DRÄXLMAIER

For sustainable mobility

Sustainability report 2025

WE **CREATE** CHARACTER

Sustainability report 2025

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Foreword

Dear Readers,

From left to right: Stefan Brandl and Jan Reblin

A long-term approach to sustainable change is more important than ever, particularly these days, when geopolitical crises and short-term, often politically induced, shocks tempt equally short-term activism. We are convinced that those who act with the long term in mind increase the resilience of processes and supply chains, save long-term costs for energy and materials and develop innovations as well as business models that ensure a future that is as successful as it is worth living in. That is why sustainability is firmly anchored in our set of values, shapes our actions and our strategy and gives our company decisive competitive advantages.

This makes it all the more gratifying that we have made important progress in 2025 in protecting the climate and the environment, consistently anchoring respect for human rights in our supply chains or offering our customers new, sustainable alternatives to existing products or production methods. At the same time, we have initiated a large number of projects that will have an impact in the coming years.

More than 240 initiatives and projects are currently underway across the company, all with the same goal: to make DRÄXLMAIER even more sustainable. They range from energy savings, waste prevention and circular economy to comprehensive programs for social engagement at our locations. This diversity impressively demonstrates that our commitment to sustainability is not just based on words – but on consistent, strong action.

Our Sustainability Report this year shows what goals we are pursuing with our activities, what milestones we have already reached and where we still see potential for further development. As in the previous year, we are guided by the standards of the Global Reporting Initiative and already anticipate the requirements of the Corporate Sustainability Reporting Directive, which will become binding for our company from 2027.
Here, too, we are going our own way – clearly focused on the material topics. Just as we have been doing successfully at DRÄXLMAIER for more than 65 years.

We are delighted that you are accompanying us on this path with your interest and hope you find what you read here inspiring and insightful!

Stefan Brandl
Vice Chairman, CEO

Jan Reblin
CEO

Selected sustainability projects in 2025

Climate and environmental protection:

95 projects

100% electricity from renewable resources by purchasing green electricity

Conserving energy e.g. through shutdown management and the use of compressed air

Reducing waste through worldwide projects on waste prevention

Efficiency through energy monitoring systems (EnMos)

Governance:

12 projects

Digitalization of sustainability requirements in purchasing

Certifications e.g. ISO 14001, ISO 45001, ISO 50001 and the new standards of RBA and RSCI

Regulatory management with a focus on critical raw materials, product conformity and sustainability regulations

>240 projects

Social responsibility:

78 projects

Supporting social and health-related projects worldwide in the vicinity of our locations

New degree program "Industrial Electronic Engineering" in Tunisia

Human rights training for suppliers based on detailed audits and analyses

Sustainable products:

59 projects

CO_2e transparency by monitoring purchased parts and materials (direct material)

Waste recycling by re-integrating natural fiber polypropylene into the circular economy

Local procurement of material reduces transport emissions and reduces the carbon footprint

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Our company

The DRÄXLMAIER Group develops and manufactures complex vehicle wiring systems, high-quality electrical and electronic components, exclusive interiors and powerful high-voltage battery systems around the world for the mobility of the future. The global supplier of the premium automotive industry covers the entire process chain: from the initial idea to product development, right through to series production and sequential delivery to the production lines of the automotive manufacturers. As a family-owned company, DRÄXLMAIER also attaches particular importance to responsible and sustainable business practices for the benefit of people, the environment and society.

DRÄXLMAIER: A portrait

At a glance

- **Internationally positioned with around 60,000 employees at locations in more than 20 countries.**
- **Recognized innovation and system partner of the premium automotive industry.**
- **Further development of the company organization in 2025 through the conversion of the company with unlimited liability into a Societas Europaea (SE).**

The DRÄXLMAIER Group is a globally operating automotive supplier with a clear focus on the premium segment. We develop, manufacture and sell vehicle wiring systems, exclusive interiors, battery systems and high-quality electrical and electronic components. Founded in 1958 by Fritz Dräxlmaier Sr, the company has since developed into a leading innovation and systems partner for the premium automotive sector in a demanding and highly competitive market.

Today, DRÄXLMAIER has production facilities and branches in more than 20 countries and employs around 60,000 people worldwide. In the 2025 financial year, the company generated sales of 5.0 billion euros (2024: 5.5 billion euros). The transformation of the company with unlimited liability into a Societas Europaea (SE) in 2025 strengthens the international orientation and creates a modern organizational form that meets the requirements of a globally active technology company.

Clear strategy for global success

Our corporate strategy LEADER sets out our goals for the company's development in the coming years. It is based on our corporate values and establishes our strategic objectives, thereby giving us the right focus to successfully position DRÄXLMAIER in the market.

The acronym LEADER stands for

Leadership
We are strengthening our position as the preferred system partner in the premium segment.

Excellence
We are increasing the effectiveness and efficiency of our processes.

Attitude
We are safeguarding our financial independence and achieving our growth objectives.

Drive
We are paving the way for pioneering technology – with excellence for today and innovations for tomorrow's mobility.

Empathy
We are a preferred employer – from the shop floor to the top management.

Respect
We accept responsibility and operate sustainably along the value chain: economically, environmentally and socially.

Business model

DRÄXLMAIER is actively involved in shaping the transformation of mobility. The basis for this is efficient research and development, combined with a clearly formulated quality standard. This creates a future-proof product and technology portfolio – and thus the basis for the continued success of the company. Sustainability along the entire value chain is a key demand of corporate governance. Thus, ecologically efficient products not only reflect the ecological and social responsibility as a family business, but also lead to concrete added value for customers.

Showing responsibility

DRÄXLMAIER takes responsibility for shaping the mobility of tomorrow. Find out more here:
DRÄXLMAIER responsibility

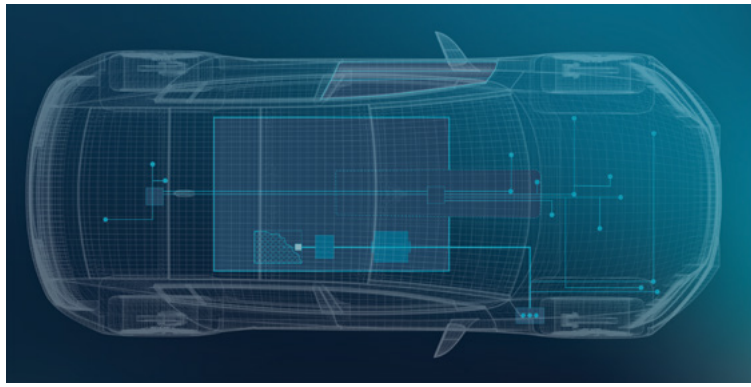
With its strong competence in system integration, DRÄXLMAIER sets industry standards. The technology portfolio comprises three areas.

Electrical Systems with the development and production of customer-specific wiring harnesses and integrated vehicle wiring systems for vehicles of all drive types. The focus is on function-oriented and zonal vehicle wiring architectures that enable a secure energy and data supply.

We also develop and manufacture high-quality **Interior Systems** such as instrument panels, door panels and center consoles for premium vehicles. The focus here is on integrating functions, high-quality surfaces and lighting solutions.

In **E-Mobility Systems**, the focus is on battery systems as well as electrical and electronic components for high-voltage applications. The portfolio includes modular charging systems, high-voltage switchboxes, battery electronics and cell-independent storage systems. In addition, DRÄXLMAIER also offers validated processes and tests for high-voltage systems.

Further details on the business model and the products of DRÄXLMAIER can be found in the ❯ **Corporate governance, Sustainable products** section.



Organization and management

Fritz Dräxlmaier GmbH & Co. KG became DRÄXLMAIER Group SE & Co. KG on May 1, 2025. The background to the change in name is the change of the company with unlimited liability to DRÄXLMAIER Management SE (previous partner with unlimited liability: Fritz Dräxlmaier Beteiligungsgesellschaft mbH). The new company has a board of directors, which acts as a management and control body. The Chairman of the Board of Directors is Friedrich Dräxlmaier, representing the shareholders, and the Vice Chairman is Stefan Brandl.

This change of company name does not affect the functional structure of the previous management. It will henceforth be called the "Executive Board" and will have the following members:

- **Stefan Brandl,** Chief Executive Officer (CEO), responsible for Human Resources, Procurement and Staff Units
- **Jan Reblin,** Chief Executive Officer (CEO), responsible for the Customer & Market and Security, Safety & Services business divisions
- **Arno Güllering,** Chief Operations Officer (COO), responsible for Operations
- **Torsten Kurz,** Chief Financial Officer (CFO), responsible for the Finance and IT business divisions
- **Dr. Harald Straky,** Chief Technology Officer (CTO), responsible for the Technical Engineering business division

Roland Polte resigned as Chief Human Resources Officer of the DRÄXLMAIER Group on March 31, 2025. Stefan Brandl, CEO of the DRÄXLMAIER Group, was appointed to the Human Resources function with effect from April 1, 2025.

The Executive Board is responsible for the operational management and further development of the company. This includes the operationalization of the strategic orientation and positioning on the market as well as the responsibility for the achievement of the company goals. In addition, the committee is responsible for the financial result and makes operational company decisions.

From left to right: Dr. Harald Straky, Jan Reblin, Stefan Brandl, Arno Güllering, Torsten Kurz

Efficient value chain

The value chain of the DRÄXLMAIER Group is geared towards supplying high-quality and sustainable products for the automotive industry. This applies both to the company's own operations and to the upstream and downstream stages of the value chain. The company's own value creation includes the following areas:

Product development
The DRÄXLMAIER Group works closely with a large number of well-known car manufacturers and brands, including Audi, BMW, Cupra, Jaguar, Land Rover, Maserati, Mercedes-Benz, Porsche, Škoda, Volvo and VW, as well as Californian premium car manufacturers. Through long-term partnerships, the company has established itself as an innovation and development partner in the industry. It relies on high-performance research and development to advance innovative technologies and solutions for the market of the future. Development and innovation centers are located at the headquarters in Vilsbiburg and in more than ten other locations worldwide. In addition, the DRÄXLMAIER Group maintains close and long-term cooperation with a large number of business partners and customers in order to develop and provide innovative and sustainable solutions for the automotive industry.

Procurement and materials management
DRÄXLMAIER attaches great importance to the sustainable procurement of (raw) materials and favors the procurement of materials from geographically close regions. The company also selects its suppliers carefully and distributes the purchasing volume among several suppliers.

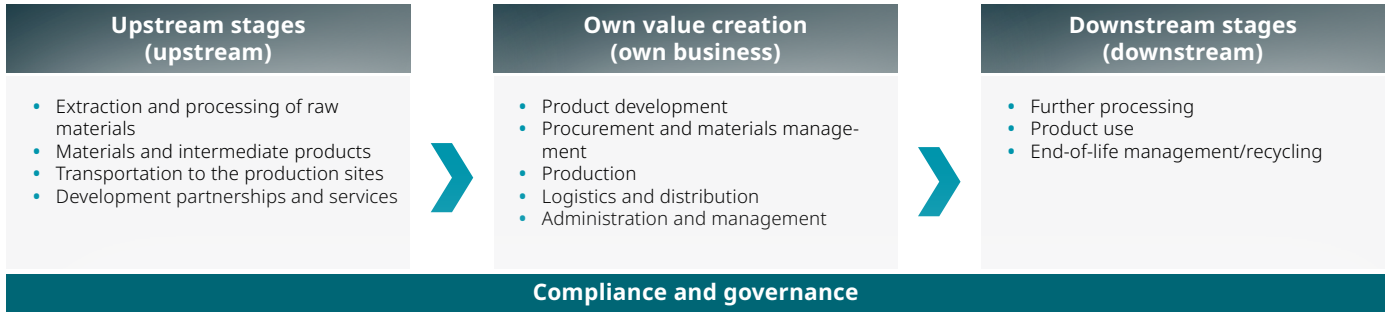
Production
The DRÄXLMAIER Group's production network comprises 58 production sites in Eastern Europe, North Africa, North and Central America and Asia. Our strong presence in the key automotive markets of the US, China and Southeast Asia, as well as Europe, enables us to respond flexibly to the demands of the global automotive industry and offer customers world-class products and services with the same high quality standards. Short supply chains and localized supply of materials are of central importance in order to meet our demands for cost-effectiveness and sustainability.

Logistics and distribution
Efficient supply chain management ensures that products reach customers in good time and in perfect condition. DRÄXLMAIER uses key figures as leading indicators for managing the entire production and logistics network.

Administration and management
DRÄXLMAIER combines economic success with responsible and sustainable business management. Our values determine our actions – and our strategy shows the way to further success.

Upstream and downstream stages of the value chain are integrated and controlled as far as possible in the processes, so that the fulfillment of our requirements is guaranteed.
The main stages upstream of the company's own value creation are the extraction and processing of raw materials, materials and intermediate products, including the corresponding transport. Downstream of our own value creation is the product use in the vehicles that our customers manufacture and sell all over the world, right up to their recycling.

The value chain of the DRÄXLMAIER Group



DRÄXLMAIER Group production sites by region

Europe

25
production sites

Germany, Romania, Poland, Republic of Moldova, Serbia, United Kingdom, Austria, North Macedonia

Asia

13
production sites

China, Vietnam, Malaysia, Thailand, India

Africa

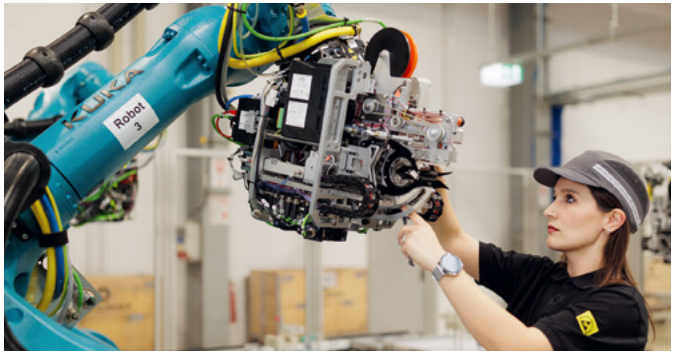
7
production sites

Tunisia, South Africa, Egypt

America

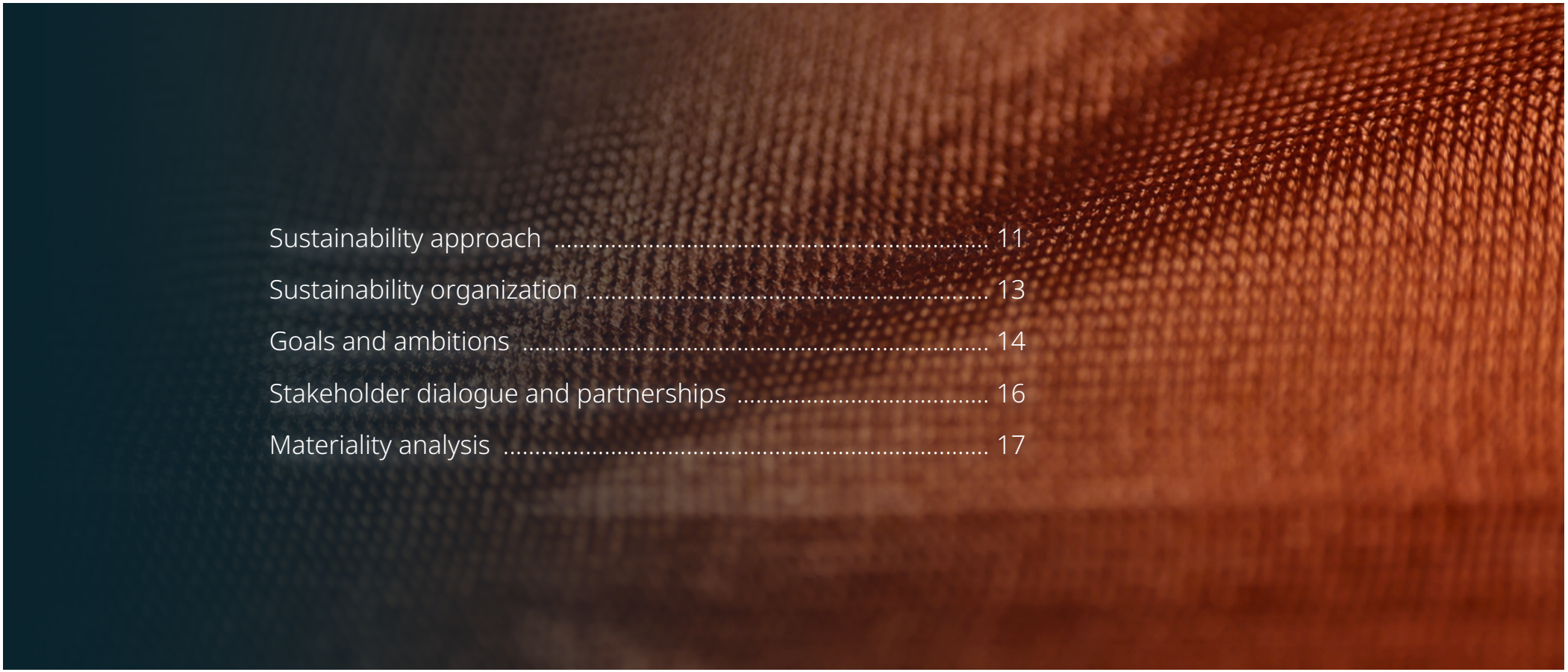
13
production sites

Mexico, Nicaragua, USA



Production of components at the Satu Mare plant, where the latest generation of parts for electromobility are manufactured.

Our sustainability management



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Our sustainability management

DRÄXLMAIER is shaping the future of mobility with an innovative product and technology portfolio. Research and development form the foundation for our technological development and, in conjunction with our global production network, ensure competitiveness. We work continuously on improving the efficiency of our production processes, combining economic needs with the goal of protecting the climate and the environment in the best possible way and fulfilling our social responsibility as a company. Because sustainability is the guiding principle for our actions and ensures the success of our company.

At a glance

- **Other capital market-oriented key figures in sustainability management for governance as well as climate and environmental protection adopted by management.**
- **External quality assurance of the double materiality analysis process successfully completed during the project.**
- **Product-specific working group on the Battery Regulation, Deforestation Regulation, substance bans and critical raw materials established.**

Sustainability approach

As an owner-managed company, DRÄXLMAIER represents a value-oriented corporate culture. Sustainability plays a central role and is also anchored in the Corporate strategy. Our actions are geared towards combining economic performance with social responsibility and ecological awareness. In this way, we want to be economically successful and at the same time actively contribute to the positive development of the environment and society – along the entire value chain.

Based on this understanding, DRÄXLMAIER has been pursuing a holistic sustainability approach since 2020, and focuses on activities in the action areas of climate and environmental protection, sustainable products, social responsibility and governance. All current and future measures and projects from our sustainability management must contribute to at least one of these four action areas. This ensures that our actions are efficient, transparent and goal oriented. Equally, they must comply with the applicable laws and regulations of our industry as well as our corporate due diligence.

Our sustainability management is based on centrally defined Policies and guidelines as well as decentrally organized projects, actions and initiatives. It covers a wide range of interconnected topics (see graphic).

DRÄXLMAIER Group's understanding of sustainability

During the financial year, more than 240 sustainability projects were implemented worldwide and across all functional units. Our commitment is also recognized outside the company: in 2025, DRÄXLMAIER was awarded the gold seal of the "Best Business Award for Sustainable Business Management."

Continuous development of our understanding of sustainability

We regularly question our understanding of sustainability and develop it further in a targeted manner. This ensures that our sustainability requirements keep pace with our corporate activities and also incorporate future challenges and changing framework conditions. Based on the update of our materiality analysis in the previous year, in 2025 we further consolidated the reporting structure along the topics of environment, social commitment and corporate governance and integrated the material aspects into our understanding of sustainability. For a detailed description of the materiality analysis, see the section **› Materiality analysis.**

More than 240 sustainability projects in 2025, divided according to our action areas

Sustainability organization

Our sustainability management is characterized by lean structures and clearly assigned responsibilities. The company management defines the sustainability strategy and decides on specific sustainability targets and the implementation of the corresponding measures.

As a staff function, the "Group Sustainability" division reports directly to the Chief Executive Officer on a weekly basis in order to advance sustainability topics. The Head of the Sustainability Group is responsible for establishing and coordinating sustainability-related management processes as well as defining and optimizing internal standards. The strategy and objectives are coordinated with the company management and operationalized into functional objectives by the relevant departments. To this end, the topics from the stakeholder dialogue are also included and incorporated into the company. If necessary, the Executive Board, consisting of the Managing Directors, or individual members of the Board are informed about the respective sustainability projects by the responsible management staff.

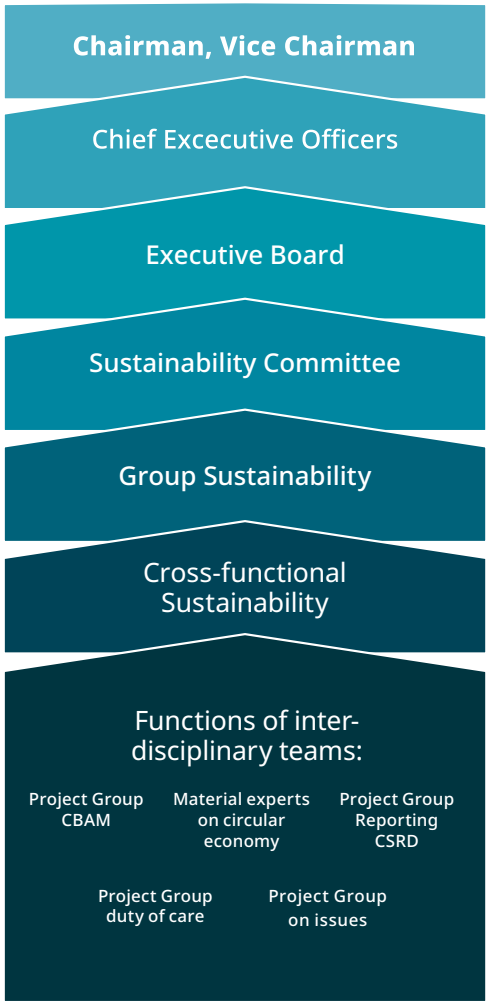
The Sustainability Committee meets monthly to coordinate cross-functional activities. This committee is made up of the responsible managers from the relevant functions, including Operations, Site Infrastructure, Human Resources, Transformation Program Management and Procurement. The committee discusses the ever increasing requirements and drives forward necessary change processes as well as the concrete implementation of measures. The Head of Group Sustainability regularly informs the company management about the results.

The sustainability managers of the individual functions also meet monthly under the chairmanship of the Head of Group Sustainability. The circle is expanded to include additional members as and when necessary. In addition, there is constant direct communication between the sustainability department and the specialist departments responsible for the operational implementation of the individual projects.

The upcoming regulations from the European Union continued to receive a great deal of attention in the 2025 reporting year. Interdisciplinary teams had already been established last year to integrate the resulting task packages into the existing projects. At the same time, a cross-functional "Regulatory Manager" within the central sustainability team monitors the situation in order to inform the teams promptly about new developments. In 2025, the existing project group on the Deforestation Regulation was also transferred to the new project group on product-specific issues. This now includes independent project groups on issues such as the Deforestation Regulation, the Battery Regulation, substance bans and critical raw materials, which are coordinated centrally.

As the officer responsible for implementing the legal requirements of the Supply Chain Due Diligence Act, the Regulatory Manager is responsible for further embedding human rights concerns in decision-making processes, and reports directly to the Head of Human Resources as Human Rights Officer. The ❯ **Corporate governance, Human rights** section contains the relevant details.

Sustainability organization of the DRÄXLMAIER Group



Goals and ambitions

Like any business activity, our commercial operations have both positive and negative impacts on the environment and society. Our goal is to increase the positive effects and minimize the negative ones. Sustainability targets for the DRÄXLMAIER Group were already adopted in 2021 and are now anchored in the Group targets and functional targets, as well as in the personal targets at the highest management level.

In recent years, we have established various key figures in order to monitor the achievement of targets and make the effects of our own actions measurable. These key figures are regularly reviewed and adapted if necessary. The overview on the next page shows a selection of the most important goals and ambitions of our sustainability management.

Sustainability performance as a criterion for corporate financing

Financing methods linked to sustainability criteria have gained in worldwide importance in recent years. Access to capital is thus increasingly dependent on companies' ability to manage sustainability successfully.

In 2021, DRÄXLMAIER recognized this connection at an early stage and placed an ESG-linked (Environmental, Social, Governance) promissory loan note on the capital market. Accordingly, a price component is linked to meeting certain sustainability criteria. The first KPIs set out for the evaluation were the company's potential in terms of self-generated energy, its recycling rate and its apprenticeship quota. DRÄXLMAIER has ambitious annual targets in place for each of these indicators. The apprenticeship quota was not reached in the reporting year (see table). All three values were certified by an auditing company in 2025 ("limited assurance"). As part of the further development of our sustainability management, we are working on additional KPIs that can serve as evaluation criteria for the capital market. In 2025, two new criteria were added, which will be further elaborated in the course of 2026 together with our financing partners.

