

Economical,
ecological,
social.

Bringing it together.

2025

3 Introduction

4 Sustainability at EJOT at one glance

Note:

The order of the disclosure requirements in the chapters has not been presented in the original order for the sake of better readability.

User help:

The navigation bar at the top of the document is linked to the chapters mentioned. This allows you to navigate there directly.

On the chapter pages, the sub-chapters are linked to the linked to the respective pages.

Symbols:

 *back to content page*

 *one page forward*

 *one page back*

 **Industry** *Link to another website*

01.

5 General

6 Milestones and stumbling blocks

7 General disclosure requirements (ESRS 2)

02.

18 Thinking sustainably

19 Transparency at EJOT

20 Climate change (ESRS E1)

26 Water and marine resources (ESRS E3)

27 Resource use and circular economy (ESRS E5)

03.

32 Working together in a family business

33 Own workforce (ESRS S1)

39 Workers in the value chain (ESRS S2)

04.

41 Independent and long-term development

42 Consumers and end users (ESRS S4)

44 Corporate policy (ESRG G1)

Introduction



Dear readers, partners and friends of the EJOT Group,

2025 was a year of transition for the EJOT Group – and one that reaffirmed our clear strategic direction. By restructuring the Group's responsibilities, we have sent a strong signal of continuity and forward-looking commitment.

Sustainability remains a central component of our corporate strategy. Our prioritised focus areas – CO₂e reduction along the value chain, the use of renewable energies, the improvement of energy efficiency, and the continuous improvement of health and safety – continue to form the basis of our actions in 2025.

It is important to me that we pursue this path with clarity and transparency. Since 2013, EJOT has been publishing its emissions in accordance with the international GHG Protocol – a reliable basis on which we measure our progress and align our decisions.

Our first CO₂e-reduced product line, recarb, exemplifies how we combine economic success with responsibility towards people and the environment. It continues to guide us this year and strengthens us, particularly at a time when sustainable action is of central importance to our customers, our employees and our sites worldwide.

I would like to thank all our business partners and employees worldwide who are helping to shape this path with conviction and commitment. Together, we will drive the further development of the EJOT Group – with focus, responsibility and an eye on future generations.

I hope that reading our 2025 Sustainability Report will inspire you to play your part, for our commitment is to the future.

Sedat Aricioglu
CEO EJOT SE & Co. KG

Sustainability at EJOT at one glance

	Thinking sustainably	Independent and long-term development	Working together in a family business
	The road to the goal! Climate-neutral / Innovation / Environment	The things EJOT advocates as a partner! performance leadership / processes / structure	Who we are and how we work Culture / International / Customer-oriented
			
In focus	CO2e intensity CO2e (in tonnes) / million revenue	Decarbonisation tracker Share of green energy (in %) of total energy needs	Occupational safety and safety Employees (in %) who are covered by the management system
Base 2020	401.01	no group-wide survey	0
2024	322.44	54	31
Status 2025	315.93	55	44
Target 2035	< 100	> 90	> 60

*The content of this publication has not been approved by the United Nations and does not reflect the views of the United Nations or its officials or Member States.

1.0

General

- 7 Milestones and stumbling blocks
- 8 General Disclosure Requirements (ESRS 2)



Milestones and stumbling blocks of the year 2025

Milestone

1. Since 2020, CO₂e intensity (t CO₂e per million euros of turnover) has been steadily reduced – from 401 t CO₂e per million euros of turnover in the base year 2020 to 315 t CO₂e per million euros of turnover in 2025.
2. The quality of the emissions data has been further improved. For wire, over 90 per cent of the calculations were carried out using primary factors, and for granulates, over 65 per cent.
3. The PCF (Product Carbon Footprint) calculator has been validated in accordance with the requirements of ISO 14067 and ISO 22095, thereby providing a robust basis for product-related CO₂e calculations.
4. The majority of the defined sustainability targets for the period 2020–2025 have been achieved.

