91	14.75
Age structure of employees in Germany in years	38.02	38.6
Fluctuation ratio in %	3.84	5.87
Health ratio in %	95	95
Accidents per 100 employees	1.5	3.4
Participants in the job bike agreement (total)	299	339
Participants in the Wellpass association	212	137
New trainees	17	14
of which female	1	3
Trainees/dual university system	48	42
of which female	10	11

Number of employees per business division

	31/12/2025	31/12/2024
	Number of employees (of which part-time)	Number of employees (of which part-time)
Service	423 (20)	374 (19)
Purchasing, warehouse, production	261 (30)	248 (24)
Administration	163 (65)	139 (59)
Project management	95 (12)	90 (8)
Sales & marketing	99 (15)	90 (15)
Research & development	47 (4)	40 (6)
Quality management	29 (5)	24 (2)
Total	1,117 (151)	1,005 (133)