KPIs for evaluating sustainability criteria

	2025	2024	2023
Self-power potential[1]	7.824	7.438	6.757
Recycling rate[2]	75.1	74.1	73.9
Apprenticeship quota[3]	1.7	2.1	2.1

[1] Maximum electric output kW/(net internal building area/1,000) [m²].
[2] Mathematical mean of: weight of diverted waste [t]/total weight of waste [t] per production plant.
[3] Number of trainees/number of active permanent employees in the Group.

Selection of the most important goals and ambitions of our understanding of sustainability

Area of action	Topic	Definition	Goal/ambition*	Status 2023	Status 2024	Status 2025	Link
Governance	Sustainable project investments	Project investments in zero-emission mobility in relation to total project investments for future vehicle projects	78% (2025)	●	●	●	–
Social responsibility	Apprenticeship quota	Proportion of trainees in total workforce	2% (2030)	●	●	●	p. 14
	Sustainability training (basics)	Proportion of newly hired employees in the global workforce that have successfully completed the basic sustainability training at the individual locations using the online training program	> 80% (2023 onwards)	●	●	●	p. 64
	Learning	Number of learning hours per employee	Average number of hours	14.5	13.4	11.7	p. 63 et seq.
	Occupational health and safety management	Production site ISO 45001 certification	100% (2026 onwards)	●	○	●	p. 61
	Accident rate (downtime)	The accident rate (Lost Term Injury Rate, LTIR) measures the number of work-related injuries (work-related accidents) with downtime (≥ 1 day) per 200,000 hours worked (minutes of presence) across all production sites	0.38 (2025)	0.65	0.47	0.38	p. 62
Sustainable products	Suppliers with "green" status	Proportion of freely negotiable purchasing volume purchased from suppliers that have "green" status in the "sustainability" category in the supplier evaluation	86.3% (2025)	●	○	○	p. 79 et seq.
	Sustainability requirements in the supplier portfolio	Compliance with sustainability requirements by suppliers whose goods are used for series production at DRÄXLMAIER	83.1% (2025)	–	●	○	p. 79 et seq.
Climate and environmental protection	Self-power potential	Maximum electrical output divided by the net internal area of the building. The maximum electrical output includes all power generation plants owned by the Group. The net internal building areas include all buildings owned by the Group	6.374 kW / 1,000 m² (2030)	●	●	●	p. 44 et seq.
	Proportion of green electricity in total energy use	Electrical energy purchased from renewable resources as a proportion of the total amount of electrical energy purchased at the production sites. The following are classed as renewable energy sources: wind energy, hydropower, solar energy, geothermal energy, bioenergy [excl. self-generated energy]	100% (2025 onward)	●	●	●	p. 46
	Scope 1 + 2 emissions reduction	Reduction in absolute Scope 1 + 2 emissions compared to the base year 2021	-66% (2029)	●	●	●	p. 40
	Environmental management	Production site ISO 14001 certification	100% (2025 onward)	●	●	●	p. 39
	Recycling rate	"Recycling rate" refers to the mathematical mean of waste generated at each of the Group's production sites that is diverted through treatment for reuse, recycling or recovery processes	72.3% (2030)	●	●	●	p. 14, p. 52
	Energy efficiency	Measures the annual increase in energy efficiency of all production plants of the DRÄXLMAIER Group and the company headquarters in Vilsburg. It serves to track progress towards the group-wide energy savings target and ensure transparency on effective efficiency measures	1% (2025)	●	●	●	p. 44 et seq.

* If no defined target value exists, the status of the reference year is given.

● (Interim) target achieved
○ On track
● Target not reached

Stakeholder dialogue and partnerships

The open exchange with our stakeholders is of central importance for our sustainability management and always provides us with important impulses. The dialogue starts with the top management. The Managing Directors regularly have a direct exchange with investors, political decision-makers, customers and other stakeholders. The corresponding feedback is fed into the work of the internal sustainability organization.

Our employees all over the world have various opportunities for dialogue – in addition to the internal media and events such as the Excellence Awards, the company's internal ideas platform can also be mentioned here. In addition, it is possible to publish articles on the intranet, to provide suggestions, criticisms or ideas for improvement to the relevant departments and to enter into dialogue with the experts. Abuses can be addressed through the established complaint management systems as well as through the global whistleblower system. The ❯ **Corporate governance, Fair business practices** section contains the relevant details.

As external stakeholders, we focus primarily on our customers and suppliers, as well as on banks, associations, academic institutions, politicians, local communities and non-governmental organizations (NGOs). In order to maintain dialogue with the various interest groups, we are involved, among other things, in the Carbon Disclosure Project and the automotive industry dialogue on the National Action Plan for Business and Human Rights (NAP) as well as in the German Association of the Automotive Industry (VDA). By participating in industry initiatives, we contribute to improved communication with non-governmental organizations.

We are in close contact with many of our customers on sustainability topics and promote joint projects to ensure a continuous exchange of knowledge and experience in the automotive industry. In 2025, the focus was again on human rights. In addition, we held discussions with political discussion partners at local, national and international level.

We also regularly use the opportunity to discuss points of view with political and public sector representatives and present our industrial perspective. Reliable framework conditions and comprehensible political decisions are important to us in order to be able to act sustainably as a company in the long term.

Stakeholder groups of the DRÄXLMAIER Group

Stakeholder groups	Example dialogue formats
Customers	• Bilateral discussions (e.g. exchange regarding sustainability requirements) • Internal and external roadshows
Employees	• Internal communication (e.g. employee magazine) and regular site information • Germany-wide surveys of employees • Learning and further training platform, e-learning programs • Cooperation with employee representatives and works councils
Suppliers and service providers	• Online training • Sustainability assessment and ESG risk management dialogues • Joint projects in initiatives (e.g. Catena-X Traceability)
Shareholders and the financial market	• Regular exchange • Further development of sustainability-related financial instruments
Education, science and research	• Cooperation in research projects • Participation in funding projects • Cooperation with universities on sustainability and technical skills
Politics and authorities	• Political dialogues at a local, national, and international level
Associations	• Participation in specialist and project groups (e.g. on transport emissions) • Industry dialogue on sustainability standards (e.g. automotive initiatives)
NGOs	• Participation in CDP reporting • Participation in task groups and project groups
Society and the neighborhood	• Social commitment to and support for local institutions

Materiality analysis

As early as 2024, we conducted a materiality analysis in accordance with the European Sustainability Reporting Standards (ESRS). In doing so, we built on the existing materiality analysis, which was prepared in accordance with the GRI standards, and expanded the required content topics as well as the documentation depth.

Comprehensive process for double materiality established

The materiality analysis now follows the principle of double materiality and takes into account both topics on which we as a company have an influence, and developments and requirements that have an impact on DRÄXLMAIER and which are considered material by our most important stakeholders, see table ❯ **Stakeholder groups**. The corresponding process was carried out for the first time in 2024 and confirmed by the company management. In 2025, the quality of the process was also checked and confirmed by an external body. In the future, we want to review the analysis annually for its timeliness and further develop it if necessary. Two perspectives were considered when determining the materiality of the sustainability aspects:

- The **inside-out perspective** looked at the actual and potential positive and negative impacts of the company on people and the environment.
- The **outside-in perspective**, on the other hand, assesses the risks and opportunities of sustainability aspects with regard to the financial position of the company from the perspective of financial materiality.

The materiality analysis was carried out in the following steps:

1. Identification of relevant sustainability aspects

At the beginning of our methodological approach, relevant sustainability aspects were identified together with an external institute on the basis of the ESRS data and supplemented by sector-specific topics resulting from analyses of the market and competitors. The identification of climate-related transitory and physical risks as well as possible opportunities was based on an internal scenario analysis, the results of which complement the materiality analysis. Subsequently, the 36 sustainability topics identified were divided into the categories of environment, social commitment, corporate governance and company-specific topics.

2. Identification of impacts, opportunities and risks

The 36 identified sustainability topics served as the basis for a stakeholder survey with 24 selected experts, including customers, service providers and business partners, shareholders and financial market players as well as other representatives from business, industry, research and development. The aim was to evaluate sustainability performance to date and to review the relevance of the sustainability topics (inside-out). In addition, it was examined whether new topics had arisen or whether the importance of the topics had changed compared with the previous year.

The potential impacts were identified through our own research and on the basis of the requirements defined in the ESRS. Both positive and negative effects were taken into account, in which the DRÄXLMAIER Group is involved through its own activities or business relationships along the entire value chain. These were considered in short-, medium- and long-term time horizons.

The potential impacts identified were taken into account in the survey of internal and external stakeholders. Further, in particular, actual impacts were contributed by the specialist functions. These impacts form the basis for the derivation of potential risks and opportunities for the business model of the DRÄXLMAIER Group. The determination of sustainability-related risks and opportunities has been agreed in advance with the risk management of the DRÄXLMAIER Group. The identification of the material risks was carried out in a similar way to the assessment with regard to the required time horizon and the probability of occurrence.

3. Assessment and thresholds

The quantitative assessment of the outside-in perspective was initially carried out as part of an internal online survey of the relevant specialist functions, such as Purchasing, Site Services (EHS) or Development. In the next step, the material sustainability topics and the assessment of opportunities and risks were determined in an internal day workshop with the experts. The results of this workshop and the stakeholder survey were ultimately incorporated into the final assessment of the impacts, risks and opportunities (IROs) by the specialist departments. They examined all potential topics and evaluated them in terms of the inside-out perspective on scope, extent, immutability. In addition, they assessed whether the topics are serious on the basis of the aforementioned assessment points and whether potentially negative effects on human rights can be expected. Furthermore, an assessment of the probability of occurrence was made.

For the outside-in perspective, all opportunities and risks were also assessed in terms of their scope and probability of occurrence. Subsequently, the results were classified in a matrix with a uniform materiality limit, which results from the total sum of the factors assessed. Impacts, risks and opportunities whose valuation was above the defined materiality limit were classified as material.

4. Documentation of the results

In total, 17 topics were identified as material in the context of the double materiality analysis and confirmed by the company management. These can be found in the adjacent graphic. A description and explanation of the identified impacts, risks and opportunities is included in the table ❯ **Impacts, risks and opportunities**. In addition, this Sustainability Report highlights all identified material impacts, risks and opportunities in the table in color and then further elaborates them in the relevant sections of this report.

Key sustainability topics identified

The environment

- **Climate protection** (ESRS E1: Climate change)
- **Energy** (ESRS E1: Climate change)
- **Resource inflows, including resource use** (ESRS E5: Circular economy)
- **Resource outflows related to products and services** (ESRS E5: Circular economy)

Corporate governance

- **Corporate culture** (ESRS G1: Business conduct)
- **Management of relationships with suppliers** (ESRS G1: Business conduct)
- **Corruption and bribery** (ESRS G1: Business conduct)
- **Protection of whistleblowers** (ESRS G1: Business conduct)
- **Data protection** (ESRS G1: Business conduct)

Social commitment

- **Appropriate remuneration** (ESRS S1: Own workforce)
- **Health and safety** (ESRS S1: Own workforce)
- **Secure employment** (ESRS S2: Workers in the value chain)
- **Appropriate remuneration** (ESRS S2: Workers in the value chain)

Company-specific topics[1]

- **Sustainable products**
- **Innovation and digitalization**
- **Product quality**
- **Sustainable and safe mobility**

[1] Individual topics are material for DRÄXLMAIER due to company-specific criteria, but are not covered in detail by the ESRS. We have therefore expanded the reporting accordingly in order to present the impacts, risks and opportunities in the area of customers and competition in a comprehensible manner. The ❯ **Corporate governance** section contains the relevant details.

Impacts, risks and opportunities (IROs) related to climate change

Material topics are shown in black.

See Chapter ❯ Environment

		Time horizon			Value chain		
		short	medium	long	up-stream	own business	down-stream
Climate protection							
Impacts	**Contribution to climate and environmental protection** | ⊕ The activities of DRÄXLMAIER in the area of climate and environmental protection contribute to society's overall task of curbing climate change and reducing greenhouse gas emissions. They also reduce local environmental pollution at the sites and have an indirect impact on other areas through the value chain.	●	●	●	●	○	●
	Contribution to mitigating the effects of climate change | ⊕ DRÄXLMAIER is making a contribution to mitigating the physical effects of climate change.	●	●	●	●	○	●
	Increasing price level due to climate protection measures | ⊖ As a result of climate protection measures (e.g. through CO_2e pricing or compensation), the prices of goods and services are rising.	●	●	●	●	○	●
Risks	**Shortage and increase in the prices of green electricity and electricity certificates** The growing demand for green electricity, electricity certificates and power purchase agreements can lead to a shortage in corresponding offers and to cost increases.	○	●	○	●	○	○
	Increase in work in terms of data quality and data management for greenhouse gas accounting Due to regulatory requirements, verifiable calculations of greenhouse gas accounting will be required in the future. Ensuring data quality and data management involves additional effort and costs.	●	○	○	○	●	○
	Investment requirements for climate protection measures and energy-related adaptations to buildings Climate protection measures and energy-related adaptations may require considerable investments in existing and new buildings.	○	●	●	○	●	○
	Competitive disadvantages due to incomplete provision of product emissions data Customers are increasingly demanding transparency in terms of product emissions. Failure to provide complete data in this regard may lead to adverse effects on the awarding of contracts.	●	●	○	○	○	●
Opportunities	**Ecological efficiency gains through standardization of processes** Standardized processes enable both economic and ecological efficiency gains (e.g. energy savings by eliminating redundant activities, material savings by optimizing processes).	○	●	○	○	●	○

⊕ Potential positive impact ⊕⊕ Positive impact ⊖ Potential negative impact ⊖⊖ Negative impact

Impacts, risks and opportunities (IROs) related to climate change

Material topics are shown in black.

See Chapter ❯ Environment

		Time horizon			Value chain		
		short	medium	long	up-stream	own business	down-stream
Energy							
Impacts	**Reduction in CO_2e emissions (Scope 1 and 2)** | ⊕⊕ The activities of DRÄXLMAIER lead to a reduction in direct CO_2e emissions (Scope 1 and 2).	●	●	●	○	●	○
	Contribution to the energy transition | ⊕ DRÄXLMAIER contributes to the energy transition by using low-emission energy sources and load management software that enables the optimal use of available energy through flexible production.	●	●	●	●	○	●
	Independence from fossil fuels | ⊕ By using energy from renewable sources, DRÄXLMAIER becomes independent of fossil fuels and at the same time promotes the expansion of renewable energies.	○	●	○	○	●	○
	Existing risks from the use of fossil fuels | ⊖ The continued use of fossil fuels such as gas or oil creates risks for the environment and society.	○	●	○	○	●	○
Risks	**Endangerment of the energy supply** Grid security and stability as well as the availability of the various energy sources can be at risk.	●	●	●	○	●	○
	Price fluctuations on the electricity market The dependencies on the electricity market and geopolitical conditions can result in price fluctuations.	●	●	●	○	●	○
	Non-compliance with legal requirements Unintentional non-compliance with legal requirements can lead to financial risks and damage to reputation.	●	●	●	○	●	○
Opportunities	**Use of renewable energy in new buildings** Renewable energies can be taken into account when planning new buildings.	○	●	○	○	●	○

⊕ Potential positive impact ⊕⊕ Positive impact ⊖ Potential negative impact ⊖⊖ Negative impact

Impacts, risks and opportunities (IROs) related to the use of resources and the circular economy

Material topics are shown in black.

See Chapter ❯ Environment

		Time horizon			Value chain		
		short	medium	long	up-stream	own business	down-stream
Resource inflows, including resource use							
Impacts	**Reduction in the environmental impact of raw material extraction** | ⊕ By switching to renewable energies and environmentally friendly materials, DRÄXLMAIER reduces environmental impacts such as those caused by raw material extraction.	○	●	●	○	●	○
	Reduced dependence on fossil materials | ⊖ Dependence on fossil materials will generate high costs in the future and can also lead to legal restrictions.	○	●	●	○	●	○
	Negative local impact of resource depletion | ⊖ The extraction of resources has local impacts on people and the environment, in addition to possible human rights violations in the supply chain of individual raw materials.	○	●	●	○	●	○
Risks	**Benefits to reputation** DRÄXLMAIER can achieve reputational benefits by communicating its circular economy activities to the public.	●	●	●	○	●	○
	Non-compliance with legal requirements Unintentional non-compliance with legal requirements regarding material and waste management can lead to financial risks and damage to reputation.	●	●	●	○	●	○
	Impact on site profitability Different framework conditions and technologies influence profitability at the sites.	●	●	●	○	●	○
Opportunities	**Availability and cost of materials from the circular economy** Limited or a lack of markets for materials that are recycled can hinder the development of the circular economy and lead to increased costs.	●	●	●	○	●	○

⊕ Potential positive impact ⊕⊕ Positive impact ⊖ Potential negative impact ⊖⊖ Negative impact

Impacts, risks and opportunities (IROs) related to the use of resources and the circular economy

Material topics are shown in black.

See Chapter ❯ Environment

		Time horizon			Value chain		
		short	medium	long	up-stream	own business	down-stream
Resource outflows related to products and services							
Impacts	**Competitive advantage through research and development with a focus on recycling and biodegradability** | ⊕ By promoting research, development and innovation with a focus on recycling and biodegradability, DRÄXLMAIER can offer its customers sustainable products. Such knowledge can thus create competitive advantages.	●	●	●	○	●	○
	Reduction in resource and energy consumption | ⊕ Increased recyclability of products can lead to savings in resource and energy consumption and reduce the corresponding costs.	●	●	●	●	○	○
	Reduction of waste | ⊕ Reducing waste by increasing the recyclability and reparability of products can lead to competitive advantages for DRÄXLMAIER.	●	●	●	●	○	●
	Obstruction of the re-use of rare resources due to improper disposal | ⊖ Improper disposal can hinder the reuse of resources and thus limit the possibilities for recycling.	●	●	●	●	○	●
Risks	**Non-compliance with legal requirements** Unintentional non-compliance with legal and regulatory requirements regarding the circular economy and waste management can lead to financial risks and damage to reputation.	●	●	●	○	●	○
Opportunities	**Limited or lack of market for circular economy components/secondary materials** As a pioneer in the use of recycled materials and secondary raw materials, DRÄXLMAIER can strengthen its role in the market, expand its competitive position and secure the future viability of the company.	●	●	●	○	●	○
	Recycling of packaging materials A circular packaging process reduces the costs of production and recycling of the resulting waste.	●	●	●	○	●	○

⊕ Potential positive impact ⊕⊕ Positive impact ⊖ Potential negative impact ⊖⊖ Negative impact

Impacts, risks and opportunities (IROs) related to own workforce

Material topics are shown in black.

See Chapter ❯ Social commitment

		Time horizon			Value chain		
		short	medium	long	up-stream	own business	down-stream
Working conditions: appropriate remuneration							
Impacts	**Contribution to improvement in quality of life** | ⊕⊕ DRÄXLMAIER contributes to improving the quality of life of its employees through appropriate and predictable wages.	●	●	●	○	●	○
	Fair remuneration | ⊕⊕ Transparent and locally attractive salary structures increase employee satisfaction and promote social fairness.	●	●	●	○	●	○
	Disadvantages of wage gap compared to competitors | ⊖⊖ Companies that relocate jobs to low-wage countries can realize cost advantages over DRÄXLMAIER.	●	●	●	○	●	○
	Improvement in the reputation of the company | ⊕ Appropriate remuneration of employees has a positive impact on the reputation of DRÄXLMAIER among relevant stakeholders.	○	●	●	○	●	○
	Reputation disadvantages | ⊖ Inappropriate remuneration can damage the DRÄXLMAIER reputation.	○	●	●	○	●	○
Risks	**Risks to reputation** Inadequate remuneration can have a negative impact on the company image.	○	●	●	○	●	○
	Increased operating costs Excessive wage increases raise operating costs and can reduce profitability.	○	●	●	○	●	○
Opportunities	**Increased employee retention** Fair wages increase employee satisfaction and the attractiveness of DRÄXLMAIER as an employer. This makes it easier to attract and retain skilled workers.	●	●	●	○	●	○
	Increase in productivity Happy and motivated employees are often more productive, creative and committed.	●	●	●	○	●	○

⊕ Potential positive impact ⊕⊕ Positive impact ⊖ Potential negative impact ⊖⊖ Negative impact

Impacts, risks and opportunities (IROs) related to own workforce

Material topics are shown in black.

See Chapter ❯ Social Commitment

		Time horizon			Value chain		
		short	medium	long	up-stream	own business	down-stream
Working conditions: health and safety							
Impacts	**Improvement in health and quality of life** | ⊕⊕ Occupational health and safety reduce the risk of work-related illnesses and accidents, which improves the general health and quality of life of employees.	●	●	●	○	●	○
	Reduction in environmental pollution | ⊕⊕ Strict safety standards, training and regular information for employees help to minimize the release of harmful substances into the environment and the associated health risks.	●	●	●	○	●	○
	Strengthening the community | ⊕ Companies that take care of the safety and health of their employees contribute to a stronger and healthier community and thus strengthen the social fabric.	●	●	●	○	●	○
	Threat to the safety and health of employees | ⊖ Inadequate safety regulations can increase the risk of work-related illnesses and accidents, which can worsen the general health and quality of life of employees and lead to a decrease in production.	●	●	●	○	●	○
Risks	**Production losses** Safety incidents can lead to production stoppages and consequently have a financial impact.	●	○	○	○	●	○
Opportunities	**Reduction in the number of accidents at work** Occupational health and safety activities can prevent accidents at work and thus prevent production stoppages.	●	●	●	○	●	○
	Increase in attractiveness Extensive health services increase employer attractiveness. This makes it easier to attract talent and strengthens the loyalty of employees to the company.	○	●	●	○	●	○

⊕ Potential positive impact ⊕⊕ Positive impact ⊖ Potential negative impact ⊖⊖ Negative impact

Impacts, risks and opportunities (IROs) related to workers in the value chain

Material topics are shown in black.

See Chapter ❯ Social Commitment

		Time horizon			Value chain		
		short	medium	long	up-stream	own business	down-stream
Working conditions: secure employment							
Impacts	**Contribution to safeguarding labor rights in the supply chain** | ⊕⊕ DRÄXLMAIER involves the entire supply chain in the commitment to offer attractive and safe employment conditions. In this way, the company contributes to the protection of human rights worldwide.	●	○	○	●	○	○
	Contribution to positive regional development within the supply chain | ⊕⊕ DRÄXLMAIER's supply chain localization activities make a positive contribution to the economic development of the region.	○	○	●	●	○	○
	Increase in production performance and quality | ⊕ Safe working conditions promote motivation and thus productivity within the supply chain.	○	●	○	●	○	○
Risks	**Damage to reputation due to poor working conditions in the supply chain** Inadequate working conditions at suppliers can have a negative impact on the reputation of DRÄXLMAIER and lead to a loss of trust on the part of customers in particular.	●	●	●	●	●	●
	Reduction of competitiveness In a competitive comparison, disadvantages can arise from the costs of creating decent working conditions, setting up management systems and verifying compliance with human rights in the value chain.	●	●	●	●	●	●
Opportunities	**Supply chain resilience** Occupational health and safety increase the resilience of companies in the supply chain – with positive effects on DRÄXLMAIER's security of supply.	○	●	●	●	●	●
	Long-term partnerships DRÄXLMAIER is a respected and reliable business partner on the market and underlines this position with an efficient supply chain.	○	○	●	●	●	●
	Reputational benefits from supply chain engagement The activities of DRÄXLMAIER for employment conditions in the supply chain can have positive spillover effects on the company's reputation and also increase its own attractiveness as an employer.	○	●	●	●	●	●

⊕ Potential positive impact ⊕⊕ Positive impact ⊖ Potential negative impact ⊖⊖ Negative impact

Impacts, risks and opportunities (IROs) related to workers in the value chain

Material topics are shown in black.

See Chapter ❯ Social Commitment

		Time horizon			Value chain		
		short	medium	long	up-stream	own business	down-stream
Working conditions: appropriate remuneration							
Impacts	**Contribution to fair remuneration in the value chain** | ⊕⊕ Through the requirements of the Code of Conduct, DRÄXLMAIER contributes to fair remuneration in its global supply chain.	○	●	○	●	○	○
	Employee retention | ⊕⊕ Positive contribution to ensuring productivity and thus security of supply. Employee turnover is reduced and thus also recruitment costs.	○	●	○	●	○	○
	Increase in production performance and quality through betterremuneration | ⊕⊕ Appropriate remuneration contributes to the motivation and retention of employees.	○	●	○	●	○	○
Risks	**Reduction of competitiveness** On an international scale, the creation of decent working conditions can lead to higher competitive costs. This also applies to setting up management systems and verifying compliance with human rights in the value chain.	○	●	●	●	●	●
	Damage to reputation due to poor working conditions Inappropriate remuneration at suppliers can have a negative impact on the reputation of DRÄXLMAIER and lead to a loss of trust on the part of customers, in particular.	●	●	●	●	●	●
Opportunities	**Supply chain resilience** Fair remuneration increases employee satisfaction among companies in the supply chain. Increased resilience and reduced susceptibility to disruption of operations have a positive impact on DRÄXLMAIER's security of supply.	○	●	●	●	●	●
	Long-term partnerships DRÄXLMAIER is a respected and reliable business partner on the market and strengthens this position through its commitment to appropriate remuneration in the supply chain.	○	○	●	●	●	●
	Reputational benefits from supply chain engagement The activities of DRÄXLMAIER for appropriate remuneration in the supply chain can have positive spillover effects on the company's reputation and also increase its own attractiveness as an employer.	○	●	●	●	●	●

⊕ Potential positive impact ⊕⊕ Positive impact ⊖ Potential negative impact ⊖⊖ Negative impact

Impacts, risks and opportunities (IROs) related to corporate governance

Material topics are shown in black.