Stumbling blocks

1. The difficult economic situation hampered investment and delayed certain measures to reduce emissions.
2. The availability of economically and technically viable sustainable alternatives to plastic remains limited.
3. The Group-wide introduction of a standardised energy measurement system has not yet been fully implemented.
4. Absolute CO₂e reductions fell short of targets, partly due to the acquisition of additional production sites and the associated expansion of system boundaries

The EJOT Group



EJOT is a medium-sized group of companies in the metal processing industry and is the European market leader in fastening technology. The nucleus of today's EJOT Group is the screw factory Adolf Böhl, founded in 1922 in Berleburg in North Rhine-Westphalia. Over more than 100 years, growth, company acquisitions and diversification have led to a group of companies, today's EJOT Group, based in Bad Berleburg. EJOT offers a wide range of innovative fastening elements, in particular thread-forming screws for plastics and metals, technical formed parts made of plastic and metal, as well as a complete programme for the fastening of the outer shell of buildings. The customers come from the automotive and supplier industry, the telecommunications and entertainment electronics industry or the construction industry. EJOT's products offer potential for the restructuring of the economy from fossil fuel combustion to climate-friendly new technologies, whether in the automotive industry with the transformation to electric mobility, the lightweight and hybrid construction of bodies-in-white or in the construction

industry with building insulation, the use of renewable energies and their secure fastening.

EJOT employs approx. 4,500 employees worldwide. In addition to the German production sites in Bad Berleburg, Bad Laasphe and Tambach-Dietharz, EJOT produces in Brazil, China, Great Britain, Mexico, Poland, Switzerland, Taiwan, Turkey, Croatia, the USA, India and Finland. Furthermore, the company has numerous sales companies around the globe.

EJOT is focusing on the topic of sustainability and has set itself the goal of reducing its CO₂e emissions from the current level of approx. 252,000 tonnes to zero by 2035.

Strategy, business model and value chain

We are anchoring EJOT's global and cross-market corporate strategy with the Vision 2025:



Technological leadership

We strive for **technological leader** in fasteners, joining processes, forming technology (metal and plastic) and complex assemblies.



Internationality

We can **produce or procure all our products on every continent**. We are successful with our products and services in **Europe**, but also on the **American, Asian and African** continents. We have grown sustainably as an international group.



Innovation

We are able to help our customers by constantly developing new products and/or processes that bring benefits and added value. **Constant innovation at all levels of the organization secures our future.**



Customer orientation

Our customers know that EJOT offers the **best solutions in product and service**. Every product and every employee stands for competence and understanding of **our customers' requirements**.



Culture

Our culture is characterised by **integrity and appreciation**. **The motivation of our employees** is the guarantee for a constant renewal and maintenance of our efficiency.



Processes

We think about **processes holistically** – without disruption or waste, for the benefit of our customers. With **transparency and uniform key figures**, these processes are designed to be comprehensible and lean from start to finish, from customer order to customer delivery.



Structure

Our organizational structure is **comprehensible and transparent for all employees worldwide**. It is characterized by **clear areas of responsibility and clear and understandable roles**.