See Chapter ❯ Corporate governance

		Time horizon			Value chain		
		short	medium	long	up-stream	own business	down-stream
Corporate culture							
Impacts	Respect for and implementation of human rights | ⊕⊕ DRÄXLMAIER contributes worldwide to the protection of human rights in its own business area and in the supply chain.	●	●	●	○	●	○
	Fair competition | ⊕ DRÄXLMAIER has taken measures to ensure fair competition and ethical business practices. To this end, the company works closely with its suppliers and takes responsibility particularly in the upstream stages of the value chain.	●	●	●	●	○	○
	Risk minimization and avoidance | ⊕⊕ DRÄXLMAIER has a comprehensive risk management system. Risks are regularly analyzed and evaluated to prevent negative impacts on the company as well as on the environment and society wherever possible.	●	●	●	○	●	○
	Protection of the interests of stakeholders | ⊕⊕ DRÄXLMAIER is in communication with the various stakeholder groups and engages in continuous stakeholder dialogue. The aim is to understand the interests of the various stakeholders and to take them into account when making business decisions.	●	●	●	●	○	○
	Misconduct in relation to human rights violations | ⊖ If employees of DRÄXLMAIER or of companies in the supply chain violate the principle of fair and legal business practices or tolerate the violation of human rights, this can lead to significant financial damage as well as damage to reputation. Penalties can also be expected for violations of the law.	●	●	●	●	○	○
Risks	Impact on reputation or image The corporate culture has an impact on the reputation and image of the company's stakeholders.	●	●	●	○	●	○
Opportunities	**Innovation-promoting business cultures** In a positive corporate culture, employees are encouraged to develop new ideas and propose creative solutions.	●	●	●	○	●	○
	Corporate culture as a competitive advantage Companies with a strong corporate culture are usually characterized by high employee retention, innovative strength, good teamwork, productivity as well as high adaptability and resilience.	●	●	●	○	●	○
	Attractive employer A positive corporate culture supports employee retention and employer attractiveness.	●	●	●	○	●	○

⊕ Potential positive impact ⊕⊕ Positive impact ⊖ Potential negative impact ⊖⊖ Negative impact

Impacts, risks and opportunities (IROs) related to corporate governance

Material topics are shown in black.

See Chapter ❯ Corporate governance

		Time horizon			Value chain		
		short	medium	long	up-stream	own business	down-stream
Management of relationships with suppliers							
Impacts	**Improvement in the sustainability performance of suppliers** | ⊕⊕ The assessment of the sustainability performance of suppliers improves the performance of the supply chain and thus also of DRÄXLMAIER.	○	●	○	●	○	○
	Transparency toward external stakeholders | ⊕⊕ Through sustainability reporting, DRÄXLMAIER creates transparency and meets the interests of the various stakeholders.	○	○	●	●	○	●
Risks	**Limited ability to act based on customer requirements** Some customers specify specific suppliers. This limits DRÄXLMAIER's scope for action and creative options in relation to the supply chain.	●	●	●	●	●	●
	Decreased competitiveness Additional costs due to sustainability-related measures in the supply chain can worsen competitiveness.	●	●	●	●	●	●
Opportunities	**Innovative products through efficient suppliers** As suppliers become more efficient, their ability to innovate also increases, for example with regard to the use of resource-saving materials.	○	●	●	●	●	●
	Understanding of supplier performance including upstream supply chain Supplier monitoring and evaluation lead to a better understanding of the supply chain.	●	●	●	●	●	●
	Differentiation from the competition An efficient and sustainability-oriented supplier portfolio supports the attractiveness of DRÄXLMAIER among customers.	○	○	●	●	●	●

⊕ Potential positive impact ⊕⊕ Positive impact ⊖ Potential negative impact ⊖⊖ Negative impact

Impacts, risks and opportunities (IROs) related to corporate governance

Material topics are shown in black.

See Chapter ❯ Corporate governance

		Time horizon			Value chain		
		short	medium	long	up-stream	own business	down-stream
Corruption and bribery							
Impacts	**Raising awareness among employees about combating corruption and bribery** | ⊕⊕ Through training courses and e-learning, DRÄXLMAIER raises awareness among employees of the topics covered by the Code of Conduct and, in particular, about combating corruption and bribery. The company's purchasing, sales and production divisions are particularly in focus.	●	●	●	○	●	○
	Effective whistleblower system | ⊕⊕ By establishing the whistleblower system, DRÄXLMAIER ensures that it complies with legal obligations in the EU. The various communication channels can be used to provide information about possible violations of the law and breaches of the company's fundamental values as defined in the Code of Conduct. Whistleblowers do not have to fear any disadvantages, and can make their report anonymously should they so wish.	●	●	●	○	●	○
	Specified compliance procedure for investigations | ⊕⊕ By defining the procedure for compliance investigations, the aim is not only to increase the pressure of prosecution, but also to ensure legal certainty for those affected. The goal is to ensure a transparent and effective procedure and to avoid arbitrary procedures that could violate legal provisions.	●	●	●	○	●	○
	Impairment of markets through corruption or concerted market behavior | ⊖ Anti-competitive behavior affects the functioning of markets and hampers technological progress. This can have a significant impact on the success of companies and their employees.	●	●	●	○	●	○
Risks	**Violation of statutory organizational and supervisory duties** A negligent breach of legal organizational and supervisory obligations that results in corruption being neither combatted nor prevented can lead to fines and damage to reputation.	●	○	●	○	●	○
	Corruption and bribery affect economic development Corruption and bribery hinder economic development in countries where DRÄXLMAIER is also represented. This fuels distrust among the population toward politicians, administration and companies.	●	●	○	○	●	○

⊕ Potential positive impact ⊕⊕ Positive impact ⊖ Potential negative impact ⊖⊖ Negative impact

Impacts, risks and opportunities (IROs) related to corporate governance

Material topics are shown in black.

See Chapter ❯ Corporate governance

		Time horizon			Value chain		
		short	medium	long	up-stream	own business	down-stream
Protection of whistleblowers							
Impacts	**Exposure of grievances** | ⊕⊕ Whistleblowing is often the only way to gain knowledge of human rights violations, corruption or environmental crimes. DRÄXLMAIER enables anonymous information to be submitted via various channels.	●	●	●	○	●	○
	Anonymous whistleblowing | ⊕⊕ Anonymous reporting channels are used to protect whistleblowers who would otherwise not make reports because they fear serious disadvantages – despite protection under legal regulations.	●	●	●	○	●	○
	Written rules of procedure protect whistleblowers | ⊕⊕ Written rules of procedure create transparency and thus legal certainty for whistleblowers.	●	●	●	○	●	○
Risks	**Loss of trust and financial consequences in the event of an incomplete or faulty whistleblower system** Inadequate management of the whistleblower protection system jeopardizes employees' trust in the values of the company and its managers. Customers and business partners could avoid the company.	●	●	●	○	●	○
Opportunities	**Creation of transparency in our own business behavior** A functioning whistleblower protection system supports transparent and ethical business conduct and creates trust in the company's internal regulations and values as well as in corporate management.	●	●	●	○	●	○
	Increase in employer attractiveness A functioning whistleblower protection system strengthens employees' trust in their own company and in the reliability of their managers.	●	●	●	○	●	○

⊕ Potential positive impact ⊕⊕ Positive impact ⊖ Potential negative impact ⊖⊖ Negative impact

Impacts, risks and opportunities (IROs) related to corporate governance

Material topics are shown in black.

See Chapter ❯ Corporate governance

		Time horizon			Value chain		
		short	medium	long	up-stream	own business	down-stream
Data and information protection							
Impacts	**Protection of personal data** | ⊕ In almost all countries, data protection standards are required by law. The requirement to comply with data protection standards is also a standard contractual element when awarding customer orders. DRÄXLMAIER has established a worldwide data protection organization to implement the applicable data protection laws.	●	●	●	○	●	○
	Ensure production and delivery capability through preventive risk management | ⊕⊕ Preventive risk management helps to reduce potential risks, which can have an impact on production and delivery capability, so that DRÄXLMAIER is more resilient to actual security incidents.	○	○	●	●	○	○
	Loss of production and delivery capability due to disruptions in the IT landscape | ⊖ A functioning IT infrastructure ensures DRÄXLMAIER's production and delivery capability. Due to just-in-sequence and just-in-time production orders, the impact of a medium to longer-term disruption to IT systems is enormous. Preventive risk management helps to reduce potential risks and mitigate their impact as much as possible.	●	●	●	○	●	○
	Loss of sensitive data | ⊖ The loss of sensitive data can have significant repercussions for the DRÄXLMAIER Group. These include loss of competitive advantage, penalties, loss of existing or future contracts as well as damage to its reputation. Therefore, confidential information is carefully protected at DRÄXLMAIER and also in our supply chain.	●	●	●	●	○	○
	Failure of critical suppliers due to cyber attacks | ⊖ In the worst case, the failure of critical suppliers, for example as a result of cyber attacks, can impact on DRÄXLMAIER's delivery capability. Therefore, the information security requirements are passed on to suppliers and the likelihood of supply bottlenecks is minimized through risk-based supplier management.	●	●	●	●	○	○
	Non-compliance with safety requirements | ⊖ DRÄXLMAIER is obliged by law and customer contracts to comply with certain information security requirements (e.g. TISAX) in order to provide the best possible protection against failures and security incidents. Failure to meet these requirements can result in financial and legal consequences, loss of business and reputational damage.	●	●	●	○	●	○

⊕ Potential positive impact ⊕⊕ Positive impact ⊖ Potential negative impact ⊖⊖ Negative impact

Impacts, risks and opportunities (IROs) related to corporate governance

Material topics are shown in black.

See Chapter ❯ Corporate governance

		Time horizon			Value chain		
		short	medium	long	up-stream	own business	down-stream
Data and information protection							
Risks	**Violations of applicable data protection laws** Failure to comply with legal requirements on data protection, such as those resulting from the GDPR, can lead to fines, penalties, liability for damages and legal risks. DRÄXLMAIER counteracts this risk by means of a company-wide data protection organization and appropriate technical and organizational measures.	●	●	●	○	●	○
	Reputational damage and loss of orders due to inadequate data protection Deficiencies in data protection can permanently disrupt the business relationship with customers and suppliers and lead to loss of orders or non-delivery.	●	●	●	○	●	○
Opportunities	**Increase in employee retention and customer and supplier confidence through exemplary data protection** Active data protection strengthens the reputation of the company and promotes long-term employee retention as well as customer and supplier relationships.	●	●	●	○	●	○

⊕ Potential positive impact ⊕⊕ Positive impact ⊖ Potential negative impact ⊖⊖ Negative impact

Impacts, risks and opportunities (IROs) related to corporate governance

Material topics are shown in black.

See Chapter ❯ Corporate governance

		Time horizon			Value chain		
		short	medium	long	up-stream	own business	down-stream
Sustainable products							
Impacts	**Creation of new product and production alternatives** | ⊕ Through sustainable products and production, DRÄXLMAIER creates alternatives in the industry, to shape the mobility of the future in a sustainable way.	●	●	●	○	●	○
	Resource conservation by increasing the recyclability or repairability of products | ⊕ Products that can be repaired and recycled contribute to the conservation of resources.	●	●	●	○	●	○
	Reduction of waste | ⊕ Products that can be repaired and recycled help to prevent waste. Recycling packaging can reduce waste.	●	●	●	○	●	○
	Price increases for products | ⊖ The use of sustainable materials can lead to price increases for the products.	●	●	●	○	●	○
	Limited availability of new sustainable raw materials | ⊖ Limited availability of sustainable raw materials can restrict their use in products.	●	●	○	○	●	○
	Customer retention or acquisition of new customers | ⊕ Sustainable products can attract new customer groups.	●	●	●	○	●	○
	Benefits to reputation | ⊕ Sustainable products can have a positive influence on the reputation of DRÄXLMAIER among employees and external stakeholders.	●	●	●	○	●	○
Risks	**Changing legal framework conditions** Changes in legislation and the associated requirements can change the goals for the development of sustainable products.	●	●	●	○	●	○
	Non-compliance with price structures and recycled material quotas Quotas for recycled materials lead to changes in price structures, and non-compliance with them can lead to competitive disadvantages. It is therefore important to use the circular economy as early as possible to ensure product reliability.	●	●	●	○	●	○
	Availability (technology, quantities, raw materials, efficiency) The legal requirements for promoting the circular economy lead to an increased use of recycled materials and secondary materials. In the medium term, this concerns the entire supply chain of the company. At the same time, the availability of the materials in the cycle is not yet sufficient to correspond to the supply situation prevailing up to now. Adapting the technology is a challenge. Risks are the availability of the relevant raw materials and materials in the circular economy.	●	●	●	○	●	○

⊕ Potential positive impact ⊕⊕ Positive impact ⊖ Potential negative impact ⊖⊖ Negative impact

Impacts, risks and opportunities (IROs) related to corporate governance

Material topics are shown in black.

See Chapter ❯ Corporate governance

		Time horizon			Value chain		
		short	medium	long	up-stream	own business	down-stream
Sustainable products							
Risks	**Dependency on suppliers** The focus on sustainable materials reduces the number of potential suppliers, meaning that dependence on individual companies in the supply chain increases.	●	●	●	○	●	○
	Conflict between purchasing and logistics: cheapest supplier to shortest transport route The circular economy is changing cost structures for transport and logistics. The physical proximity of suppliers is becoming more important than mere cost advantages in procurement.	●	●	●	○	●	○
	Basic research With the development of sustainable products, the importance of basic research is growing – and with it the risk of focusing on the wrong developments or not recognizing future trends quickly enough.	●	●	●	○	●	○
	Reliability of the data(base) The use of networked data and the development of a digital infrastructure will be crucial for competition in the future. This can lead to high costs.	●	●	●	○	●	○
	Failure to meet customer requirements If customers' requirements for sustainable products are not met, this can result in lost sales and potentially penalties from corresponding contracts.	●	●	●	○	●	○
Opportunities	**Basic research** Recognizing the benefits of new materials and secondary raw materials at an early stage and integrating them into the production processes has always been a unique selling point, which decisively influences the market position of DRÄXLMAIER. Only with constant basic research can a lead be developed and maintained. Ecological product design is integrated into the basic innovation process.	●	●	●	○	●	○
	Competitive advantage through sustainable products By developing sustainable solutions, existing products can be improved and a long-term competitive advantage can be created.	●	●	●	○	●	○

⊕ Potential positive impact ⊕⊕ Positive impact ⊖ Potential negative impact ⊖⊖ Negative impact

Impacts, risks and opportunities (IROs) related to corporate governance

Material topics are shown in black.

See Chapter ❯ Corporate governance

		Time horizon			Value chain		
		short	medium	long	up-stream	own business	down-stream
Innovation and digitalization							
Impacts	**Contribution to technical progress in the automotive sector** | ⊕⊕ DRÄXLMAIER contributes to technical progress through product innovations.	●	○	○	●	○	●
	Reduction of CO_2e footprint of products | ⊕⊕ Product innovations, such as the use of new recyclable materials, can reduce the product-specific CO_2e footprint. In this way, DRÄXLMAIER helps to protect the climate and environment.	●	○	○	●	○	●
	Increase in process efficiency through artificial intelligence | ⊕⊕ The use of artificial intelligence, for example in quality and plant monitoring in production, increases plant availability; rejects and complaints are reduced. The use of predictive maintenance methods also increases the predictability of maintenance work for maintenance personnel. In addition, the use of generative AI can make administrative and document-based processes more efficient.	●	●	●	○	●	○
Risks	**Innovations are implemented too late or do not become standard** If digital innovations are implemented too late or are not successfully introduced to the market, this can lead to competitive disadvantages. Delays or failures in the implementation of new technologies can affect the efficiency and sustainability of the company, which can lead to financial losses and a weakened market position in the long term. In order to counteract this risk, the pursuit of proactive innovation strategies by DRÄXLMAIER is essential.	○	●	●	○	●	○
	Systems and data are not available in a standardized form in good time If systems and data are not available in a standardized form in good time, this can lead to inefficient processes, increased costs and difficulties in integrating new technologies, and can have an impact on the company's competitiveness.	●	●	●	○	●	○
	Loss of revenue for non-competitive products If customer requirements for sustainable products are not met, market share and revenue losses are at risk.	●	●	●	○	●	○
	Efficiency loss in the absence of digitalization measures Without digital solutions, processes can be slower and more error-prone. This leads to higher operating costs and thus has a negative impact on the productivity and competitiveness of the company.	●	●	●	○	●	○
	Payment in advance Investment in research and development may not pay off.	○	●	○	○	●	○
	Dynamic development of market requirements for sustainability Due to the high dynamics and changing requirements with regard to sustainability, the risk of bad investments or missed market opportunities increases.	○	●	○	○	●	○
Opportunities	**Creating competitive advantages in the field of innovation and sustainability** The use of sustainable products can create competitive advantages.	○	●	○	○	●	○
	Efficiency gains through the use of artificial intelligence The increased use of artificial intelligence enables faster and more efficient processes.	●	●	●	●	○	○

⊕ Potential positive impact ⊕⊕ Positive impact ⊖ Potential negative impact ⊖⊖ Negative impact

Impacts, risks and opportunities (IROs) related to corporate governance

Material topics are shown in black.

See Chapter ❯ Corporate governance

		Time horizon			Value chain		
		short	medium	long	up-stream	own business	down-stream
Product quality							
Impacts	**Reduction of waste and return to the circular economy** | ⊕⊕ Scrap materials are processed directly on site and supplied as raw material or processed by third parties and returned to the utilization cycle.	●	●	●	○	●	○
Risks	**Products do not meet or only partially meet customer requirements** Failure to comply with legal or regulatory requirements for a product, such as in the area of cybersecurity, can lead to restrictions in its use as well as loss of customer confidence.	●	●	●	○	●	○
	Product functionality is not available for the lifetime of the product (warranty) If a product experiences functional impairments during the usage phase, this can lead to loss of trust, legal risks and financial consequences.	●	●	●	○	●	○
Sustainable and safe mobility							
Impacts	**Contribution to the transport and energy transition** | ⊕⊕ By converting the DRÄXLMAIER fleet to emission-free mobility, the use of electric vehicles (BEV) and the operation of a photovoltaic charging infrastructure, DRÄXLMAIER contributes to climate protection and supports the mobility and energy transition.	○	●	●	●	○	●
	Safe mobility | ⊕⊕ Through active fleet management, DRÄXLMAIER makes a contribution to safe mobility. The availability of new vehicles and regular training on safe mobility have led to a reduction in accidents and a higher level of employee satisfaction.	●	●	●	○	●	○
	Strengthening reputation by contributing to the transport transition | ⊕ The activities aimed at making the company's own fleet more sustainable have a positive impact on the company's reputation.	●	●	●	○	●	○
Risks	**Changing legal framework conditions** Sudden changes in the law or the abolition of subsidies can lead to unexpected costs in the fleet.	●	●	●	○	●	○
	Elimination of grants The company will face higher costs over the next few years as a result of the elimination of state subsidies for electric mobility.	●	●	●	○	●	○
	Limited charging infrastructure The charging infrastructure is still limited at an international level, which hampers the development of electromobility and limits the options in fleet management accordingly.	●	●	○	○	●	○
Opportunities	**Elimination of fears and prejudices regarding electromobility** Employees are persuaded of the benefits of electromobility through instructional videos, briefings and positive testimonials from colleagues.	○	●	○	○	●	○

⊕ Potential positive impact ⊕⊕ Positive impact ⊖ Potential negative impact ⊖⊖ Negative impact

Environment

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Waste and water 52

The environment

Protecting the climate and the environment is a task that can only be achieved by working together. It is up to all of us to do our part to ensure that subsequent generations are able to enjoy a future worth living. Based on this understanding, DRÄXLMAIER has attributed great importance to protecting the environment and using energy and resources as efficiently as possible throughout the entire value chain for many years. In addition to ensuring that our production processes are as environmentally friendly as possible, we want to make greater use of the principle of the circular economy in order to conserve valuable resources.

At a glance

- **Scope 1 and Scope 2 emissions continued to fall year-on-year, and CO_2e emissions were reduced by 1,364 t CO_2e compared to the previous year.**
- **Energy management system according to DIN ISO 50001 was introduced and successfully certified at the relevant production sites in Germany.**
- **Material experts have been integrated into the project teams for acquisition and series development in order to supplement the topic of sustainability and to support the evaluation and realization of CO_2e reduction potentials.**

Climate protection and the preservation of the environment are among the greatest challenges of our time. As an international company, the DRÄXLMAIER Group is affected by climate change and its impact in many respects. We are working to reduce the environmental impact of our business and our products and to then keep it as low as possible. Through innovations, continuous process optimizations and the sustainable design of the production sites, we are helping to make our products and our production processes more climate-friendly. As part of our double materiality analysis, we identified the topics of climate protection, energy and resource management and the circular economy as material for DRÄXLMAIER. The topics of waste and water are also part of our reporting. The detailed description of the materiality analysis can be found in the ❯ **Materiality analysis** section.

Responsibility for climate and environmental protection
Climate and environmental protection at DRÄXLMAIER is largely organized on a decentralized basis. The respective specialist functions are required to organize their area of responsibility in a sustainable and responsible manner in accordance with the company values. On-site, EHS specialists ensure compliance with relevant legislation, standards and internal requirements.

Greenhouse gas accounting is carried out by the central sustainability department. Cross-functional topics are coordinated by the Sustainability Committee, which meets monthly. Its chairman reports to the CEO of the DRÄXLMAIER Group on a regular basis. The ❯ **Our sustainability management, Sustainability organization** section contains the relevant details.

Our globally applicable EHS policy sets out specific framework conditions for environmental protection. With the help of a globally standardized EHS management system, which includes all our production sites, the EHS specialists monitor the effectiveness of the respective measures. The relevant key figures are documented monthly and presented and evaluated as KPIs together with economic performance indicators. If these KPIs deviate by more than 15% from the previous month, this has to be explained. The development of all KPIs and EHS aspects is assessed in an annual EHS management review conducted by the managers of the production sites. The individual results are merged initially at regional level and then in a Group review at the headquarters, from which the management derives trends and suitable improvement measures.

We have our production sites audited in accordance with the internationally recognized ISO 14001 standard and follow a defined roll-out plan. Newly built sites are consistently included in the matrix. In the reporting year, the group certification, which currently includes 49 sites (2024: 48), was successfully completed again, so that the corresponding matrix certificate could be issued. In addition, another site confirmed its individual certificate. This means that more than 94% of our production sites are now covered by the ISO 14001 certification.

At all DRÄXLMAIER locations, employees are encouraged to use available resources and raw materials sparingly and to support measures to increase resource efficiency. DRÄXLMAIER has been using the SMT (Sustainability Measure Tracking) tracking tool in its day-to-day operations since 2021. The tool is used to comprehensively record sustainability-relevant activities that serve to increase resource efficiency – in terms of energy consumption (in kWh) as well as logistics costs (in km). These measures may concern building infrastructure as well as production-specific or logistical processes.

Internal organizational measures that raise awareness and act as controls are also mapped. In 2025, numerous optimization measures were initiated again. Each of these measures meets the criterion of sustainable improvement for the respective consumer. 69 measures (2024: 71) have already been successfully completed during the year, with the remaining measures to be implemented in 2026.

Production sites with an environmental management system

	2025	2024	2023
Coverage[1] ISO 14001 certification	94.2%	89.5%	87.8%

[1] All employees at the production sites.

Climate protection

We follow the findings of the United Nations' Intergovernmental Panel on Climate Change (IPCC). Against this backdrop, we want to make our contribution to limiting global warming to 1.5°C and thus comply with the requirements of the Paris Climate Agreement. As part of our climate journey, we have set ourselves a clear target based on the base year 2021: By 2029, we want to reduce absolute CO_2e emissions in our direct sphere of influence, i.e. Scopes 1 and 2, by 66%. We already reached this target in 2023 through the purchase of unbundled energy attribute certificates (EACs) and want to continue to maintain it. The criteria set out in the Science Based Targets Initiative (SBTi) served as a framework for the definition of goals. With this focus, we have been ensuring that our Scope 1 and Scope 2 targets are in line with the latest scientific findings on climate change mitigation.

DRÄXLMAIER is also aware of the responsibility for the greenhouse gas emissions (GHG emissions) generated along the upstream and downstream value chain in Scope 3. However, collecting the relevant data remains a challenge. In particular, the high proportion of directed parts in our production and the limited scope of DRÄXLMAIER to influence the corresponding emissions stand in the way of formulating a target for Scope 3. Nevertheless, we are continuing to work on internal methods and data acquisition processes to make the high complexity of the topic manageable.

Transparent greenhouse gas accounting

To calculate our GHG emissions, we rely on the globally accepted standards of the Greenhouse Gas Protocol. We have chosen the operational control approach for consolidation, meaning that all our locations, over which we have full decision-making power, are part of our consideration. All greenhouse gases identified under the Kyoto Protocol have been included in the calculation. Accordingly, they are reported in CO_2 equivalents (CO_2e). In addition, we also calculate biogenic carbon dioxide and report it separately (out of scopes).

The emission factors used in the accounting process are derived from our own software-based modelling as well as from public databases, made available for instance by the Association of the Automotive Industry (VDA, Emission Factors 2025), the UK Department for Environment (DEFRA, 2025) and the Quantis tool (Scope 3 Evaluator). In Scope 3, we also rely on supplier information, the last alternative being data from external studies. Since 2012, we have been compiling a comprehensive annual calculation on our GHG emissions on this basis.

When calculating the corporate carbon footprint (CCF), we follow the requirements of the GHG Protocol, thereby ensuring that we have a compliant basis for our climate objectives.

In addition, we develop a plant carbon footprint for our production sites – where the majority of our Scope 1 and 2 emissions are generated – which maps the corresponding GHG emissions of each production site. On that basis, we determine a plant emission factor that acts as an indicator for plant-specific performance with regard to GHG emissions and documents the improvement and further development of the plant over time. At the same time, the plant emission factor is used to calculate the product-specific carbon footprint, meaning that the GHG emissions generated in production can be attributed to the individual products. This ensures that plant-specific improvements also impact the carbon footprint of the products made there.

Through the Climate Change Questionnaire, we submit DRÄXLMAIER's GHG emissions footprint to the Carbon Disclosure Project (CDP) on an annual basis. The independent and non-profit organization asks companies each year to disclose their CO_2e emissions and their strategies for dealing with climate change.

In 2025, we participated in the CDP ranking for the 13th time and achieved the score B (previous year: C) on a scale from A [Leadership] to D [Disclosure]. In addition to the climate rating, our activities in the field of water management and our commitment to the protection of forests were also assessed. The results of the CDP water rating can be found in the ❯ **Waste and water** section; the assessment for the protection of forests in the section ❯ **Corporate governance, Supplier relationship management.**

The GHG emissions footprint in detail

In accordance with the GHG Protocol, we consider three areas of influence, or scopes, when accounting for greenhouse gases:

Scope 1 comprises direct emissions from combustion at stationary or mobile units at our own sites, for example the diesel and fuel consumption of our company's vehicle fleet and the consumption of natural gas and oil to generate heat. Scope 1 also includes fugitive gases from refrigeration and cooling systems. A screening for the year 2021 showed, however, that the proportion of GHG emissions from such gases accounted for less than 1% of our total Scope 1 and 2 emissions. As such, we do not consider GHG emissions from volatile gases from refrigeration and cooling systems relevant and have excluded them from our footprint calculation. In 2025, the DRÄXLMAIER Group's absolute Scope 1 emissions amounted to 15,114 t CO_2e, 2% higher than the previous year.

Scope 2 measures indirect emissions that are caused by the purchase of energy. It includes any electricity and district heating we procure. We calculate our Scope 2 emissions from procured electricity in two ways, in accordance with the principle of dual reporting as specified in the "GHG Protocol Scope 2 Guidance". Firstly, we use the location-based method which indicates emissions resulting from the average emission intensity of the national electricity grids, and secondly we use the market-based method in which the emission factors are derived from the contractual instruments of the electricity suppliers.

If no information specific to suppliers is available, the residual energy mix of the relevant country or, if this metric is not available either, the appropriate location-based emission factor is used as a substitute.

The absolute location-based Scope 2 emissions amounted to 123,820 t CO_2e in the reporting year. In the market-based calculation, Scope 2 emissions for 2025 amounted to 6,544 t CO_2e. We calculate the GHG intensity of our activities on the basis of our absolute Scope 1 and 2 emissions in relation to our revenue. For 2025, this results in a GHG intensity quotient of 4.3 t CO_2e/million euros of revenue, and in 2024 it was 4.2 t CO_2e/million euros of revenue.

Our CO_2e footprint includes not only our own GHG emissions, which are directly generated by the energy supply at our sites, but also the indirect GHG emissions of the upstream and downstream value chain, which are caused by our business operations and activities. They are accounted for in **Scope 3**.

The Scope 3 categories relevant to our GHG emissions footprint are purchased goods and services, capital goods, transportation and distribution services, business travel, employee commuting, further processing and end-of-life treatment of the products we sell as well as other fuel- and energy-based activities, provided they are not already included in Scope 1 or 2.

The absolute Scope 3 emissions in the reporting year amounted to 2,626,101 t CO_2e, with the majority being caused by our purchased goods and services. Due to the nature of our industry and our business model, the Scope 3 emissions are many

DRÄXLMAIER Group greenhouse gas emissions[1] in t CO_2e

	2025	2024	Change
Scope 1	15,114	14,796	2%
Scope 2 (market-based)	6,544	8,226	-20%
Scope 2 (location-based)	123,820	142,175	-13%
Total Scope 1 + 2 (market based)	**21,658**	**23,022**	**-6%**

[1] Based on production sites and other sites.

DRÄXLMAIER Group greenhouse gas emissions[1] Scope 3 categories in t CO_2e

	2025	2024
Purchased goods and services	2,214,750	2,588,358
Capital goods	127,841	248,347
Fuel and energy-related emissions (not included in Scope 1 or 2)	8,642	8,811
Transport and distribution (upstream and downstream)	133,056	182,341
Waste	3,211	3,147
Business trips	1,619	2,244
Employees commuting	66,754	71,011
Further processing of sold goods	69,340	75,134
End-of-life treatment of sold goods	889	1,087
Total absolute Scope 3 emissions (market based)	**2,626,101**	**3,180,479**

[1] Based on production sites and other sites.

times higher than our Scope 1 and 2 emissions. Due to the high complexity of determining Scope 3 emissions, we are continuously revising our methods and data acquisition processes. Comparisons with the previous year's figure can therefore only be made to a limited extent.

Employee mobility and logistics

Further levers for influencing CO_2e emissions that DRÄXLMAIER can influence are in employee mobility and logistics.

In order to make its own mobility as sustainable as possible, DRÄXLMAIER relies on three levers: plant buses, fleet and global travel management. The use of the plant buses is organized with the support of software, and therefore contributes to reducing emissions, particularly compared to employees using their own cars. Further GHG savings can be achieved by optimized route planning, as well as through the selection of service providers based on ecological and social criteria. This includes, for example, the use of environmentally friendly vehicles and compliance with the Business partner code of conduct for sustainability in tenders and operations.

In 2025, we continued to drive forward electrification in the DRÄXLMAIER fleet. In Germany, 74% of our vehicles are now electrically powered. In Tunisia, too, we expanded the charging infrastructure for our vehicles in the reporting year. In addition, we have intensively promoted the Charge@Home program in Germany in order to attract our employees to switch to electric vehicles. Employees with company cars can obtain a discounted charging current through the program and also receive a one-time subsidy when installing a wall-mounted charging point. Since Charge@Home can only use electricity from renewable sources, we are making an active contribution to the energy transition and promoting sustainable mobility with this solution.

The photovoltaic system at our headquarters in Vilsbiburg, which was completed in 2020, also makes an important contribution to climate protection. The plant, which was built on the roof of the existing car park, saves around 560 tons of CO_2e annually. The 4,200 PV modules with a total area of around 7,000 m² produced 1,053 MWh of electricity in the reporting year (2024: 925 MWh). The energy generated is used to operate the site and also to charge the batteries of the parked vehicles at over 200 charging points.

We also organize business trips to be as CO_2e-efficient as possible. The selection of service providers and an optimization of the travel routes are the most important factors. Travel service providers are selected based on environmental and social factors. For example, we rely on contract hotels located near our sites, encourage travelling by rail, taking direct flights instead of transfer connections and using rental car providers with modern vehicle fleets which have the lowest possible CO_2e emissions. At the same time, in 2025, the settlement of travel expenses was mapped in a comprehensive digital tool.

Car park with over 200 charging stations at the main site in Vilsbiburg, Germany

Green Logistics helps the climate and the environment
Since 2010, the Green Logistics concept has been helping to make the company more sustainable. Following this vision, DRÄXLMAIER is focusing on two key strategic approaches: avoiding effectively unnecessary elements in the logistics process and increasing efficiency in the processes. The aim is to achieve the most resource-efficient transport planning possible through appropriate management and to bring raw materials and products to their destination in a more climate-friendly manner.

In order to increase energy efficiency and avoid CO_2e emissions, DRÄXLMAIER continuously reviews and improves national and international transport structures. The utilization of the transports is continuously improved by increasing the filling levels, the stackability in the trailer or the reduction of the delivery frequency. If the load capacity is sufficient, general cargo loads are converted to full truck loads in order to reduce the number of journeys and thus the necessary energy requirements. In addition, DRÄXLMAIER aims to reduce the distances to be traveled, with the potential not only for the targeted promotion of direct journeys and minimization of intermediate hubs, but also for optimizing the routing of routes.

In addition, environmentally friendly drive technologies contribute to reducing emissions in logistics processes. Since October 2024, a customer of the DRÄXLMAIER battery plant in Leipzig has been supplied with three fully electric semitrailers in just-in-sequence traffic. The batteries are charged directly when the semitrailer is loaded and unloaded with electricity from renewable resources. The CO_2e savings potential compared to conventional diesel drives is up to 95%. In 2025, progress was made with the transformation of drive concepts. Meanwhile, eTrucks are even used on medium-sized distances of up to 350 km. There is also potential for avoiding emissions in the choice of the appropriate means of transport. One example of this is the use of combined transport: by loading containers from road to rail, positive effects can be achieved, especially on busy routes. For example, DRÄXLMAIER has been using the rolling highway (RoLa) over the Brenner Pass for several years.

In addition to the operational benefits, the strategic approach and consistent optimization of our transport logistics in 2025 also have a measurable environmental impact: in total, the various measures have reduced the burden on the climate by around 2,244 tons of CO_2e.

DRÄXLMAIER Group emissions per mode of transport[1] in tons of CO_2e

	2025	2024
Air	15,721	21,541
Rail	218	266
Road[2]	105,556	142,305
Sea	11,561	16,778
Total	**133,056**	**180,890**

[1] The emission factors of the Global Logistics Emissions Council (GLEC) were used for the calculation.
[2] Includes the alternative fuels bio-LNG and HVO as well as the alternative propulsion type electric.

Electric truck for transporting high-voltage batteries

Energy

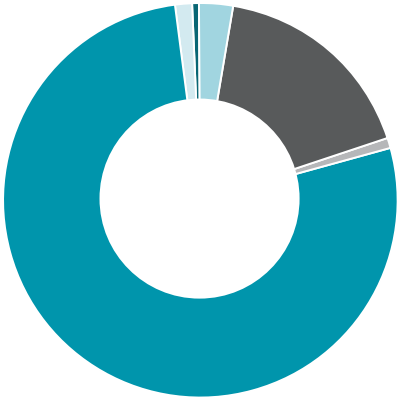
For a manufacturing company like DRÄXLMAIER, energy consumption is a key factor in reducing the CO_2e footprint in the face of climate change. We therefore focus on continuously increasing in energy efficiency, expanding our own renewable energy production and on increasing the proportion of electrical energy from renewable resources, "green electricity", in our total consumption. Our globally applicable EHS policy sets out specific conditions for this.

Energy management system established

In 2025, we established an energy management system at the relevant production sites. It was based on the results of a workshop in which the existing organizational structures of energy management were identified and potentials for optimization derived. This resulted in a concrete target image for our energy management and the organizational framework, which included the newly created function of a central energy manager. The position was filled in early 2025. In the future, the guidelines and specifications for the collection of energy data and for energy management will be coordinated and further developed via the site infrastructure unit.

Of particular importance in this context are certified energy management systems according to DIN ISO 50001, which we are gradually establishing at our relevant production sites. In 2025, the German sites of LISA DRÄXLMAIER GmbH and ELDRA Kunststofftechnik GmbH were successfully certified externally to ISO 50001 for the first time.

DRÄXLMAIER Group's energy use by energy source in MWh



	2025	2024
Fuels (diesel, gas)[2]	11,212	13,609
Natural gas[1]	61,145	58,145
Heating oil[1]	5,144	2,536
Electrical energy[1]	273,929	298,187
District heating[1]	4,200	1,730
Self-generated electrical energy from renewable resources[1]	1,744	1,544
Total energy use	**357,374**	**375,752**

[1] Based on production sites.
[2] Based on production sites and other sites.

We use both internal and external guidelines for the systematic collection and monitoring of energy data as a basis for improving our sustainability performance and for controlling our climate and environmental protection goals. Since 2025, a global energy policy has defined specific framework conditions for implementing an appropriate energy management system. In order to create a transparent database on energy consumption at our sites in the future and to derive potential for efficiency measures, the establishment of a global energy monitoring system (EnMos) was begun in the reporting year. The pilot site was the company headquarters in Vilsbiburg, which will be followed by other locations.

Energy consumption

In 2025, the DRÄXLMAIER Group used a total of 357,374 MWh (2024: 375,752 MWh). Essentially, this was electrical energy, including electricity that we generated ourselves with our photovoltaic systems. Natural gas and heating oil were used to generate heat, and diesel and petrol were also used. We also obtain district heating at our sites in Böblingen and Piteşti, Romania.

Energy efficiency

A key objective of our activities is the continuous increase of energy efficiency. We use company-wide measurement and control of energy use as a basis. To this end, we conducted potential analyses at our energy-intensive sites. In doing so, we did not limit ourselves to identifying short-term improvements that could be implemented quickly; we specifically examined complex fields of action that are related to or relevant to the subject of energy.

In order to use energy as responsibly as possible, various technologies are used at DRÄXLMAIER. The spectrum ranges from energy-saving LED lighting and modern cogeneration units with combined heat and power and efficient refrigeration technology to solar thermal systems and photovoltaic systems for the production of our own electricity. In addition, we reduce the energy consumption of our production facilities, for example by using intelligent switch-on and switch-off concepts. EHS specialists monitor the effectiveness of efficiency measures at all sites.

In total, a total saving of 3.26 million kWh was achieved in 2025 (2024: around 4 million kWh). This shows that the marginal benefits of the respective measures are diminishing as progress is made in the realization of savings potential. The savings measures are increasingly competing with other investment projects, such as the costs of developing products or expanding plants. The largest energy saving in 2025, at 419 MWh, was achieved at the Duncan site. At test plants, the runtime of central refrigeration plants could be reduced by implementing smaller decentralized cooling units.

We expect significant savings from the results in the coming years, including the following measures:

- **Base load reduction at all production sites (Power Base Load)**

All production sites worldwide have a high electrical base load of up to several 100 kW, because many consumers – for example IT systems, lighting, ventilation, compressed air generation, fire alarm systems – are in operation all through the year. The Power Base Load program, which was launched throughout the company in 2024, now aims to determine which of these consumers really need to be switched on – and which can be switched off at weekends, for example. In 2025, for example, the Jelenia Góra site achieved significant savings after successfully optimizing the base load – 333 MWh less energy is now required at this site every year.

- **Sustainable optimization of production conditions**

Even comparatively small measures can lead to significant savings in total – for example by optimizing lighting at workplaces, eliminating unnecessarily high pressure levels for compressed air generation, avoiding too high or too low room temperatures in work and storage areas and avoiding too high or too low process temperatures in injection molding and cooling processes. In the year under review, annual electricity consumption was reduced by up to 100 MWh per measure.

- **Energy tours and potential analyses**

In-house energy experts from the sustainability team and their colleagues from the local maintenance teams are examining where further potential for energy savings can be found that can be realized in future efficiency projects. Implementation began in 2025 and the aim is to carry out appropriate tours and analyses at all relevant DRÄXLMAIER Group locations in the course of 2026.

Rooftop photovoltaic system at the production site in Jemmal, Tunisia

Electricity from renewable sources

We are systematically switching the supply of our sites from fossil fuels to electrical energy from renewable sources. First and foremost, we generate our own electrical energy from renewable sources, which we are consistently expanding further. In May 2025, a photovoltaic system with an installed capacity of 432 kWp was put into operation on the roof of the DRÄXLMAIER site in Jemmal, Tunisia. In the reporting year, the total connected load of the PV systems installed at our sites increased to 8,698 kWp (2024: 7,843 kWp).

Green electricity and direct contracts for renewable energy

To a large extent, we obtain electrical energy from renewable resources, "green electricity", via the global electricity market, provided that it meets the criteria we have defined. We focus on direct contracts (Power Purchase Agreements; PPAs) with renewable energy producers and green electricity tariffs. The amount of electrical energy from renewable resources purchased by DRÄXLMAIER may only be credited to DRÄXLMAIER and may not be sold to any other customer. Part of the proceeds from electricity purchases must also be used to promote the expansion of renewable energies. In addition, we attach great importance to the independent verification of the information provided by the electricity provider during certification. We also favor suppliers who are not involved in the planning and operation of coal and nuclear power plants and who minimize the negative environmental impact of their generation plants.

By anchoring these requirements in the purchasing processes, we are systematically converting all our plants to renewable electrical energy and at the same time promoting its expansion worldwide. If it is not possible to generate our own electricity or purchase green energy, we retrospectively make the electricity consumption at our production sites green by purchasing unbundled energy attribute certificates (unbundled EACs). After the proportion of purchased electrical energy from renewable resources rose to 100% in 2022 through the purchase of electricity certificates for our production sites, we purchased sufficient certificates in 2025 to maintain this level.

Composition of the electrical energy[1] used by the DRÄXLMAIER Group in MWh

	2025	2024
Consumption of externally sourced energy	**273,929**	**298,187**
of which purchased electrical energy from renewable resources	273,929	298,187
of which purchased electrical energy from fossil fuels	0	0
Consumption of self-generated energy	**5,098**	**4,497**
of which self-generated electricity from fossil fuels	3,354	2,953
of which self-generated electricity from renewable resources	1,744	1,544
Total electrical energy	**279,027**	**302,683**

[1] Based on production sites.

Use of resources and the circular economy

In order to contribute to climate and environmental protection, resources must be used as efficiently as possible and GHG emissions must be minimized throughout the entire value chain. The aim is to reduce material intensity in the manufacture of products, increase the recyclability and dismantlability of our own products and maximize the use of reusable materials. In addition to optimizing emissions, DRÄXLMAIER is working on concepts for the circular economy and on specific solutions to increase circularity by reducing materials, reducing the number of parts and using alternative connections.

Resource inflows, including resource use

Ecological product design

The environmentally friendly design of our products focuses on the selection of materials and components, product design, logistics and the energy required for production. The corresponding principles are set out in detail in the respective process descriptions. The following aspects in particular are taken into account:

- Reduced material variety and complexity, fewer parts
- Use of the most eco-friendly, reusable raw materials possible
- Consistent use of lightweight construction options
- Customer-specific disassembly options
- Process optimizations

DRÄXLMAIER is systematically building up expertise in order to further advance the environmentally friendly design of its products. Since 2025, material experts have been supporting the project teams in acquisition and series development in the evaluation and realization of CO_2e reduction potentials. This enables us to offer our customers more sustainable products with a lower carbon footprint as early as the acquisition phase. At the same time, "commodity experts" were established in purchasing for relevant material groups. Together with the material experts in product development, they form what are referred to as "sustainability expert teams". The aim is to develop procurement strategies for more sustainable materials and to implement them together with the respective suppliers.

With our measures, we want to target where our actions have the greatest impact. For this reason, we have identified and evaluated the levers available for emission reduction for selected products on the basis of CO_2e footprints (based on DIN EN ISO 14040/44/67). It was shown that we can contribute to climate protection above all through the selection of materials and components as well as a corresponding product design and thus also promote the principle of the circular economy.

The various aspects of sustainability are already incorporated into the basic development of materials and processes – and thus at a very early stage – in product development. All DRÄXLMAIER Group's basic projects undergo specific sustainability assessments in the four phases of the innovation process. Starting with the development of a checklist of ecological product and process design, further aspects follow that enable a holistic view of the material or process. The goal is a comprehensive material and process characterization, in which, in addition to the calculation of the CO_2e footprint, the origin of the material, lightweight construction potentials or the increase in efficiency are also considered. A special focus is placed on reuse concepts that enable a circular economy. The increased use of resources that are as resource-efficient as possible for DRÄXLMAIER, especially for metals and plastics, plays a major role. In recent years, we have already been able to achieve a recycle material content of up to 100% in the interior sector for amorphous and semi-crystalline plastics. Polypropylene in particular is a very promising semi-crystalline material for reasons of sustainability and cost. DRÄXLMAIER is developing suitable polypropylene types for interior applications.

Renewable raw materials

For several years now, the DRÄXLMAIER Group has been using renewable raw materials in series production projects. We consider ourselves a reliable systems supplier, in particular for door panels and center consoles. In 1999, we used natural fibers in a door panel for the first time. Numerous series projects for a large part of our customers have followed up to this day.

Over time, we have been able to further optimize the process: for example, up to 55% of door panels, side panels and center consoles are made of natural fibers such as flax, hemp or kenaf fibers. In addition, the matrix embedded in these fibers in various components consists entirely of recycled (post-industrial) polypropylene. This means that the entire component is made of environmentally friendly materials and is also around 30% lighter than corresponding comparable components. In 2026, a natural fiber instrument panel will go into series production.

The criteria for the use of renewable raw materials comply with the requirements of the Supply Chain Due Diligence Act (LkSG). Among other things, these stipulate that the cultivation, harvesting and processing of renewable raw materials throughout the supply chain must comply with the applicable laws and all internationally recognized labor and social standards, especially with regard to respecting human rights. Last but not least, the topic of resource conservation is also taken into account. A concept is currently being developed to ensure that pre-consumer waste is returned to the production process. To this end, three scenarios will be tested, which will be adapted to the country-specific production sites and regional conditions. For example, it is possible to reuse the material internally in the same processing process or as an injection molding material for small components of the same assembly. Alternatively, the material can be sold and used outside the automotive sector.

In order to reduce the CO_2e footprint of new products, newly developed surfaces made of renewable raw materials and recycled plastic are tested with various suppliers for the basic suitability in the automotive sector. In 2025, the focus was on recycled leather surfaces. When using genuine leather surfaces in the automotive sector, large residues are produced by cutting out the target contour. This waste is picked up by suppliers, crushed and mixed with plastics to create a new, recycled leather surface. This is made of 55% recycled leather and has a very low CO_2e footprint compared to real leather.

As early as 2024, a surface made of 100% recycled PET had already shown itself to be promising, which was adapted in 2025 in cooperation with an OEM and the surface supplier for the automotive sector. The base material of the surface consists almost entirely of recycled PET. In connection with the PES mono-material carrier already developed by DRÄXLMAIER, a complete mono-material system consisting

17.2%

Proportion of recyclates in our purchased plastic granules.*

15.8% in 2024

*In the E-Mobility Systems and Interior Systems segments.

Future sustainable car materials

As part of the consortium project "Future Sustainable Car Materials", DRÄXLMAIER is participating in the development of new approaches to the use of sustainable materials. Under the leadership of the BMW Group, research institutions and companies from various industrial sectors are cooperating in this project to strengthen the recycling system for metals and plastics across the automotive value chain. The project is funded by the Federal Ministry for Economic Affairs and Climate Action and is scheduled to be completed in 2026.

The partners have the common goal of reducing the CO_2e footprint in the extraction, processing and recycling of materials by developing more sustainable materials. In line with the principle of the circular economy, it is important to introduce as high a proportion of secondary materials as possible into the cycle, since these are significantly less CO_2e-intensive than primary materials. In addition to the recycling of plastics and metals, the focus is also on new types of bio-based materials.

It is already possible to predict that the goals set will be achieved by the end of the project. Thus, a bio-material was found which, due to its performance, is suitable for use in structural components and also requires a smaller installation space. The lightweight potential compared to the currently used materials is up to 20%. In addition, new composite techniques enable the components to be almost completely separated, so that their recycling into the material cycle is possible.

In the research project, DRÄXLMAIER is also committed to designing components and assemblies that are suitable for recycling ("Design for Recycling"). This means that the process and logistics requirements for disassembly, dismantling and material processing are already taken into account when the product is created. The Catena-X data ecosystem provides the necessary data format for the digital fingerprint of the materials and serves as a platform for collaboration.

of decor, carrier and fastening elements is created. In this way, expensive separation processes at the end of the product life cycle can be avoided and cost-effective reuse is made possible. As PET has already been recycled in many countries, it can be used worldwide, recycled locally and also reused.

Use of secondary materials
Copper is a key raw material use in electrical systems and component systems. Secondary materials can be utilized here with hardly any problems because of the material properties. In the case of technical components, we continue to pursue the goal of sustainable material substitution, i.e. replacing polyamide with polypropylene or using biopolymers. This is how we want to achieve further CO_2e savings without compromising the specified requirements for the individual components.