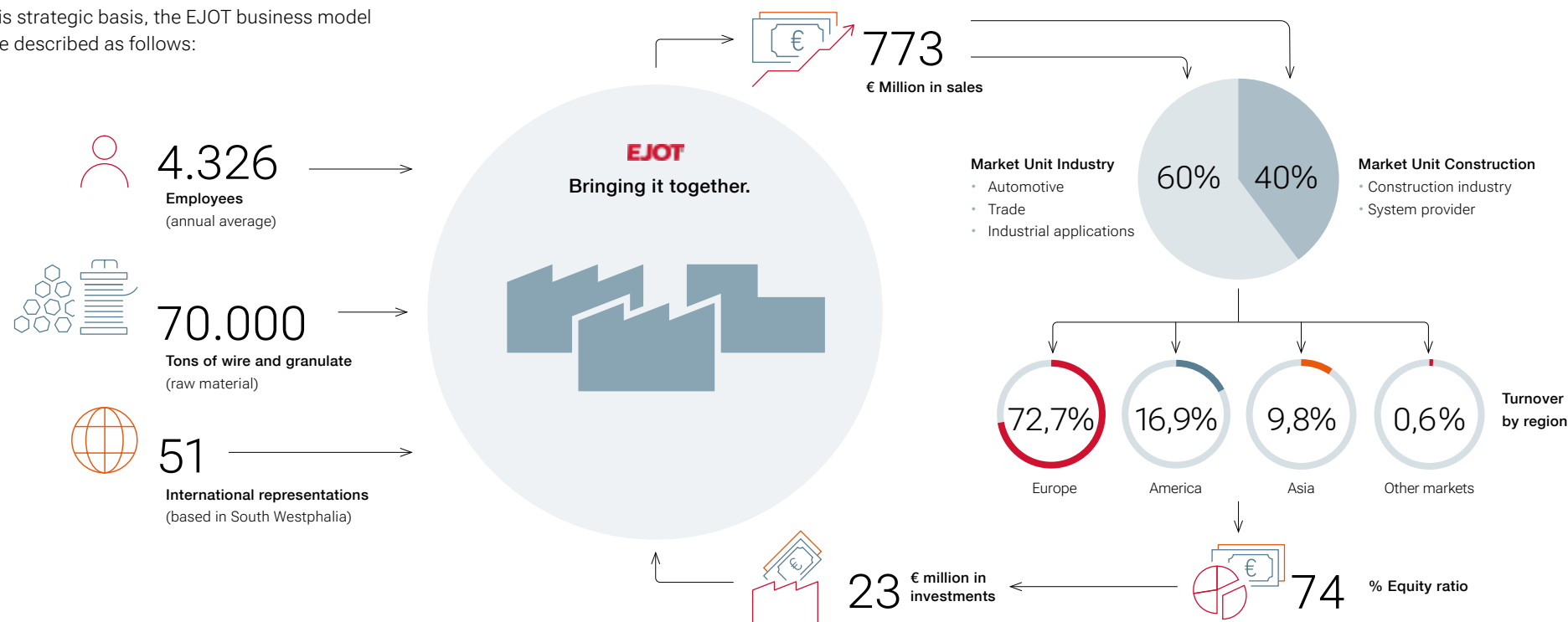


Environment

We have succeeded to evaluate our CO₂e emissions. From this, energy / CO₂e savings are defined, which will ensure **CO₂e neutrality by 2035**.

The EJOT business model

On this strategic basis, the EJOT business model can be described as follows:



Our markets in the Market Units

Industry and Construction

Proximity to the customer and his needs is a central success factor of the two Market Units [Industry](#) and [Construction](#). This close coordination is one of the foundations for the development of customised fastening solutions with added value for the customer. Based on the manufacturing technologies of cold forming and plastic injection moulding, the EJOT product portfolio is continuously being expanded, with current trends such as electromobility or sustainable building envelopes being incorporated into product development. We are committed to sustainable management in the development and production of our products.

In the [Market Unit Industry](#) EJOT offers a wide product range for various applications.

- **Thread forming screws**
For plastics and metals.
- **Individual precision cold formed parts**
Cost-effective due to cold forming, high savings potential due to multifunctionality.
- **System solutions for mixed and lightweight construction**
With flow drill FDS® screws and EJOWELD® friction-welding.
- **Metal-plastic components**
Individually developed functional assemblies that can perform a wide range of functions.



- **Functional plastic parts**

Development and production of high-precision metal-plastic composite parts using insert technology.

- **Joining technology for special space and material requirements**

Fasteners for thin-walled components as well as foam and sandwich structures.

- **Contacting elements and sealing systems**

For a wide range of applications in e-mobility.