Process optimizations in resource use
Process optimizations have also led to further CO_2e savings in 2025. For example, a previously flocked component will in future be provided with felt in order to simplify the exchange of the surface material during dismantling and thus increase the recyclability of the material used. In future, the adhesives used will preferably be purchased from local manufacturers in order to achieve CO_2e savings by eliminating transport, logistics and storage capacities. At the same time, the adhesive for the flock material is produced without solvents and instead water is used, so that in some cases up to 60% CO_2e can be saved. In addition, tests were carried out in 2025 to dispense with the existing solvent-based release agent in the foaming process for selected component geometries in the future and to use reusable auxiliary materials instead.

Examples of ecological product design in the segments

Electrical Systems – focus on installed materials
In the Electrical Systems segment, around 80% of product-related CO_2e emissions are attributable to the materials used. Based on this finding, strategies for ecological product design for basic and series development have already been derived.

The transition to sustainable vehicle wiring systems is being significantly accelerated by rising raw material prices, new regulatory requirements and increasing environmental awareness – and DRÄXLMAIER is making targeted use of its expertise to help shape this transformation. In 2025, for example, DRÄXLMAIER took part in the "Green electrical system" working group in order to promote sustainable solutions for vehicle wiring system production. Together with other industry partners, the company is committed to introducing ecological materials, developing innovative recycling methods and significantly reducing CO_2e emissions along the entire value chain.

In the reporting year, DRÄXLMAIER implemented specific product optimizations to further reduce material consumption and environmental impact. The shortening of cable lengths for purchased parts has made it possible to measurably reduce the amount of material used. This adaptation leads to less waste in production and at the same time improves the carbon footprint along the value chain. The measure shows how technical optimizations make a direct contribution to more resource efficiency and sustainability. DRÄXLMAIER will further expand this approach and identify additional potential.

Analysis of the recycled content in plastic parts has shown that existing set parts, due to their cross-vehicle use, hardly contain any recycled material, since material changes usually require complicated re-qualification. Therefore, especially the new development of components offers great potential for the use of recyclates. In order to advance this topic in a targeted manner, several Techdays with suppliers were held in 2025, focusing on sustainability and recyclates.

Interior Systems – choosing plastic over magnesium
In specific applications, especially in the interior sector, the use of plastic instead of magnesium die-casting can enable a CO_2e saving of about 90%, according to industry analyses. This is achieved – with similar strength requirements – by a significantly lower energy input in production. In addition to the previously validated components such as the cockpit cross member, the substitution of magnesium by plastic is also planned for other components in the instrument panel in 2026.

E-Mobility Systems – key factor for sustainable mobility
DRÄXLMAIER supports the transformation process in the automotive industry with innovative and sustainable products – from electrical and electronic components to complete high-voltage batteries. This includes the use of low-emission materials, a circular product design and efficient, intelligent systems in the low-voltage and high-voltage vehicle wiring system. It is important to strike a balance between the application of internal, legal and customer-specific sustainability requirements on the one hand and the implementation of

resource- and energy-efficient product solutions with safety-relevant functions on the other. For this purpose, material-specific and production-specific requirements for the realization of competitive products are constantly compared and evaluated.

When selecting materials, the CO_2e emission values, the recycling rate or the use of biopolymers are always taken into account and compared with the product-specific material requirements. Potentially more sustainable materials are validated internally and presented to the customer, so that substitution can be carried out taking into account technical and economic criteria.
The product quality and availability of the metals or polymers considered as well as the safety of the application are absolute priorities. In addition, we continuously ask our suppliers to meet the country-specific overarching sustainability requirements of DRÄXLMAIER or to proactively submit proposals for sustainable solutions.

We contribute to a more sustainable automotive industry by further developing our modular systems for battery systems and charging sockets and by continuously improving the associated manufacturing procedures and processes. In particular, the focus is on aspects such as fast charging performance, service life, safety, dismantling capability and reuse options to increase the benefit of our HV systems. With the help of existing and future basic projects in these areas, we want to consistently further optimize the sustainability of our products.

In 2025, DRÄXLMAIER reached a milestone for fast charging as part of a central vehicle project of a German premium manufacturer. As a system developer and series supplier for the 800-volt platform, DRÄXLMAIER has developed a high-voltage double rail including the country-specific charging socket for the first time. The DC charging power ranges up to 400 kW, so that up to 370 km of range can be recharged in ten minutes.

The aluminum rails required for the system are manufactured in the respective regions, coated with insulation material and processed at DRÄXLMAIER locations into high-voltage double rails. The charging sockets are also manufactured on site. Local production results in lower transport emissions, and raw materials that are extracted locally in the respective production markets are also used. In preliminary development projects, further optimization options are constantly being examined, in particular with regard to lightweight construction and recyclability, the use of alternative materials and the more sustainable design of the production processes.

Finishing of the sheathing of aluminum rails at the Braunau plant, Austria.

Resource outflows related to products and services

Sustainable packaging logistics

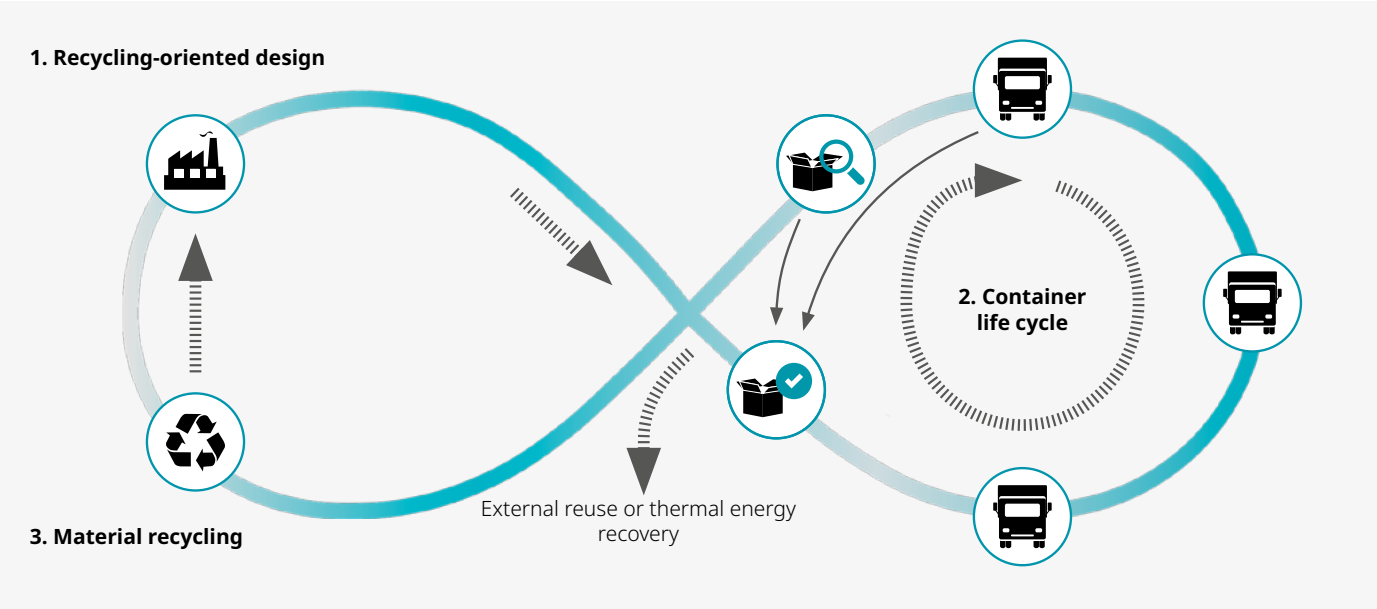
In packaging logistics, more than 27 million returnable containers in over 2,000 different variants are in use at the DRÄXLMAIER Group worldwide. This makes container management a complex task, in which it is important to keep an eye on the entire life cycle of the containers – from raw materials to recycling. Various container information and control systems are used to monitor and proactively control storage and transit stocks in real time.

The use of reusable instead of disposable containers can also result in great savings potential in the overall concept – while taking into account the necessary return transport of empties. In addition, scrapping and new purchases can be avoided if packaging is reused at other locations or in further projects. With this in mind, standard RepakL containers and Euro pallets are being repaired and reused in Romania, Tunisia and Germany. In Germany, DRÄXLMAIER has commissioned the Landshut Werkstätten (workshops) for this purpose, thus also promoting the vocational and social rehabilitation of people with disabilities.

In the future, the focus will be on further optimizing the climate compatibility of packaging materials through alternative materials or recyclates. In this case, primary materials are also to be replaced by secondary materials, so that less or more climate-friendly material can be used with the same technical load-bearing capacity. In the medium term, DRÄXLMAIER expects packaging to become much more climate-friendly, particularly through the further expansion of the circular economy.

In total, the targeted further development of our packaging logistics also made a significant contribution to climate protection in 2025. In total, emissions of around 1,386 tons of CO_2e were avoided.

Closed loop process description



Waste and water

Waste

The volume and type of waste and recyclable materials generated across all sites of the DRÄXLMAIER Group are important indicators of our material requirements and sustainable material use throughout the organization. We want to minimize the associated environmental impact and comply with all related legal requirements. For several years now, we have been using an extensive database to record the relevant data, which provides us with an overview of all types of waste and recyclable materials generated worldwide and forms the basis for our Group-wide waste management reporting. The continuous evaluation of this data down to the site level allows us to identify material waste, analyze its causes and set out appropriate measures and concepts to avoid waste and prevent resource wastage.

At DRÄXLMAIER, the principle of prevention before recycling applies. In addition to the use of raw materials, recycling also refers to the direct re-use of goods. This approach is supported by concepts such as a company-wide equipment exchange for the reuse of second-hand goods between the sites.

Where it is not technically feasible to avoid or reuse waste, we strive to constantly increase the recycling rate and the recyclability of our waste. For example, we separate, collect and then recycle waste and recyclable materials as accurately as possible. In 2021, a binding recycling quota was adopted for all production sites, which is to be increased continuously until 2030. The ❯ **Our sustainability approach, Sustainability management** section contains the relevant details.

We cooperate as far as possible with certified waste management companies, from which we require proof of recycling. In new tenders, we focus on sustainable, regional partners throughout and favor the disposal companies with the best recycling rates. Landfilling of waste is avoided wherever possible.

The total volume of waste generated by the DRÄXLMAIER Group in the reporting year was 39,042 tons (2024: 44,269 t).

DRÄXLMAIER Group's waste and recyclable material disposal[1] in tons

	2025	2024
Residual waste	5,636	5,260
Plastic waste	8,622	10,904
Paper and paperboard	8,559	9,439
Wooden pallets	5,717	5,837
PE foil waste	159	222
Other	10,350	11,761

[1] Based on production sites.

Waste generated[1] by the DRÄXLMAIER Group in tons

	2025	2024
Hazardous waste	1,342	2,873
Non-hazardous waste	37,700	41,396
Total waste generation	**39,042**	**44,269**

[1] Based on production sites.

Jelenia Góra: Waste recovery optimized

At the Polish site Jelenia Góra, measures to improve waste management were implemented over several years. In 2025, the focus was on further increasing the waste recovery rate. This goal was achieved, among other things, through the consistent recycling of leather waste and the precise sorting of small plastic parts in the injection molding area in order to optimize the recycling of the residual materials produced there. Contaminated packaging is cleaned, adhesives and metals separated. In addition, plastic material is separated from rolls in the cutting area, resulting in recyclable paper streams.

Water

Although DRÄXLMAIER is a manufacturing company, we do not use water intensively in the production sites. Nevertheless, the economical use of water as a resource is a matter of course for the DRÄXLMAIER Group. The sanitary facilities at our sites account for the highest consumption. To save water there, we install water-saving fittings and ensure that we have efficient installations, taking into account aspects of potable water hygiene. We also use water for closed cycles, for example in heating and cooling systems.

We apply our management systems to systematically monitor freshwater consumption and wastewater discharge, the associated soil and groundwater contamination, and the handling of environmentally/water-hazardous substances. Should an incident occur, we immediately eliminate and document the issue. In 2025, the water consumption of the DRÄXLMAIER Group was 587,155 m^3 (2024: 641,379 m^3).

In 2025, we took part in the water rating of the non-profit organization CDP for the fifth time. The assessment considers how transparently companies report on their water management activities and how they reduce risks such as water scarcity. In terms of water safety, DRÄXLMAIER was rated with a score of C on a scale from A to D.

Responsible use of water at our sites

In site-specific water saving initiatives, we rely on rainwater catchment basins to replace valuable fresh water in certain applications. In recent years, various construction measures for optimized water use have been implemented in Tepic, Mexico, as well as in Jemmal and Siliana, Tunisia. At the Tunisian sites, these serve the additional goal of being able to provide sufficient water to ensure the operation of the sanitary facilities for up to two days, even in times of water-rationing measures imposed by state authorities. A system with a rainwater cistern for sanitary purposes and outdoor irrigation is also being installed at the new Tunisian site in Sousse-Hub. The use of rainwater is to begin in the first half of 2026.

Saving water where it is particularly scarce

A project at the DRÄXLMAIER site in Zaouiet Sousse, Tunisia, shows how water can be handled responsibly in a water-scarce region. There, the previously unused condensate from the air conditioning systems is collected on the roofs and fed to the site's own water tank, which is connected directly to the sanitary network. Every year, around 1,441 m^3 of water can be recovered and fresh water consumption is reduced by around 23%. With this project, DRÄXLMAIER is once again demonstrating how water management can be implemented in practice, especially in water-scarce regions – and how simple measures can often have a major impact.

Building dams together

In August 2025, more than 30 employees of DRÄXLMAIER Thailand took part in an environmental campaign in the Khao Yai Da forest area in Rayong province. The area is one of the country's most important water catchment areas and has been repeatedly affected by droughts and forest damage in recent years. The aim of the measure was to slow down the flow of water by building small dams, to keep moisture in the forest and thus to contribute to the stabilization of the local ecosystem.

After a technical introduction to construction and safety aspects at the Manchan Learning Center, the participants worked in several teams at selected locations in the forest. Some 60-centimeter-high dams were built from natural materials such as stones, branches and soil, which blend into the environment and reduce erosion. The action is part of an ongoing effort to strengthen the environmental functions of the area in the long term and to combine environmental education with practical measures.

Construction of control dams for sustainable water catchment areas, Thailand.

Overview of absolute environmental indicators of the DRÄXLMAIER Group, as at 12/31/2025

	Unit	2025	2024	2023
Sites				
Production sites[1]	Number	58	55	59
Other sites (e.g. administration, logistics, development, sales)	Number	41	43	39
Management systems[2]				
ISO 14001	Number	49	48	45
ISO 45001	Number	47	46	41
Greenhouse gas emissions[3]				
Scope 1	t CO_2e	15,114	14,796	16,447
Scope 2 (market-based)	t CO_2e	6,544	8,226	7,215
Scope 2 (location-based)	t CO_2e	123,820	142,175	144,690
Total Scope 1 + 2 (market-based)	t CO_2e	21,658	23,022	23,662
Total Scope 1 + 2 (location-based)	t CO_2e	138,934	156,971	161,137
Scope 3	t CO_2e	2,626,101	3,180,479	2,988,312
Out of scopes[3]				
Biogenic emissions	t CO_2e	9,226	10,061	10,129
Energy sources				
Fuels (diesel, gas)[3]	MWh	11,212	13,609	14,883
Natural gas[2]	MWh	61,145	58,145	65,881
Heating oil[2]	MWh	5,144	2,536	1,889
Electrical energy[2]	MWh	273,929	298,187	300,584
District heating[2]	MWh	4,200	1,730	1,686
Self-generated electrical energy from renewable resources[2]	MWh	1,744	1,544	1,454
Total energy use	MWh	357,374	375,752	386,376

[1] Production sites that are included in the calculation of the corporate carbon footprint.
[2] Based on production sites.
[3] Based on production sites and other sites.

Overview of absolute environmental indicators of the DRÄXLMAIER Group, as at 12/31/2025

	Unit	2025	2024	2023
Composition of the electrical energy used[1]				
Purchased electrical energy from renewable resources	MWh	273,929	298,187	285,601
Purchased electrical energy from fossil fuels	MWh	0	0	0
Self-generated electrical energy from fossil fuels	MWh	3,354	2,953	3,733
Self-generated electrical energy from renewable resources	MWh	1,744	1,544	1,200
Total electrical energy	MWh	279,027	302,683	290,535
Waste[1]				
Hazardous waste	t	1,342	2,873	1,213
Non-hazardous waste	t	37,700	41,396	33,184
Total waste generation	t	39,042	44,269	34,398
Water[1]				
Total water consumption	m^3	587,155	641,379	606,218

[1] Based on production sites.

Overview of specific environmental indicators of the DRÄXLMAIER Group, as at 12/31/2025

	Unit	2025	2024	2023
Sites				
Production sites[1]	Number	58	55	59
Other sites (e.g. administration, logistics, development, sales)	Number	41	43	39
Management systems[2]				
ISO 14001: Coverage of all employees of the production sites	Percent	94%	90%	88%
ISO 45001: Coverage of all employees of the production sites	Percent	93%	87%	82%
DRÄXLMAIER Group revenue				
Revenue per year	Million euros	5,000	5,500	5,600
GHG intensity[3]				
Scope 1 + 2	t CO_2e/million euros	4.3	4.2	4.2
Energy sources				
Fuels (diesel, gas)[3]	MWh/million euros	2.2	2.5	2.7
Natural gas[2]	MWh/million euros	12.2	10.6	11.8
Heating oil[2]	MWh/million euros	1.0	0.5	0.3
Electrical energy[2]	MWh/million euros	54.8	54.2	53.7
District heating[2]	MWh/million euros	0.8	0.3	0.3
Self-generated electrical energy from renewable resources	MWh/million euros	0.3	0.3	0.3
Total energy consumption	MWh/million euros	71.5	68.3	69.0

[1] Production sites that are included in the calculation of the corporate carbon footprint.
[2] Based on production sites.
[3] Based on production sites and other sites.

Overview of specific environmental indicators of the DRÄXLMAIER Group, as at 12/31/2025

	Unit	2025	2024	2023
Composition of the electrical energy used[1]				
Purchased electrical energy from renewable resources	MWh/million euros	54.8	54.2	53.7
Purchased electrical energy from fossil fuels	MWh/million euros	0.0	0.0	0.0
Self-generated electrical energy from fossil fuels	MWh/million euros	0.7	0.4	0.4
Self-generated electrical energy from renewable resources	MWh/million euros	0.3	0.3	0.3
Total electrical energy	MWh/million euros	55.8	55.0	54.4
Waste[1]				
Specific (total waste/production minute)	g/min	13.5	14.7	12.9
Water[1]				
Specific (total use/minute present)	m^3/min	0.1	0.1	0.1

[1] Based on production sites.

Social commitment

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Social commitment

DRÄXLMAIER is a family-owned company with a tradition spanning over 65 years. This gives us a special responsibility toward the people who support us as a company. This applies above all to our employees, for whom we want to be an attractive employer. However, we also set high standards for working conditions in our supply chain. At the same time, we want to be a good neighbor at our locations around the world and contribute to sustainable development of society locally.

At a glance

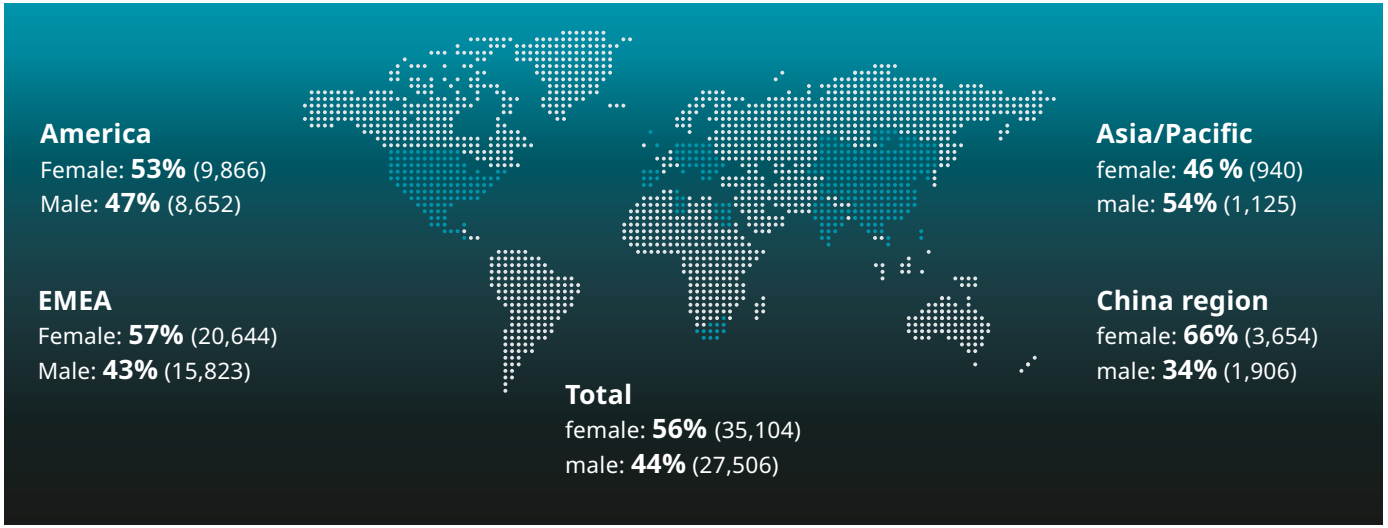
- **Accident frequency continues to fall: accident rate (LTIR) reduced to 0.38 (2024: 0.47).**
- **65% of suppliers have been certified with ISO 14001 environmental certificate.**
- **"Industrial Electronic Engineering" course initiated in Tunisia.**

Employees

At the end of the reporting year, our workforce comprises 62,610 employees (12/31/2024: 70,601) of 87 (2024: 84) different nationalities. We take our responsibility as an employer seriously and offer our employees fair remuneration that reflects their performance and responsibility. At the same time, we attach great importance to health and safety at work in order to ensure the well-being and long-term employability of our employees. As an attractive employer, we want to support our employees and thereby strengthen their commitment to the company. We offer numerous opportunities for personal and professional development – across all hierarchical levels and at all our locations worldwide.

In short: we want to be a top employer and be perceived as such, because we want to continue to attract talent and experts moving forward. As part of our double materiality analysis, we identified the topics of appropriate remuneration, occupational health and safety and the employees in the value chain as essential for the DRÄXLMAIER Group. The topics "Other aspects of employer attractiveness and society" are also included in our reporting. The detailed description of the materiality analysis can be found in the section ❯ **Materiality analysis.**

Employees of the DRÄXLMAIER Group by region and gender[1]



[1] Due to lack of data, no information can be provided about the employee group "diverse".

Responsibility for the employees

At DRÄXLMAIER, personnel management is managed centrally by Human Resources. Since April 1, 2025, this area has been the responsibility of Board member Stefan Brandl, Vice Chairman and CEO. At a local level, responsibility for personnel lies with the respective site managers or executives. Regular surveys for the HR managers at the locations ensure compliance with standards and laws. An internal complaints process and an external whistleblower system ensure that complaints are followed up. The results of the surveys and the measures derived from them are summarized in a management report and regularly presented to the CEO. Once a year, the Group's risk management system also checks for possible risks in relation to the violation of social standards at the locations. In order to increase efficiency and service quality, we are working on the further digitalization of the HR service offering.

Clear standards for working conditions

The DRÄXLMAIER Group fulfills numerous standards and voluntary commitments to meet its own demands for social sustainability. For example, we are committed to consistent compliance with internationally applicable labor standards and regulatory requirements for the protection of decent working conditions. This includes, in particular, provisions on the prevention of human trafficking, forced labor, labor exploitation and modern slavery as defined in international conventions such as

- the ILO Declaration on Fundamental Principles and Rights at Work
- the OECD Guidelines for Multinational Enterprises
- the UN Guiding Principles on Business and Human Rights, and the ten principles of the Global Compact

Human rights violations and labor compliance violations are not tolerated under any circumstances and are subject to clearly defined sanctions and escalation mechanisms. In addition, we ensure transparency regarding all implemented measures to ensure fair and safe working conditions within our global supply and value chain, including due diligence processes and continuous monitoring and reporting.

We have committed ourselves to the principles of our actions with three guidelines that apply company-wide and are characterized by the values of responsibility, trust and tolerance. Our Social policy ensures that internationally recognized human rights are respected and practiced throughout the DRÄXLMAIER Group. The Employee Code of Conduct describes the behavior expected from the managers and staff of the DRÄXLMAIER Group in everyday business life, both internally and externally. As well as the principles of environmental protection, the EHS policy defines the framework for occupational health and safety at the company.

We are working on the further digitalization of the HR service offering. The HRevolution project aims to simplify and standardize HR processes to a large extent in order to make the use of HR services even more user-friendly for all employees. The project is expected to be completed by the end of 2026.

Appropriate remuneration

Fair remuneration consistent with the market is a basic pre-requisite for attracting and retaining highly skilled and motivated employees. Fairness and equity determine our actions in this area further. For instance, DRÄXLMAIER has had globally uniform job mapping since 2015, as well as remuneration structures that are both aligned with the specific conditions of local markets and comparable and transparent on a global scale. This system is based on our global function structure, which allows an internationally consistent and comparable assessment of all roles in our company – across all countries, locations and companies.

The only assessment criteria are the requirements and responsibilities of the respective role. The functional structure is also the basis for our compensation structures. In this way, we ensure that remuneration is based on qualifications, the requirements of the role and individual performance. It is independent of gender and gender identity, ethnic origin or nationality, physical and mental abilities, religion and ideology, age, social background and sexual orientation. And it goes without saying that we adhere to the applicable legally guaranteed minimum pay and minimum standards. The respective remuneration is supplemented in each country by additional benefits such as company pension schemes, discounts for employees or bonuses for long-term service to the company.

Occupational health and safety

DRÄXLMAIER takes care to promote and maintain the health and safety of all employees. In our EHS policy, we have pledged not only to comply with the applicable laws and standards on occupational health and safety, but also to act responsibly in accordance with our own standards, which often go beyond the legal requirements. In doing so, we are always guided by the state of the art and use established methods or tools such as 5-Why and Ishikawa to enable further optimization.

As a preventive measure, DRÄXLMAIER sites worldwide are audited according to ISO 45001 and further certifications are being sought. In the reporting year, the group certification of 47 sites (2024: 46) was successfully completed and the corresponding matrix certificate was issued. As part of the individual certification, another site has confirmed its certificate.

To ensure compliance with legal obligations and internal and external standards, regular EHS reviews are conducted at the production sites. On-site EHS managers determine the number and frequency of the reviews based on the information on the hazard potential and activity frequency. Findings from these reviews are documented and evaluated, and the causes are analyzed and corrected. If necessary, information about the findings is forwarded to all other sites for review. This also ensures ongoing, cross-location improvement with regard to occupational health and safety.

Production sites with occupational health and safety system

	2025	2024	2023
Coverage[1] ISO 45001 certification	92.9%	86.7%	82.0%

[1] Of all employees at the production sites.

All DRÄXLMAIER sites have established occupational safety committees that meet several times a year. The organization is the responsibility of the sites. Health and safety issues are regulated throughout the company by the EHS policy. The organizational implementation of the policy is also the responsibility of the sites and follows the legal requirements applicable there.

Should employees want to report work-related hazards or anomalies, they can use the "DRÄXLMAIER Ideas" portal, which is available worldwide, to make suggestions for improvement. In accordance with legal requirements and our internal EHS regulations, risk assessments are regularly carried out at all plants. The hazards are systematically assessed, and measures to minimize them are initiated and implemented.

In addition, all employees are trained in occupational health and safety when they are first hired and at least once a year thereafter. If required by the individual role or national requirements, such training may be conducted more frequently. We want to prevent accidents at work and occupational diseases as far as possible. To make the working environment even safer, DRÄXLMAIER records, analyses and evaluates accidents at work worldwide. Findings from accident investigations are implemented in improvement projects and also made available internally worldwide. Information on occupational accidents that could also occur at other sites is sent to all sites for review by means of an EHS alert. In this way, everyone learns from the experience of individuals – and all of us can improve together.

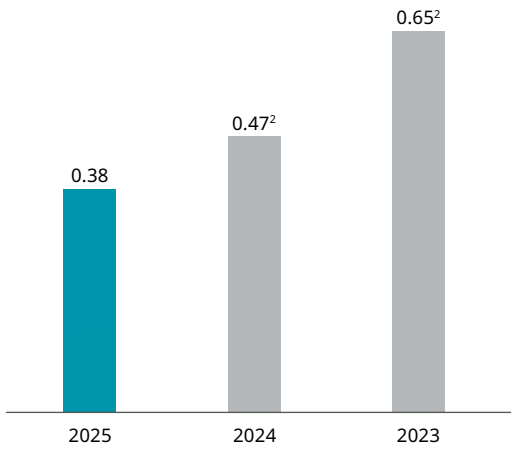
Our preventive approach is also underlined by the Germany-wide survey of employees on the subject of "Health in the Workplace", which was conducted in 2025 in line with the two-year cycle. 2,261 employees or 51% of the employees invited took part in the survey. Positive aspects as well as stress indicators were identified. These are then discussed in solution workshops and followed up with a concrete action plan.

Overall, eight out of nine categories improved compared to the previous survey. Participants were particularly positive about the general conditions in the workplace and working from home, as well as the regulations on working hours and upskilling. However, they criticized the increasing time pressure, interruptions to work processes and noise pollution. The identification with the company was also somewhat less pronounced than two years earlier. The next survey will take place in 2027.

Workplace safety further improved

DRÄXLMAIER uses the Lost Time Injury Rate (LTIR) as a benchmark for safety at work. This was significantly reduced compared with the previous year: In the reporting year, 0.38 occupational accidents (2024: 0.47[2]) with lost time of one day or more per 200,000 hours worked occurred at DRÄXLMAIER sites worldwide. We attribute the reduction compared to the previous year to the consistent promotion and further development of the safety culture. The majority of accidents at work consisted of tripping accidents with bruises and sprains.

Development of the accident rate (LTIR)[1] at the DRÄXLMAIER Group



[1] Accident rate data refers to all employees of the DRÄXLMAIER Group (excluding temporary workers). Accidents of external parties at the sites are also included in the calculation.
[2] Due to changes in the classification of work-related accidents at individual sites, the LTIRs originally reported for 2023 and 2024 differ from the previous year's figures.

Promoting employee health

With its preventive and health-promoting approach, DRÄXLMAIER plays a major part in maintaining and continuously improving the health, quality of life and performance of its employees. In line with company values, the global health management process (BGM) aims to give all employees a greater degree of self-determination over their physical and mental health, thereby empowering them to boost their health. In 2025, the process was implemented at all DRÄXLMAIER's German sites. In the long term, a Group-wide introduction is envisaged.

In addition, the "betterworkplace" program helps to promote the health of employees and improve working conditions. For example, through health days, such as those held at several locations in Germany in 2025.

Occupational health care worldwide

We provide occupational health care at our sites through permanently employed company doctors. Consultation can also be provided via telemedicine, allowing employees to access the service even more flexibly. The goals of occupational medicine are to promote, maintain and contribute to the restoration of health as well as employees' fitness for work and their employability. Within occupational medicine, we focus on preventive measures, such as flu vaccinations.

We assess working conditions in close partnership with occupational safety specialists to identify possible risk factors for health as well as to define and implement risk-minimization measures and trial their effectiveness. Workplace-related health hazards are addressed as part of preventive occupational health measures. In the process, employees receive extensive advice on how to avoid relevant hazards. Further treatment options may also be taken or the procurement of special work equipment to maintain good health may be recommended.

As an international company, the DRÄXLMAIER Group also has a responsibility to protect its employees as well as possible during travel abroad. In addition to mandatory advisory appointments before the start of business trips, information on specific health hazards is also provided, along with any necessary vaccinations on a voluntary basis. Company doctors are trained in travel medicine and regularly take part in further training. Should medical problems arise during a business trip, employees can contact the company medical service at any time. In an emergency, rapid transport home can also be organized.

Other aspects of employer attractiveness
In addition to the topics identified as being material for our employees, we aim to be perceived as an attractive employer and thus to attract and retain talent and expertise for DRÄXLMAIER. Therefore, we also report on the other aspects of our actions as an employer.

Professional training
As a partner in the various regions, DRÄXLMAIER ensures that young talent is secured and gives young people prospects for the future. At DRÄXLMAIER, 1,172 trainees (2024: 1,472) from 15 nationalities are currently preparing for their professional future in ten occupational groups at 29 locations in ten countries.

Training at DRÄXLMAIER is characterized by high and globally uniform standards. In this way, we ensure that the same high-quality tools, machines, systems and measuring and testing equipment are used worldwide in training. All employees working in training and development are trained using a train-the-trainer concept according to a standardized qualification system, which is regularly adapted to new technologies and requirements. We give our trainees responsibility at an early stage, encourage them to gain international work experience and offer long-term prospects with the company. The performance of our trainees confirms our approach. In 2025, for example, we in Germany, together with the Chamber of Industry and Commerce and the vocational schools, honored seven trainees from four training occupations who achieved top marks.

We are proud to keep many of our trainees at the company. Over the last five years, on average 96% of our trainees in Germany were offered a job. In this way, we assume our social responsibility, offer young people career prospects and thus ensure the positive development of our company.

Depending on strategic needs, we offer local trainee programs in the countries and regions, taking into account both our international standards and local requirements. This is another important contribution to the development of young people with potential at the DRÄXLMAIER Group. Over the course of various modules and assignments abroad, our trainees learn to work in intercultural teams, to reflect on their own performance and to plan their careers, among other things. A range of assignments in different business unit functions promotes interdisciplinary thinking and working, while also helping them to acquire complex knowledge and build a wide network within the company in a very short time.

Success of dual work-study programs
As a company rooted in Germany, we bring the concept of integrated work-study programs to our locations around the world. We are an active partner in the acquisition of funding, we educate teaching and training staff on site in the countries and support schools, other companies and government institutions in setting up and designing training workshops and curricula. We proactively share our experience and knowledge to support the education of young individuals around the world – because we also see this as an important element of our corporate responsibility.

Further training and skills development
The future of our company depends on the knowledge of our employees. Based on this belief, our human resources work systematically targets skills development for our employees – professionally and personally, at all hierarchical levels and in all regions. “We inspire to grow” – we empower our employees to develop not just their personal strengths, but also specific technical competencies to equip them with the skills they need for the future. In particular, we focus on topics related to the digital transformation of our company. We also place a strong emphasis on the professional development of our managers with the future in mind.

In this context, we are establishing a global performance and learning culture that promotes talent, rewards performance and offers employees innovative and individual development plans throughout their entire career. Based on our skills model and the respective professional requirements, we evaluate the individual development needs of all employees and provide a comprehensive and wide-ranging offer for personal and professional development. The range of measures extends from courses at the DRÄXLMAIER Business Academy with a globally standardized training program and a diverse e-learning offering, to power-skills training and third-party seminars.

By focusing on e-learning, we ensure that learning content is both more available and more closely integrated into the everyday working lives of our staff. At the same time, we are upping our response to the individual learning needs of our employees, because the platform means that content, or parts of it, can be quickly and easily repeated. Thanks to LinkedIn

Learning, more than 21,000 e-learning courses are now available to employees. In addition, we also develop our own e-learning courses on company-specific topics. The aspects of sustainability are of particular importance in this context. Since 2022, the Learning unit has been making new, sequential learning content available for this purpose. In 2025, 91% of employees who have access to the learning platform became familiar with the basics of sustainability. In the coming years, at least 80% of newly hired employees will have access to the relevant content, which will be continuously expanded.

In 2025, in particular, e-learning courses on the EU AI Act were conducted in the company to create a common understanding of rights and obligations when using artificial intelligence (AI). A dedicated landing page on the intranet also supports this, providing AI-related content in a clear structure and prepared for specific target groups. In this way, DRÄXLMAIER supports the development of employees in this field of the future and supports them in changing their roles.

With new development and further training opportunities for managers, we want to strengthen their role as multipliers of corporate values and also enable them to fulfill their management role in a focused and resilient manner. For example, 2025 was marked by the revision and roll-out of a new leadership learning journey, with which managers can develop within six months in dealing with company-specific challenges. The new learning program was made available globally in 2025 and has received very positive feedback from the participants. Crucial to this success of the concept is the combination of presence and e-learning formats, combined with diagnostic procedures and the integration of specific use cases that directly address current challenges such as dealing with conflicting goals or organizational changes.

In addition, 200 IT and finance managers were able to participate in a pilot project in 2025 on the "Global Leadership Community" – a format that aims to promote continuous learning and the exchange of managers among themselves. After the successful completion of the pilot project, implementation of all business functions – and thus more than 1,600 managers – is planned for 2026.

In addition to web-based training, training materials have also been developed for employees who do not have access to the learning platform. The standardized training material focused on the key core messages in nine languages and was offered to employees via various information channels.

At the end of 2024, the entire "Sustainability" development program was awarded an eLearning Award 2025 in the Sustainability category by the eLearning Journal. The jury was particularly impressed by the targeted support of a strategic corporate goal in which all relevant target groups in the company were involved.

Learning operations in figures in 2025

More than **21,000** e-leaning courses

Approximately **370,000** courses completed

Further measures to promote the development of skills
We also support our employees in their professional development through targeted mentoring. Experienced colleagues serve as mentors and show the participants career prospects based on their own experiences. As well as individual career development, this also promotes a culture of open exchange within our company.

We want to enable all employees to develop their career on a long-term and individual basis. As part of our talent management program, we identify, review and develop employees who demonstrate special potential.

To ensure we are prepared for future requirements, we combine our talent pools with strategic succession planning within the company. Our performance and talent management program makes it possible to identify particularly top-performing and talented employees. We then promote visibility, self-initiative and networking among these individuals through talent programs, such as cross-functional projects with opportunities to present the results at board level, networking meetings with senior leadership and individual development plans.

Retention of skilled employees
To ensure the innovative capability and success of the DRÄXLMAIER Group, it is crucial to acquire specific knowledge by recruiting employees from outside the company when needed. At the same time, it is essential to offer our current employees suitable development opportunities in a timely manner so that they can learn new and necessary skills and gain the right training and so that we can retain them within the company in the long term.

Another of our training activities is the technical qualification of employees, with which we support our worldwide locations in the technical transformation of production processes. In the reporting year, almost 110 courses were held to train around 300 employees worldwide in areas such as robotics, programming or automation and digitalization technology.

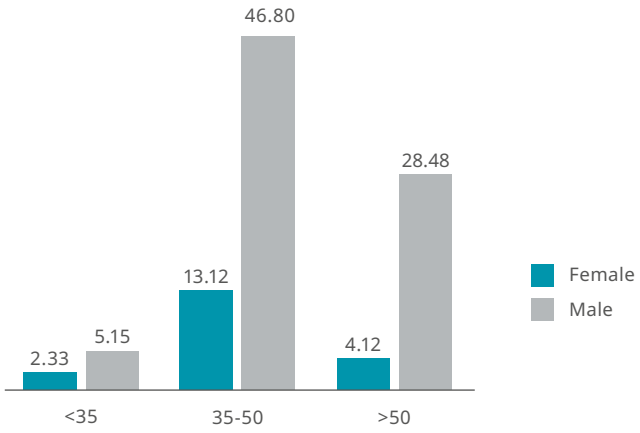
Diversity, equity and inclusion
At DRÄXLMAIER, diversity is synonymous with a wide range of individuals who exchange ideas, influence each other, learn from each other and develop themselves in order to achieve common goals. We measure the internationality of our management team with our own key figure. We are convinced that the different personalities, skills, mindsets and personal backgrounds of our employees around the world are the catalyst for our innovative strength. That is why we value and promote diversity in our workforce – and embrace a culture that values differences.

We strive to ensure that all dimensions of diversity are represented in the company in as balanced a way as possible. At DRÄXLMAIER, each and every individual is given the same opportunities to contribute, develop and perform at their best. This claim also includes remuneration and plays an important role in our internal communication. Finally, we create the space and time for the practice of various religious activities, offer a wide range of catering for all needs and world views, and respect cultural customs in our corporate activities. For more information on remuneration, see the ❯ **Appropriate remuneration** section.

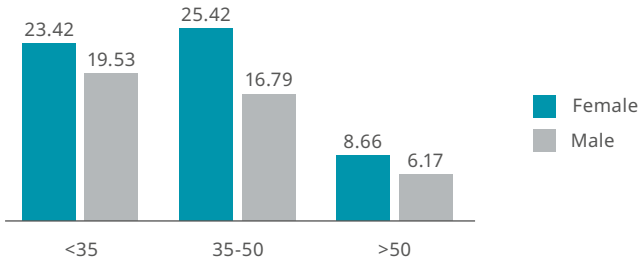
Taking control of your own development
Since autumn 2025, employees of the DRÄXLMAIER Group in Germany can choose between MQA and PTM-E, depending on their individual development needs. Those who focus on qualification and development in relation to the current position choose the established format MQA. However, if the focus is on individual potential and development beyond the current position, PTM-E, the new tool for talent identification and development, will be used. The selection allows employees to take their development into their own hands and choose the path that best suits their individual needs. In this way, we strengthen employee development at DRÄXLMAIER based on a structured and constructive dialog between managers and employees. Both instruments are available digitally and thus accompany employees and managers through an optimized, transparent and user-friendly process. In mid-2026, PTM-E is also to be launched internationally.

Diversity[1] within the employees of the DRÄXLMAIER Group by age and gender in %

(Senior) management



Employees



[1] Due to lack of data, no information can be provided about the employee group "diverse".

Additional internal complaint process for employees
Diversity and equal opportunities are a practiced culture at DRÄXLMAIER, as is repeatedly confirmed by local employee surveys. Anyone who nevertheless sees a reason to complain or wishes to report a violation of these principles has access to an established complaint mechanism that can be used by all employees worldwide – anonymously if so desired. An globally applicable policy describes the process for handling a complaint, sets the standards and guidelines for the respective countries and also takes into account the local framework that exists in each case. We regularly remind all employees worldwide about this complaints process, which has been structured as simply as possible to ensure its effectiveness. In addition, there are bulletin boards at each location which provide information about the process and the local complaints office. We also provide employees with detailed information on the options for submitting a report or complaints on the intranet.

Work-life balance
In order to ensure the best possible work-life balance, we create offers for the different phases of our employees' lives. This includes, above all, flexible work-time models, modern and stress-relieving alternating shift models, job-sharing and as well as part-time working in management, remote working and working from home, permanent remote roles, trust-based working hours in management and the possibility of using company-owned IT equipment also for private purposes. If necessary, we allow special leave or create and arrange childcare facilities. We intend to continue to expand this broad range of services in the coming years and establish modern office concepts. In this way, we want to ensure the most efficient use of resources in the operation of buildings, promote productivity and creativity in the working environment of our employees and thus also support a healthy work-life balance.

DRÄXLMAIER once again awarded Top Employer

Our attractiveness as an employer is also confirmed time and again by independent parties. In 2025, for example, DRÄXLMAIER was once again one of the outstanding employers certified by the Top Employers Institute – for the 17th time in a row. The evaluation is continuously adapted to the latest findings and trends. In 2025, DRÄXLMAIER was again able to improve on the very good results from the previous year and set benchmarks, especially in the areas of sustainability and employee recruitment.

Workers in the value chain

Our understanding of social responsibility is not limited exclusively to our own workforce, but also includes the employees of our suppliers. In our purchasing activities, we pay particular attention to working conditions, social standards and respect for human rights in our supply chain. See the ❯ **Employees** section for more detail.

Just as we ourselves adhere to the relevant standards and commitments, we expect our business partners to do the same. Therefore, the DRÄXLMAIER Group's global purchasing conditions prohibit involuntary or forced labor, such as child, slave or prison labor.

Accepting our Business partner code of conduct for sustainability is part of the registration process for our suppliers. The code sets out clear minimum requirements in terms of corporate ethics and compliance, human rights and working conditions as well as environmental protection and resource conservation – with the proviso that these requirements are met throughout the entire supply chain. The ❯ **Corporate governance, Supplier relationship management** section contains the relevant details.

Suppliers that focus on sustainable management and apply ethical business practices can also benefit from certifications such as ISO 14001 or ISO 45001. These certificates underline the commitment to socially responsible behavior and sustainable practices. The DRÄXLMAIER Group therefore attaches importance to compliance with these standards and favors suppliers that make their supply chains more sustainable.

65%

Suppliers[1] with verified environmental certificate ISO 14001 in 2025.

65% in 2024

[1] Suppliers from whom the DRÄXLMAIER Group purchases direct material worth more than 100,000 euros per year.

Society

As a family-owned, globally operating company, the DRÄXLMAIER Group considers itself a corporate citizen. We strive to play an active role in shaping the social environment around our sites and as a reliable partner and sponsor of the arts, sports, education and social projects. Sustainability is always at the core of our corporate citizenship activities, which we align accordingly with economic, ecological and social objectives. In addition, the activities are designed for long-term and reliable involvement.

Our focus is above all on the regions in which we are represented. As a trustworthy partner, we always want to achieved the best possible benefit for society with our commitment. One focus of our activities is the promotion of young talent. By giving young talent the opportunity to develop their potential in the best possible way, we also ensure the future viability of our company.

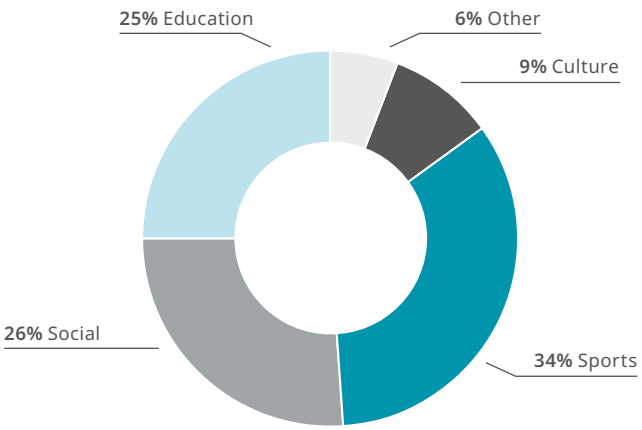
DRÄXLMAIER also assumes social responsibility by building up production capacity in specific regions, creating jobs and strengthening local economic resilience. Particularly in rural or structurally weak regions, this can lead to significant economic growth and help to reduce social imbalance.

Clear and transparent rules

Our social commitment is governed by clear rules, which we have set out in our Corporate Citizenship Guideline. This defines the Group-wide strategic orientation of the DRÄXLMAIER Group with regard to sponsorship and donations. All activities in the area of donations and sponsorship are aligned with the LEADER corporate strategy and contribute to this strategy.

Approval routes, requirements and processes for decisions regarding grants and approvals are also clearly defined here. Corresponding signatory powers are limited to 5,000 euros per project throughout the Group. Higher amounts must be approved by the Head of Marketing and Communications, who is also responsible for governance on the topics of corporate citizenship as well as the processing of all sponsorship and donation requests. You can find an overview of the DRÄXLMAIER Group's social engagement on our website: Corporate Citizenship.

Sponsorship and donations of the DRÄXLMAIER Group in %



DRÄXLMAIER establishes new degree program "Industrial Electronic Engineering" in Tunisia

The DRÄXLMAIER Group underscores its role as a responsible partner in Tunisia with a pioneering education offensive for the regional promotion of young talent. As the driving force behind the "Industrial Electronic Engineering" course at the École Nationale d'Ingénieurs de Sousse (ENISo), which was initiated in the 2025/26 winter semester, the company is specifically combining top academic knowledge with industrial innovation.

In close partnership with GIZ Tunisia and TH Deggendorf, DRÄXLMAIER has helped shape a curriculum that directly qualifies Tunisian talent for the mobility of the future. The program aims to provide Tunisian students with world-class education that is precisely tailored to the needs of the modern mobility industry. Beyond the university level, DRÄXLMAIER acts as a pioneer for the dual training system in the country: in its own high-tech development centers in Sousse and El Jem, the family-owned company offers students the opportunity to realize complex theses (PFE) under real conditions. Through this interlinking, DRÄXLMAIER not only creates highly qualified local jobs, but also secures the long-term competitiveness of the Tunisian locations through the transfer of technical expertise.

Selected social and environmental projects

China | Computers for local education

70 host computers from the DRÄXLMAIER plant in Benxi were given a new role in March 2025: as part of a fundraising ceremony, they were handed over to the district's trade union, the education office and a middle school. The aim of the campaign is to promote digitalization in education, to enrich teaching through hands-on learning experiences and to provide pupils with better access to modern technology.

Mexico | Employees get involved in the Juntos summer camp

For four days, employees of DRÄXLMAIER Mexico took part in the Juntos summer camp together with people with disabilities. In joint recreational and educational activities, the participants were able to learn from each other and also experience empathy and human connection. The camp thus promotes diversity and inclusion and makes it clear that all people have their individual strengths and challenges.

Mexico | Planting trees and restoring green spaces together

Once again this year, DRÄXLMAIER employees in Mexico committed themselves to nature conservation through reforestation. In addition to the planting of native trees, the focus was primarily on their long-term care. All participants committed themselves to tree maintenance and the restoration of communal areas in the community. In addition, the volunteers received training with practical tips for greater sustainability in everyday life.

North Macedonia | Computers for elementary schools

In 2025, DRÄXLMAIER supported the elementary schools in the Kavadarci and Kumanovo area with extensive computer equipment. The partner schools of the dual education system received state-of-the-art MINIQ devices that enable students to gain practical experience in using IT in class at an early age. In addition, DRÄXLMAIER helped to better equip the playground of the kindergarten in the village of Bistrenci.

Selected social and environmental projects

Poland | Soccer and team building

In 2025, the DRÄXLMAIERCup – the largest soccer tournament for children in the region – was held for the second time in Jelenia Góra. Around 300 children aged seven to twelve competed in 18 teams and two age groups. The focus was not only on sporting ambition and competition, but also on promoting team spirit and cooperation. The DRÄXLMAIER Group, which is headquartered in Jelenia Góra, Poland, provided financial support for the event.

Republic of Moldova | Social cafeteria in Bălți

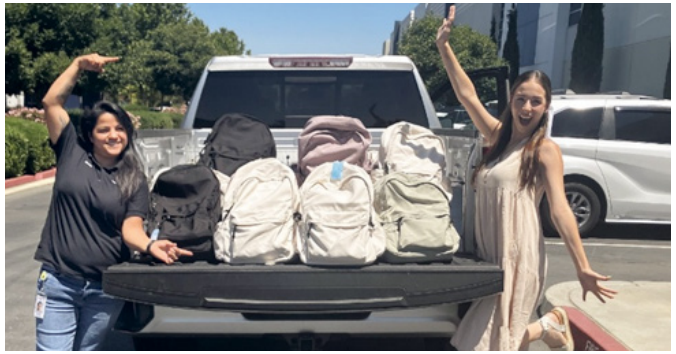
For the second time since 2023, DRÄXLMAIER has supported the Municipality of Bălți in the Republic of Moldova in providing care for those in need during the winter holidays. From December 24, 2025 to January 8, 2026, more than 1,400 meals were distributed in a social canteen to older people, people with disabilities and other socially disadvantaged groups who need additional support during the cold season.

Romania | Modernization of robotics laboratory in Hunedoara

DRÄXLMAIER invested a total of 85,000 euros in the renovation and modernization of the DRÄXLMAIER Smart Robotics Laboratory in Hunedoara. This means that students at the Faculty of Engineering can now use state-of-the-art technology for their training – including a universal robot, 16 new computers and a high-performance video conferencing system.

United States | School materials for socially disadvantaged children

For the second year in a row, the DRÄXLMAIER site in Livermore, California, supported a local charity's annual "back-to-school" campaign and donated 16 backpacks of school materials to students from disadvantaged families.



Overview of absolute and specific social indicators of the DRÄXLMAIER Group, as at 12/31/2025

Employees[1]	Unit	2025	2024	2023
Employees	Number	62,620	70,601	72,100
Trainees	Number	1,172	1,472	1,504
Temporary workers	Number	1,253	1,569	1,444
Hirings	Number	11,032	21,693	21,868
Staff turnover rate	Percent	28.9%	31.8%	31.4%

Diversity	Unit	2025	2024	2023
Women in (senior) management	Percent	19.6%	18.8%	18.5%
Men in (senior) management	Percent	80.4%	81.2%	81.5%
Women (excluding (senior) management)	Percent	57.5%	57.6%	57.4%
Men (excluding (senior) management)	Percent	42.5%	42.4%	42.6%

[1] Personnel figures for joint ventures are not systemically recorded and therefore cannot be reported. Due to lack of data, no information can be provided about the employee group “diverse”.

Corporate governance

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Corporate governance

DRÄXLMAIER's success is based on the trust of our customers – in our competence and innovative strength, in the quality of our products and not least in the integrity of our actions. We take these factors into account in our corporate governance, which is based on clear values and a strong corporate culture. We fulfill our environmental and human rights due diligence obligations and also include our global supply chain in this. We respect the law in all our activities, take consistent action against corruption and bribery and are committed to the protection and security of the data provided to us. We set high standards in terms of the sustainability and quality of our products, drive innovation and digitalization forward and are committed to sustainable and safe mobility.

At a glance

- **Digitalization of sustainability requirements in supplier management facilitates risk identification and decision-making.**
- **Use-case certificate management improves data integrity within the Catena-X network.**
- **New directive on conflict minerals and critical raw materials.**

Corporate culture and code of conduct

DRÄXLMAIER has always promoted a strong corporate culture, which is characterized by the company values of market and customer focus, innovation, independence, sustainability, excellent processes and employee orientation. Based on these values, the company-wide Code of Conduct provides all employees with guidance for lawful and responsible behavior. Last updated in 2025, it provides an insight into the corporate culture of the DRÄXLMAIER Group and summarizes key points of our policies in the areas of people, the environment and the economy. It defines the behavior that is expected of employees toward external interest groups such as suppliers, customers, applicants and important NGOs (non-governmental organizations). The LEADER strategy provides the framework for implementation and action for the respective activities. The ❯ **Our company** section contains the relevant details. The implementation of the strategic goals and values is a core task of all managers, as the long-term success of the company is based on the trust of our customers in the competence, innovative strength, sustainability and integrity of the DRÄXLMAIER Group. The framework for this is set by company-wide policies and requirements that are binding for all Group companies. Our company-wide Policies and requirements directly related to sustainability are available online for interested parties.

The DRÄXLMAIER Group's business activities are subject to numerous laws and regulations in the various countries. A well-established compliance organization and specialized departments ensure compliance with these regulations. In addition, we conduct regular risk assessments, audits and compliance management. This includes an extensive whistleblower system that also enables anonymous reporting. For more details, see ❯ **Fair business practices**.

In addition, we want to ensure responsible and lawful behavior beyond our company boundaries. The DRÄXLMAIER Group has taken various measures to prevent exploitation, unfair competitive behavior and unethical behavior in our supply chain. Our expectations of our business partners are clearly formulated in the Business partner code of conduct for sustainability. For more details, see the section ❯ **Supplier relationship management**.

Opportunity and risk management

As a global automotive supplier, the DRÄXLMAIER Group operates in a complex and dynamic environment. In order to survive on the market in the long term and to generate competitive advantages, risks and opportunities must be recognized, evaluated and managed using appropriate measures. The management of opportunities and risks is therefore integrated into all of our business processes. This is the only way we can be prepared for changes of all kinds and ensure the successful continuation of the company.

The highly dynamic nature of our industry environment constantly opens up new opportunities and potential for us to further improve the future development of our business and the position of the Group. The focus here is on innovations that enable us to create further unique selling points for DRÄXLMAIER. Sustainability and the ecological efficiency of our products play an important role in this.

At DRÄXLMAIER, risks are identified systematically and at an early stage by a Group-wide risk management system and are analyzed and evaluated with regard to probabilities of occurrence and impacts. If this is highly relevant, the Executive Board is informed about the current risk situation of the Group in a standardized form and at least once a year. The principles on which the risk management of the DRÄXLMAIER Group and its functions is based are summarized in the Risk policy.

By recognizing significant and existential risks at an early stage, risk management supports management in maintaining corporate and financial flexibility, sustainably increasing the value of the company and thus ensuring that the DRÄXLMAIER Group continues to thrive in the long term. In doing so, we also take into account significant risks and opportunities from sustainability-relevant aspects, such as environmental risks and climate change risks. Corresponding risks may arise, for example, from emissions requirements, in particular with regard to opportunities to reduce greenhouse gas emissions. However, the DRÄXLMAIER Group is also exposed to potential impacts of extreme weather conditions on our production, infrastructure and supply chains. Sustainability-related opportunities, on the other hand, result from the ecological design of our products, which can give us important competitive advantages, as well as an in-depth location-specific risk analysis.

In order to best comply with the due diligence obligations arising from the relevant supply chain laws in the various countries, we conduct specific analyses and derive appropriate measures. Our suppliers are also checked in accordance with the legal requirements. We pay special attention to the observance of human rights. In the reporting year, a non-event-related audit by the Federal Office for Economic Affairs and Export Control (BAFA) was successfully completed without complaint with regard to the due diligence requirements under the German Supply Chain Due Diligence Act (LkSG). For more details, see ❯ **Supplier relationship management**.

Human rights

In 2023, DRÄXLMAIER published a Human rights policy statement (Human Rights & Modern Slavery Policy Statement). The declaration, which was last updated in June 2025, is based on the internationally recognized Guiding Principles on Business and Human Rights of the United Nations, international human rights reference instruments such as the International Bill of Human Rights and the core labor standards of the International Labour Organization (ILO). For more details, see the ❯ **Social commitment, Employees** section.

In this document, the DRÄXLMAIER Group is committed to respect for human rights and to complying with laws and regulations worldwide regarding fair working conditions and combating human trafficking, labor exploitation and modern slavery. Human rights violations and offenses are not tolerated. The company management, all employees and our suppliers are required to implement these principles and to prevent any kind of human rights violations in our business activities. If defined measures for the elimination of irregularities are not implemented at our suppliers, a consistent sanction will be applied, which can lead to the termination of the business relationship.

We have defined clear responsibilities for the fulfillment of and compliance with our human rights due diligence obligations. For example, the Head of Human Resources is responsible for ensuring that human rights are respected in our business activities and in the upstream value chain. For more details, see ❯ **Our company, Organization and management**.

At DRÄXLMAIER, we see respect for human rights as an ongoing process in which the implementation of the corresponding due diligence obligations is constantly reviewed and updated depending on changing framework conditions, the type of business activity and the size and structure of the company. We have therefore anchored human rights due diligence processes both in our organization and in our relationships with our business partners. The due diligence obligations set out in the German Supply Chain Due Diligence Act and other national and international supply chain laws are implemented. In addition, DRÄXLMAIER intensified its cooperation with stakeholders, focusing on due diligence processes. For more details, see ❯ **Our company** and **Supplier relationship management**.

Standards for your own actions

In its Social policy the DRÄXLMAIER Group is committed, among other things, to the free choice of employment and rejects all forms of human trafficking as well as forced, compulsory and child labor. The social policy has been communicated within the company and translated into all relevant languages. Fair, respectful and responsible management of employees is also enshrined in various other policies. In addition, occupational health and safety is anchored in the EHS policy. For more details, see ❯ **Social commitment, Employees**.

Compliance with these requirements is checked regularly by the internal audit department using on-site audits. In total, 15 audits (2024: 5) were conducted at our sites in 2025 with a focus on sustainability and respect for human rights. Furthermore, selected production sites are audited in accordance with the requirements of the Responsible Business Alliance (RBA) and the Responsible Supply Chain Initiative (RSCI) in order to maintain due diligence in the supply chain. These assessments have been carried out at DRÄXLMAIER since 2022.

As early as 2022, a training course focusing on respect for human rights and the corresponding due diligence obligations was introduced. Human rights training was added as part of location-based risk analyses. Training and other measures are risk-based or carried out on given occasions. For prevention, we are increasingly relying on self-audits. These draw on site-based risk analyses that take into account both external and internal indicators, such as existing information.

An appropriate and effective complaint management system is a key lever of our due diligence processes in order to effectively prevent adverse human rights impacts from our company and our business activities and to effectively remedy specific incidents. We have therefore set up complaints management systems that are accessible both from within and from outside of the company. A more detailed description can be found in the ❯ **Protection of whistleblowers** section.

Data and information protection

As a global company, DRÄXLMAIER is confronted with various national and international data protection laws. An efficient, centrally coordinated data protection organization ensures compliance with the relevant regulations worldwide. A data protection expert committee ensures that the activities also correspond to the current state of development in technical terms.

Protection of personal data

To ensure a uniform and globally applicable standard in the handling of personal data, we have clearly regulated the requirements for its processing and the corresponding data protection processes in our Policy on data protection. Our data protection organization, the respective processes and the specific security solutions are aligned with international standards. They are reviewed and developed further at regular intervals. Awareness of the risks associated with the handling of personal data is ensured by regular measures to raise awareness among managers and employees. This includes knowledge of and compliance with local data protection laws.

Information security

In addition to data protection, information security is of central importance for DRÄXLMAIER. Here too, a corresponding Corporate Policy defines the framework. The key goal is to ensure that all information is properly protected, in particular its confidentiality, availability and integrity. This protects both our intellectual property and that of our customers from unauthorized access. We secure our systems, protect them against failure, attack or misuse and thus ensure our ability to deliver.

Our worldwide Information Security Management System (ISMS) reflects the current state of the art. It is based on continuous risk and threat analysis and also includes technology development, customer requirements, and legal considerations. In addition, all employees and third parties who have access to company information are obliged to handle it with care. Threats and incidents must be reported immediately to the information security organization. These framework conditions are set out in our own Information Security policy that is binding for all managers and employees of the DRÄXLMAIER Group worldwide. In addition, we also require our business partners to respect our principles and take them into account in their respective organizations.

Fair business practices

Legally compliant behavior and the prevention of violations of laws and regulations ensure the long-term success of our company. For a supplier in the automotive industry, there are particular compliance risks in the area of antitrust and corruption, which may lead to financial consequences and loss of reputation. Violations of regulations can also give rise to personal liability and even have criminal consequences.

Compliance management

Against this background, the compliance management system (CMS) of the DRÄXLMAIER Group aims to prevent violations of legal and internal company regulations, thereby preventing damage to the company and reduce personal liability risks for corporate bodies and employees. In addition to appropriate guidelines for managers and employees, a compliance organization with a Compliance Board at Group level ensures adherence to the regulations. Local compliance officers and specialists support the compliance office in the respective company divisions.

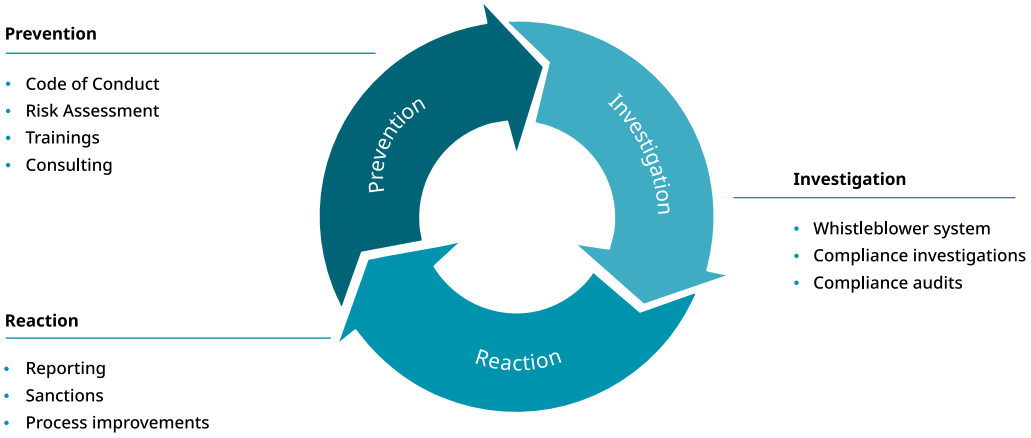
In addition to compliance risk analyses, the preventive measures also include various training courses for employees, covering topics such as the correct handling of gifts or fair competitive behavior. For a defined group of employees, who are particularly exposed to compliance risks, the corresponding e-learning courses are mandatory. For more information see ❯ **Consistent action against corruption and bribery**.

The current versions of the training modules are available throughout the Group on the learning management systems. The DRÄXLMAIER Group provides information on Compliance on its website, in particular on whistleblowing management. All employees of the DRÄXLMAIER Group also have access to compliance information via the intranet. The Compliance Office is also available as a point of contact when employees make inquiries about the relevant topics. In order to counteract corruption and bribery in particular, there is also a specific Code of conduct for the prevention of corruption in addition to the code of conduct.

Potential violations of legal regulations and internal regulations can also be reported anonymously via local and central complaint channels, in particular via the web-based Integrity Line whistleblower system. The information is recorded, processed and clarified within the framework of defined and transparent processes. If a compliance violation has occurred, management is advised to take specific action to penalize such violations and to avoid future violations.

The compliance management system is constantly being developed to avoid gaps and minimize risks. This includes, in particular, training courses for employees and management, regular communication between compliance officers, and monitoring the compliance measures in place. In the event of a change in the legal situation, the compliance management system will be adapted to the new requirements without delay.

Compliance Management System at the DRÄXLMAIER Group



Consistent action against corruption and bribery

In the DRÄXLMAIER Code of Conduct and in the Policy on the prevention of corruption, the DRÄXLMAIER Group clearly positions itself against corruption and bribery. These basic regulations are made concrete by binding directives, such as the Funding Directive (on gifts, invitations, etc.), which also regulates the approval and consultation procedure. To prevent corruption, new employees who are particularly exposed to corruption risks are trained using an e-learning program. The training is compulsory for them and must be repeated every two years. In 2025, 9,700 employees worldwide completed this training. In addition, managers from the various divisions were trained in corruption-related workshops, which took place at numerous company locations, especially in the area of purchasing. Possible corruption issues are investigated and assessed by the Group Compliance or the Compliance Offices at the respective location according to a defined process and reported to the Compliance Board with its members from top management, who then decide on sanctions and improvement measures.

Global whistleblower system

The DRÄXLMAIER Group has a digital whistleblower system which also enables anonymous reporting. The DRÄXLMAIER Integrity Line is also available around the clock via the internet. It also offers the opportunity to make reports via reporting points at the locations, which are each supervised by the local Compliance Office or by external law firms. The reports are processed in accordance with a defined procedure, which has been published on the internet and is also described in the Group's own intranet. The processing is carried out expertly and in compliance with data protection regulations and national regulations for the protection of whistleblowers. The various target groups are informed proactively and in appropriate language about the available complaint mechanisms and the respective access possibilities. In addition, the measures are adapted to the respective local context in order to ensure that communication is as tailored to the target group as possible.

Complaint mechanism for all employees

In addition to the DRÄXLMAIER Integrity Line, our employees around the world also have the opportunity to submit information and complaints via an internationally established process, to encourage improvements and to report injustices and violations. Here, too, a globally applicable policy sets the standards, provides guidelines for all our national subsidiaries and also takes into account the locally applicable legal framework.

We ensure the effectiveness of the complaints procedure by providing extensive information to all employees about the complaints process, ensuring simple process steps and anonymous reporting channels, as well as sound monitoring, thus creating the prerequisites for the rapid initiation of appropriate countermeasures.

We also ensure that whistleblowers are protected from discrimination and punishment in connection with any complaints they submit. Our systematic handling of complaints and the resulting insights allow us to continuously improve our due diligence processes. The existing complaints system is regularly reviewed, in particular in the event of changes in the risk situation and clear indications of deficiencies in complaints management.

Supplier relationship management

For DRÄXLMAIER, sustainability is a decisive factor in building a resilient and future-proof supply chain. By aligning our supply chains sustainably, we want to fulfil both economic requirements and our environmental and social responsibility – across our entire value chain. As such, we work on the assumption that our suppliers value sustainability just as highly as we do. Together with them, we are working to make our business activities more and more sustainable and to meet our due diligence obligations, especially with regard to the protection of human rights.

Effective management of our global supplier network, including upstream and downstream stages of the value chain, requires transparency and early identification of risks and market changes. We therefore conduct comprehensive supplier monitoring and focus on both preventive and reactive risk management. The indicators are interlinked with the risk management criteria in order to identify deviations at an early stage and develop uniform standards. In addition, assessments of events such as accidents or natural disasters help us to make targeted improvements.

Business partner code of conduct for sustainability provides the framework

We have clearly defined our principles and requirements for sustainability in our business partner code of conduct for sustainability. This contains the minimum requirements for our suppliers in terms of corporate ethics, climate and environmental protection, resource conservation as well as human rights and social standards.

The recognition of the business partner code by our suppliers is the basic prerequisite for the establishment of a business relationship. The DRÄXLMAIER Group's global purchasing conditions also contain specific sustainability requirements that are binding for our suppliers. Respect for human rights is also particularly important here. In addition to our general terms and conditions and the business partner code of conduct for sustainability, we regularly communicate with our suppliers. This is how we address our sustainability requirements via our supplier website and provide appropriate training. Our suppliers undertake to pass on our requirements to their suppliers and to sensitize them accordingly.

Sustainability performance as an award criterion

We consistently evaluate the sustainability performance of our suppliers, which is an essential criterion in the decision to award contracts. For example, in the reporting year over 86% of the freely negotiable purchase volume was covered by suppliers who achieved the "green" status in the "sustainability" category of the supplier evaluation. To further increase this share, we continuously support the development of existing suppliers. A key criterion in the supplier evaluation is the CO_2e footprint of the materials and intermediate products supplied.

Our greenhouse gas assessments show a clear picture: for most of our products, the majority of the CO_2e footprint is created in the supply chain. Together with our suppliers, we are working to systematically reduce this proportion and, in particular, to further increase the availability of primary data in order to further increase the precision in the calculation of the product carbon footprint.

Over 86%

of the freely negotiable purchase volume was covered by suppliers who achieved the "green" status in the "sustainability" category of the supplier evaluation.

85% in 2024

Sustainability Check

Even before DRÄXLMAIER makes a decision regarding the awarding of contracts, all suppliers in the direct material area as well as the relevant suppliers in the indirect material area undergo what is referred to as the Sustainability Check (S-Check). This process has two main components: confirmation of the Business partner code of conduct for sustainability and the supplier self-assessment on sustainability performance in areas such as environmental protection, human rights, occupational safety and responsibility in the supply

chain. There are also questions concerning aspects of cyber security and compliance risks. The corresponding criteria are an integral part of the awarding of new contracts. The S-Check is only fulfilled when the respective supplier actively recognizes our business partner code of conduct for sustainability and the required self-assessment is available. If deviations from the set minimum requirements are identified, suppliers must implement an action plan to correct said deviations. Once the answers have been analyzed, the results are incorporated directly into the supplier evaluation process. Based on the sustainability self-assessment and the evaluation of various certificates, the DRÄXLMAIER Group has developed a methodology to directly compare the sustainability performance of suppliers and integrate it into the general supplier evaluation. A digital platform is used for data collection and analysis.

Structured analysis and assessment of risks

Sustainability in our supply chain plays a central role as part of our risk management processes, especially with regard to our environmental and human rights due diligence obligations. In order to minimize potential risks, we have set out the process for assessing risks in our supplier network in a defined risk analysis process that is an integral part of our business activities. The procedure for deriving measures with regard to prevent human rights risks at suppliers is also regulated within this framework. We use ESG risk management software for the risk analysis. At the beginning of the process, we conduct an abstract risk analysis to identify risks to human rights and environmental standards for countries and industries in which our direct suppliers operate.

This analysis provides a risk assessment for each subject area and supplier. In the subsequent concrete risk analysis, we focus on suppliers with high risk potential, and clarify responsibilities for as well as potential impacts of the identified risks. Following a risk-based approach, we determine suppliers' ability to comply with human rights and review environmental standards to identify potential gaps.

Based on the results of these analysis steps, we assess the actual risk and estimate the respective probability of occurrence. In this process, we also determine how we can derive and implement measures to prevent human rights risks for our suppliers. In addition, we use media monitoring to monitor relevant reporting on human rights and environmental standards in order to stay informed about critical news and to be able to respond quickly if necessary. Based on media and literature research and by analyzing stakeholder interests, the DRÄXLMAIER Group also identifies critical raw materials and their supply chains. Suppliers concerned must disclose the origin of the raw materials supplied to us.

Raw materials and conflict minerals

The automotive industry also uses raw materials and products the extraction and processing of which may be linked to risks for the environment or human rights. That is why we have introduced active conflict minerals management, thereby increasing transparency along the upstream supply chain. In 2025, we also drafted a new directive in which DRÄXLMAIER committed itself to transparent and risk-conscious Procurement of conflict minerals and critical raw materials. This applies in particular to the requirements of the EU Conflict Minerals Regulation, the US Dodd-Frank Act, Section 1502 and international standards such as the OECD Guidelines. In this way, we want to ensure in the best possible way that sourced raw materials, starting with minerals such as tin, tungsten, tantalum, cobalt, mica or gold, have not been extracted in violation of human rights. In the event of potential human rights violations, appropriate corrective measures are defined. If the human rights violation cannot be eliminated, a change in the source of supply is required.

We also expect our suppliers to source all raw materials in their products from smelters or refineries that are certified according to the Responsible Minerals Initiative (RMI) Responsible Minerals Assurance Process (RMAP) or another recognized standard. Copper, natural graphite, lithium and nickel were added to the scope of the Responsible Minerals Initiative (RMI) in the reporting year. This extension is in line with the EU Batteries Regulation and addresses the needs of industries with complex global supply chains.

In recent years, we have also participated in programs to enhance supply chain transparency, including for copper, kenaf and leather. We are also involved at association level to find mutual solutions for a sustainable supply chain – including in the Automotive Industry Dialog as part of the German government's National Action Plan on Business and Human Rights (until mid-2025), in the Sustainability in the Supply Chain working group of the German Association of the Automotive Industry (VDA) and in the Sustainability and Supplier Management

working group of the German Association of Materials Management, Purchasing and Logistics (BME). In 2024, we launched a project with partner companies to create transparency regarding the protection of human rights in copper mining in Peru and thus ensure that these rights are respected. In addition, DRÄXLMAIER joined the TheCopperMark initiative in order to have a positive impact on human rights and environmental issues further down the supply chain – and beyond the current legal requirements. In our position on protecting forests, we are also committed to handling raw materials responsibly, especially leather, which is a forest risk raw material. In 2025, we again achieved grade C in the CDP forest questionnaire.

Training for employees and suppliers

DRÄXLMAIER's global purchasing staff also receive ongoing training on sustainability matters. The focus is on practical aspects such as ethical purchasing, sustainable supply chain management, resource-saving procurement and environmental responsibility. After basic training, the employees complete the advanced training course introduced in 2023. So far, more than 95% of global purchasing staff have completed this training.

In addition, the DRÄXLMAIER Group also offers its suppliers practical online training on sustainability. The aim of the training is to create a sound understanding of the specific sustainability requirements and processes of the DRÄXLMAIER Group and to prepare our supply chain for upcoming challenges in the area of sustainability. For DRÄXLMAIER, training courses are an effective measure for proactively countering possible risks, since awareness of a particular topic can be increased in a targeted manner during training.

Complaints procedure

Our whistleblower system is open to our suppliers and their employees to report any violations of the business partner code of conduct for sustainability as well as risk to human rights and the environment. For further information, see the ❯ **Protection of whistleblowers** section.

Digitalization of sustainability requirements

The digitalization of our sustainability requirements forms the basis for transparent, automated and globally uniform ESG processes. As part of a Group-wide transformation initiative, DRÄXLMAIER is replacing several existing procurement systems with the Ivalua purchasing suite in order to completely digitize central purchasing and supplier processes. By connecting a sustainability and compliance platform, ESG requirements and regulatory due diligence are seamlessly integrated into procurement processes. Uniform data structures, harmonized reports and a high degree of automation make it possible to identify risks in the supplier network at an early stage and to make decisions based on reliable ESG information.

Company-specific topics

As part of our materiality analysis, a number of topics were identified that are material to DRÄXLMAIER based on company-specific criteria, but are not covered in detail by the ESRS. Against this backdrop, we supplement the reporting with company-specific information in order to present the company's impact, risks and opportunities in a sufficiently comprehensible manner. The topics identified are addressed within the framework of the corporate strategy and have therefore been assigned to the topic "Corporate Governance" (ESRS G1).
For a detailed description of the materiality analysis, see the ❯ **Materiality analysis** section.

Sustainable products

With ecologically designed products and corresponding offers to our customers, we contribute to making the future of mobility more sustainable. The corresponding objectives are pursued within the scope of product development. Close cooperation between the Purchasing and Development departments is aimed at the use of ecological materials. The ❯ **Resource management and the circular economy** section contains the relevant details.

Our product portfolio reflects the three system competencies of DRÄXLMAIER:

Electrical systems
Our 60 years of expertise in the electrical and electronics sector characterizes the electrical system architecture in the automotive sector. The future vehicle wiring system must meet the highest standards, especially with regard to sustainability. Zonal vehicle wiring architecture optimizes wiring harnesses, reducing line count, lengths and cross-sections and reducing the overall weight of the product. Innovative manufacturing processes and processes support this effort to make the vehicle's central nervous system eco-efficient.

E-Mobility systems
Since 2009, we have been active in the electromobility segment and are thus among the pioneers and first movers in the market. We provide our customers with a complete package from the charging pin to the battery cell, which prevents unnecessary power losses in the system and contributes to perfect overall performance. With our e-mobility solutions, we save weight and installation space while at the same time offering maximum performance and safety. Our system expertise makes it possible to ensure perfect interplay of all components for maximum performance, for example with the 800 V technology, which enables almost double driving performance.

Interior systems
A new form of mobility also places changing demands on the interior. DRÄXLMAIER attaches great importance to combining high-performance technology with elegant design that also takes into account the aspects of sustainability. Our innovative and resource-efficient processes and the use of sustainable materials enable us to meet the demands of our customers and at the same time act responsibly. For example, we process pollutant-free and odor-free natural fibers as a premium surface in the vehicle or use plastic recyclates. In combination with resource-efficient processes such as the three-dimensional D3F process (DRÄXLMAIER Fast Fiber Forming), a robust and stable design is guaranteed. In this way, we play our part in achieving the sustainable vehicle interior of the future and help our customers hit their own sustainability goals.

Sustainability in product development – DRÄXLMAIER Group ecosolutions

It is DRÄXLMAIER's goal to take the many aspects of sustainability into account in product development. By designing our products accordingly, we want to integrate sustainability aspects into the entire value chain and, in particular, consistently reduce the CO_2e footprint of our products. The basis for this is the DRÄXLMAIER Group ecosolutions concept, which we developed back in 2020. In addition to development, the approach also includes other areas of responsibility in order to look at the way our products are produced as comprehensively as possible. In optimizing these processes, we see a lever for greater sustainability, in particular for the protection of the environment and the climate, from the initial product idea to design, planning and implementation through to spare parts services. This means that we can offer our customers environmentally-friendly solutions and at the same time make an important contribution to the sustainable development of the automotive industry.

In the course of DRÄXLMAIER Group ecosolutions, we have developed a method with which we can calculate the CO_2e footprint of our products. Since then, we have further refined the methodology and have now incorporated it into our cost calculations as standard. Our customers benefit from this approach, because we can always show them the more ecological product alternative and also provide them with important decision-making aids for a sustainable design of their own products. In particular, given the increasing complexity of reporting requirements, such information is becoming an increasingly important competitive success factor.

However, the quality and availability of the relevant data remains a challenge. This is because extensive information from suppliers and their suppliers is required in order to calculate the CO_2e footprint. Although we generally prefer primary data for our calculations, due to limited availability, we have to derive indicative CO_2e values based on secondary data. That is why we are working with our suppliers and in relevant industry initiatives to improve data quality. For more details, see the ❯ **Supplier relationship management** section.

Innovation and digitalization

DRÄXLMAIER convinces its customers with flexibility and innovative power and thus shapes the transformation of the automotive industry. In the interior, the company relies on modular, sustainable and customizable premium concepts, for example through the integration of flexible display concepts, innovative digital printing processes and projects for the application of ecologically advantageous materials. In the area of wiring systems, zonal wiring system approaches are being implemented in series for the first time and new applications for 3D printing processes are being used in prototypes. With the innovative charging path based on busbars instead of conventional round conductors, which enables fast and safe charging, we increase efficiency while at the same time ensuring high safety and compactness.

At the same time, our transformation programs lay the foundation for the further business success of the DRÄXLMAIER Group – both from a procedural and technological perspective. In this way, we increase efficiency and transparency in the company and can make the right decisions at the right time. In doing so, we pursue the approach of preparing our employees in the best possible way for the requirements of the digital transformation and consistently involving them.

Our sustainability management also benefits from this development, because digital technologies can support and accelerate transformation processes in many areas – whether through data-driven efficiency improvements or digital innovations, for example for the circular economy or the energy transition. For example, DRÄXLMAIER is involved in the Catena-X data ecosystem, which aims at standardized and efficient data exchange along the entire value chain in the automotive industry and the targeted development of so-called digital services in order to reduce greenhouse gas emissions and establish standards and methods to reduce CO_2e. The first "Use Case Traceability" for transmitting battery information to the customer was put into operation at the beginning of 2024.

On this basis, further use-case implementations, such as the development of a "battery passport", are planned for the coming years. In 2025, use-case certificate management was also implemented. This means that DRÄXLMAIER has a standardized process for managing and exchanging digital certificates within the Catena-X network. This strengthens data integrity across company boundaries and creates the basis for further automated compliance requirements.

Harnessing the opportunities of artificial intelligence
In parallel with the transformation programs, DRÄXLMAIER has gradually built up expertise in the field of artificial intelligence (AI) over the past few years, in particular to further optimize the efficiency of production processes. In view of this, a Group-wide AI governance and a corresponding strategy were established. The framework conditions specify a Group-wide policy on artificial intelligence that was developed in 2025. Among other things, it states that the use of AI at DRÄXLMAIER is always people-centered, secure and transparent. In addition to data protection, fairness and traceability, the focus is particularly on the requirements of the EU AI Act. This is how we want to use the opportunities of AI for our company and ensure a responsible use of the new technology from the outset. In 2025, we began to use generative AI and AI agents in a structured way for our company. Since then, a company-wide GenAI chatbot and corresponding training has been available to all employees.

Product quality

The quality of our products is one of DRÄXLMAIER's key promises to its customers. Various approaches ensure that our high requirements are met. We operate a cross-company quality management system that includes all locations and plants and incorporates all global standards, norms and regulations into our business/system processes. The following certification-relevant standards, which are used in the factories, are also listed, by way of example:

- IATF 16949 (2016), standard for quality management systems in the automotive industry
- ISO 9001 (2015), industry standard for quality management systems

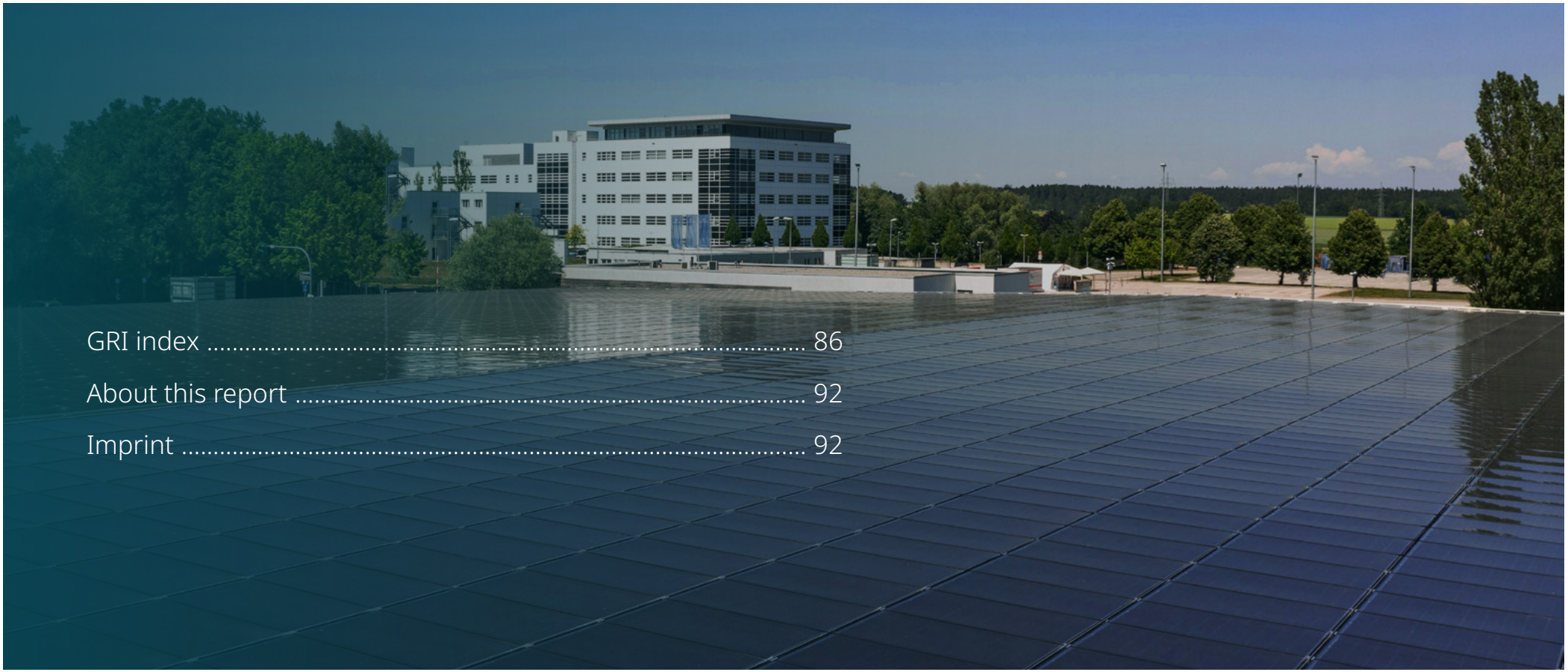
The conformity of our products as well as the relevant systems and processes is regularly checked and confirmed by internal and external audits.

Sustainable and safe mobility

The promotion of environmentally friendly means of transport and the improvement of road safety are essential elements of a future-oriented mobility strategy. By integrating innovative technologies, DRÄXLMAIER not only aims to reduce emissions, but also to increase road safety. For example, by improving restraint systems or safety-relevant developments in the field of battery electronics that help to prevent fires. At the same time, DRÄXLMAIER promotes a conscious mobility behavior and also uses its climate protection activities in its own sphere of action. For example, DRÄXLMAIER is making an active contribution to the transport and energy transition by favoring the procurement of purely electric vehicles (BEVs). Our own fleet of vehicles has already been electrified to 45% worldwide; in Germany, the electrification rate is still significantly higher at 74%. The aim is to further expand the share of BEVs in order to have an all-electric fleet as soon as possible.

However, the expansion of public charging infrastructure remains a challenge. For example, while Germany and the Scandinavian countries are already very far along, there are still large deficits in Eastern Europe. Against this background, DRÄXLMAIER is increasingly installing charging points at its locations to enable business trips there in a sustainable and fully electric manner. In 2025, for example, we further expanded the charging infrastructure in Tunisia. In Germany, the Charge@Home program was also promoted and expanded further, so that company car users can also charge using green electricity at home. In addition, defined leasing periods and active fleet management make it possible for us to use new vehicles that are always state-of-the-art in terms of safety. In addition, our employees receive regular training on topics such as accident prevention regulations or the use of company vehicles. In this way, we help to make mobility not only environmentally sustainable, but also safe.

Annex



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GRI index

The DRÄXLMAIER Group has reported the information mentioned in this GRI index for the period January 1, 2025 – December 31, 2025 with reference to the standards of the Global Reporting Initiative (GRI). GRI 1: Foundation 2021

GRI Standard	Disclosure		Page number(s)	Further information and omissions
GRI 2: General Disclosures 2021				
	The organization and its reporting practices			
	2-1	Organizational details	5–9	
	2-2	Entities included in the organization's sustainability reporting	92	
	2-3	Reporting period, frequency and contact point	92	
	2-4	Restatements of information	8, 18, 62, 92	
	2-5	External assurance	12, 14–15, 92	
	Activities and workers			
	2-6	Activities, value chain and other business relationships	5–7, 48–50, 67, 79–81	
	2-7	Employees	59–66, 71	
	2-8	Workers who are not employees	62, 67, 71	
	Governance			
	2-9	Governance structure and composition	7, 13	
	2-10	Nomination and selection of the highest governance body	7	
	2-11	Chair of the highest governance body	7	
	2-12	Role of the highest governance body in overseeing the management of impacts	13, 17–18, 73–75	
	2-13	Delegation of responsibility for managing impacts	73–75, 77	
	2-14	Role of the highest governance body in sustainability reporting	13, 92	
	2-15	Conflicts of interest	7, 73, 77–78	
	2-16	Communication of critical concerns	74–75, 77–78	
	2-17	Collective knowledge of the highest governance body	7, 13	
	2-18	Evaluation of the performance of the highest governance body	–	The DRÄXLMAIER Group plans to report this information in the future.

GRI Standard	Disclosure		Page number(s)	Further information and omissions
	2-19	Remuneration policies	–	The DRÄXLMAIER Group plans to report this information in the future.
	2-20	Process for determining remuneration	–	The DRÄXLMAIER Group plans to report this information in the future.
	2-21	Annual total compensation ratio	–	The DRÄXLMAIER Group plans to report this information in the future.
	Strategy, policies and practices			
	2-22	Statement on sustainable development strategy	2	
	2-23	Policy commitments	73–81	
	2-24	Embedding policy commitments	73–81	
	2-25	Processes to remediate negative impacts	73–81	
	2-26	Mechanisms for seeking advice and raising concerns	73–81	
	2-27	Compliance with laws and regulations	77	
	2-28	Membership associations	16, 73	
	Stakeholder engagement			
	2-29	Approach to stakeholder engagement	16–18, 48–50, 80–81	
	2-30	Collective bargaining agreements	60	
GRI 3: Material topics 2021				
	Material topics			
	3-1	Process to determine material topics	17–36	
	3-2	List of material topics	18	
GRI 200: Economic disclosures				
GRI 204: Procurement practices 2016				
	Procurement practices			
	3-3	Management of material topics	8, 47–51, 79–81, 84	
	204-1	Proportion of spending on local suppliers	15, 43, 67, 79–81, 83	
GRI 205: Anti-corruption 2016				
	Anti-corruption			
	3-3	Management of material topics	77–78	
	205-2	Communication and training about anti-corruption policies and procedures	77–78	

GRI Standard	Disclosure		Page number(s)	Further information and omissions
GRI 206: Anti-competitive behavior 2016				
	Anti-competitive behavior			
	3-3	Management of material topics	77–78	
	206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	–	The DRÄXLMAIER Group does not report on the total number of legal proceedings on legal actions for anti-competitive behavior, anti-trust and monopoly practices and their results, as this information is subject to special confidentiality requirements.
GRI 300: Environmental disclosures				
GRI 301: Materials 2016				
	Materials			
	3-3	Management of material topics	47–52, 79–83	
	301-2	Recycled input materials used	15, 47–52	
	–	Self-disclosure	15, 48	
GRI 302: Energy 2016				
	Energy			
	3-3	Management of material topics	15, 44–46	
	302-1	Energy consumption within the organization	44, 54–55	
	302-2	Energy consumption outside of the organization	46, 54–55	
	302-3	Energy intensity	44	
	302-4	Reduction of energy consumption	44–46, 54–57	
GRI 303: Water and effluents 2018				
	Water			
	-	Additional non-material topic	53	
	303-1	Interactions with water as a shared resource	53	
	303-2	Management of water discharge-related impacts	53	
	303-5	Water consumption	53, 55, 57	
GRI 305: Emissions 2016				
	Emissions			
	3-3	Management of material topics	15, 40–43	
	305-1	Direct (Scope 1) GHG emissions	41, 54	
	305-2	Energy indirect (Scope 2) GHG emissions	41, 54	
	305-3	Other indirect (Scope 3) GHG emissions	41, 54	

GRI Standard	Disclosure		Page number(s)	Further information and omissions
	305-4	GHG emissions intensity	41, 56	
	305-5	Reduction of GHG emissions	38, 41	
GRI 306: Waste 2020				
	Waste			
	–	Additional non-material topic	15, 52	
	306-1	Waste generation and significant waste-related impacts	14, 47–50, 52, 55, 57	
	306-2	Management of significant waste-related impacts	14, 47–50, 52, 55, 57	
	306-3	Waste generated	14, 47–50, 52, 55, 57	
GRI 308: Supplier Environmental Assessment 2016				
	Supplier Environmental Assessment			
	3-3	Management of material topics	66–68, 72–73	
	308-1	New suppliers that were screened using environmental criteria	15, 72–73	
GRI 400: Social disclosures				
GRI 401: Employment 2016				
	Employment			
	3-3	Management of material topics	15, 59–60	
	401-1	New employee hires and employee turnover	71	The DRÄXLMAIER Group plans to report this information in more detail in the future.
GRI 403: Occupational health and safety 2018				
	Occupational health and safety			
	3-3	Management of material topics	15, 61–62	
	403-1	Occupational health and safety management system	61–62	
	403-2	Hazard identification, risk assessment, and incident investigation	61–62	
	403-3	Occupational health services	61–62	
	403-4	Worker participation, consultation, and communication on occupational health and safety	61–62	

GRI Standard	Disclosure		Page number(s)	Further information and omissions
	403-5	Employee training on occupational health and safety	61–62	
	403-6	Promotion of worker health	61–62	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	61–62	
	403-8	Workers covered by an occupational health and safety management system	54, 56, 61	
	403-9	Work-related injuries	15, 62	
GRI 404: Training and education 2016				
	Training and education			
	–	Additional non-material topic	63	
	404-1	Average hours of training per year per employee	15, 63–65	
	404-2	Programs for upgrading employee skills and transition assistance programs	15, 63–65	
GRI 405: Diversity and equal opportunity 2016				
	Diversity and equal opportunity			
	–	Additional non-material topic	59, 65–66, 71	
	405-1	Diversity of governance bodies and employees	59–60, 66, 71	
	405-2	Ratio of basic salary and remuneration of women to men	60	
GRI 406: Non-discrimination 2016				
	Non-discrimination			
	3-3	Management of material topics	60, 65–66, 74–75, 77–78	
	406-1	Incidents of discrimination and corrective actions taken	60, 66, 78	The DRÄXLMAIER Group was not involved in any court or arbitration proceedings relating to discrimination incidents during the reporting period. Further information is subject to internal confidentiality requirements.

GRI Standard	Disclosure		Page number(s)	Further information and omissions
GRI 407: Freedom of association and collective bargaining 2016				
	Freedom of association and collective bargaining			
	3-3	Management of material topics	74–75, 79–81	
	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	74–75, 79–81	In the reporting year, based on our risk and control processes, there was no reason to believe that the right to freedom of association and collective bargaining could be threatened at any of our sites or suppliers.
GRI 408: Child labor 2016				
	Child labor			
	3-3	Management of material topics	67, 74–75, 79–81	
	408-1	Operations and suppliers at significant risk for incidents of child labor	74–75, 79–81	In the reporting year, based on our risk and control processes, there was no reason to believe that any incidents of child labor occurred at any of our sites or suppliers.
GRI 409: Forced or compulsory labor 2016				
	Forced or compulsory labor			
	3-3	Management of material topics	67, 74–75, 79–81	
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	74–75, 79–81	In the reporting year, based on our risk and control processes, there was no reason to believe that any incidents of forced or compulsory labor occurred at any of our sites or suppliers.
GRI 413: Local communities 2016				
	Local communities			
	–	Additional non-material topic	68–70	
	413-1	Operations with local community engagement, impact assessments, and development programs	68–70	
GRI 414: Supplier Social Assessment 2016				
	Supplier Social Assessment			
	3-3	Management of material topics	15, 67, 79–81	
	414-1	New suppliers that were screened using social criteria	67, 79–81	

About this report

In this Sustainability Report, approved by the by the management, the DRÄXLMAIER Group provides information about its most important activities in the area of sustainability.

The report was prepared with reference to the standards of the Global Reporting Initiative (GRI). The consolidated GRI sustainability reporting standards were used as a basis in the 2025 compilation. At the same time, this report anticipates some of the emerging reporting requirements arising from the Corporate Sustainability Reporting Directive at EU level. In accordance with the corresponding European Sustainability Reporting Standards (ESRS), we have analyzed the impacts, risks and opportunities of the DRÄXLMAIER Group in the fields of environment, social commitment and corporate governance as part of a double materiality analysis. The main topics identified are presented in this Sustainability Report.

Sustainability reporting takes place annually. This report was published on May 4, 2026, and thus shortly after the publication of the Annual Report in April. In this way, we want to make it possible to give a complete account of the survey period and to exclude estimates to a large extent.

The content presented covers the period from January 1, 2025 to December 31, 2025 (2025 financial year). The sources for this report are our company-wide IT systems, as well as specific systems and detailed information from the respective departments or subsidiaries. If available, comparative data from the previous year is provided. If changes in the collection and calculation methods or changes in the scope of consolidation lead to changes in comparative values from previous years, this is noted accordingly in the text. When adding data, discrepancies may occur due to rounding. In case of insufficient data, an omission explanation has been prepared in accordance with the GRI standards. No external audit of the data has taken place.

The information in this report relates to the entire DRÄXLMAIER Group. The basis for collecting the data in this report is the scope of consolidation of the 2025 consolidated financial statements of DRÄXLMAIER Group SE & Co. KG (formerly Fritz Dräxlmaier GmbH & Co. KG). In addition to DRÄXLMAIER Group SE & Co. KG, this includes all domestic and foreign subsidiaries over which DRÄXLMAIER Group SE & Co. KG has direct or indirect control of the financial and business policies. Details of the scope of consolidation can be found in the Annual Report.

The Sustainability Report of the DRÄXLMAIER Group is available online in German and English. In case of discrepancies, the German version is binding. The next Sustainability Report is expected to be published in May 2027.

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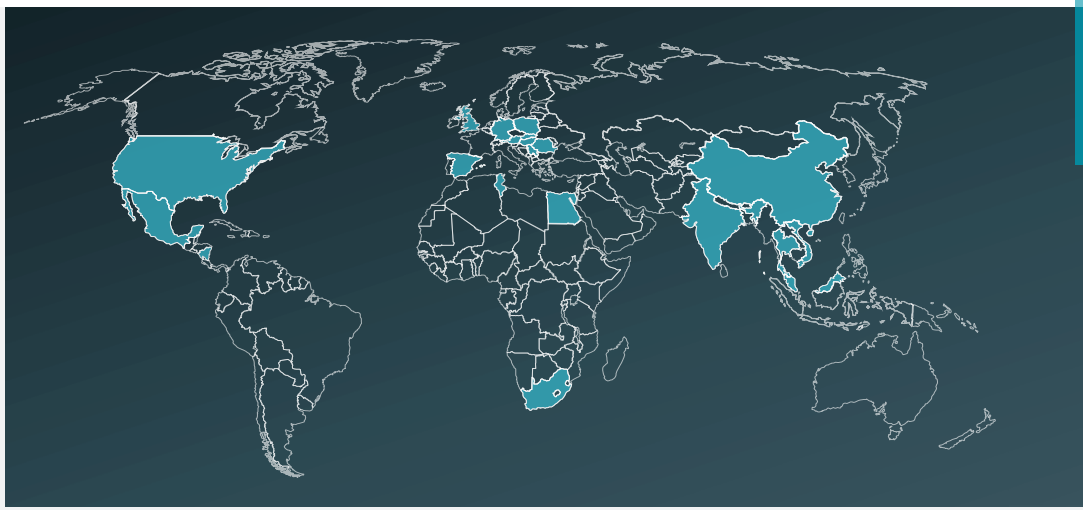

Sustainability Report 2025
DRÄXLMAIER Group

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