- **Fastening solutions in the Micro range**

Micro screws and cold-formed parts in the smallest dimensions for miniature components.

The customer is supported by a qualified application engineer throughout the entire project ("one face to the customer"). Prediction programs can be used in advance for the preliminary design of the screw connections. In the APPLITEC screw laboratory, component tests are carried out using modern screw technology. The online service area "CAD & more" offers the possibility to download CAD data or product information and to carry out your own calculations. Furthermore, with the help of FEM simulations, the customer can optimise the design of components and screw locations together with EJOT specialists. The comprehensive online service area offers our customers the opportunity to precisely dimension their components and thus prevent the waste of materials.

With the following products, the Market Unit Industry is represented worldwide in the markets:



Self-tapping screws for plastics



Self-tapping screws for metal



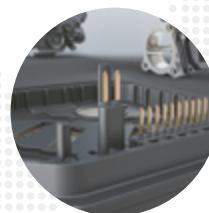
Precision cold-formed parts for complex applications



System solutions for body-in-white light-weight/mixed design



Spindle & adjustment systems: multifunctional components



Precision parts made of plastic for electronic components



Elements made of plastic for special materials



Contacting elements and sealing systems for electromobility

With the Market Unit [➤ Market Unit Construction](#) serves selected market segments in the construction industry for professional applications in the outer shell and interior finishing of buildings. EJOT stands for a comprehensive product range, special know-how for fastening solutions and customer-oriented service in various core segments.

- **Industrial lightweight design:** Fasteners for fixing trapezoidal sheets and sandwich elements to steel and timber structures are the focus of this core segment
- **Timber construction:** The aim is to offer solutions for all building components where fasteners are needed.
- **Rear-ventilated facades:** The rear-ventilated facade offers great design freedom and versatility. EJOT is a system provider in this area. The various system components, services and comprehensive advice lead to a homogeneous yet individual solution.
- **CROSSFIX®:** The award-winning substructure system CROSSFIX® is the first substructure made of stainless steel that can be used equally for holding horizontal and vertical load-bearing profiles. The use of 100 per cent stainless steel significantly reduces the thermal bridge surcharge in the system.
- **Flat roof:** In the flat roof sector, the focus is on fastening



elements and installation equipment for the efficient fastening of insulation materials and roofing membranes on flat roofs and slightly sloped roofs.

- **Industrial window and facade technology:** The window and glass facade technology sector deals with high-quality fasteners for window and door production as well as their installation.
- **Fastening systems for solar energy systems:** EJOT offers a variety of fastening solutions for the correct and safe installation of solar energy systems. The product portfolio includes approved fasteners for the installation of photovoltaic systems on the roof as well as for the installation of systems in open spaces.
- **Anchoring technology:** The application areas for anchoring technology are versatile and the respective demands on the fastening solutions are equally diverse. From balcony and stair railings to anchoring large machines.
- **External thermal insulation composite systems (ETICS):** EJOT offers comprehensive system accessories for external thermal insulation composite systems in the areas of anchors, assembly elements and profiles.

The Market Unit Construction is represented in the global markets with the following products:



Timber Construction



Industrial Lightweight Construction



Solar



Flat Roofing



Rear Ventilated Facades



Anchoring Technology



Window and Glass Facade Technology



Interior Work



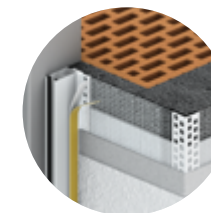
Distribution



Fastening Solutions for ETICS



Mounting elements for Attachments



Profiles for ETICS

Sustainability at EJOT – Vision



Working together in a family business

Who EJOT are and how it works.

- Culture
- Internationality
- Customer orientation



Independent and long-term development

EJOT: your reliable partner.

- Technological leadership
- Processes
- Structure



Thinking sustainably

The road to the goal.

- Climate neutrality
- Innovation
- Environment



Quality connects Sustainability unites.

What **EJOT** want to achieve

Involving interested parties

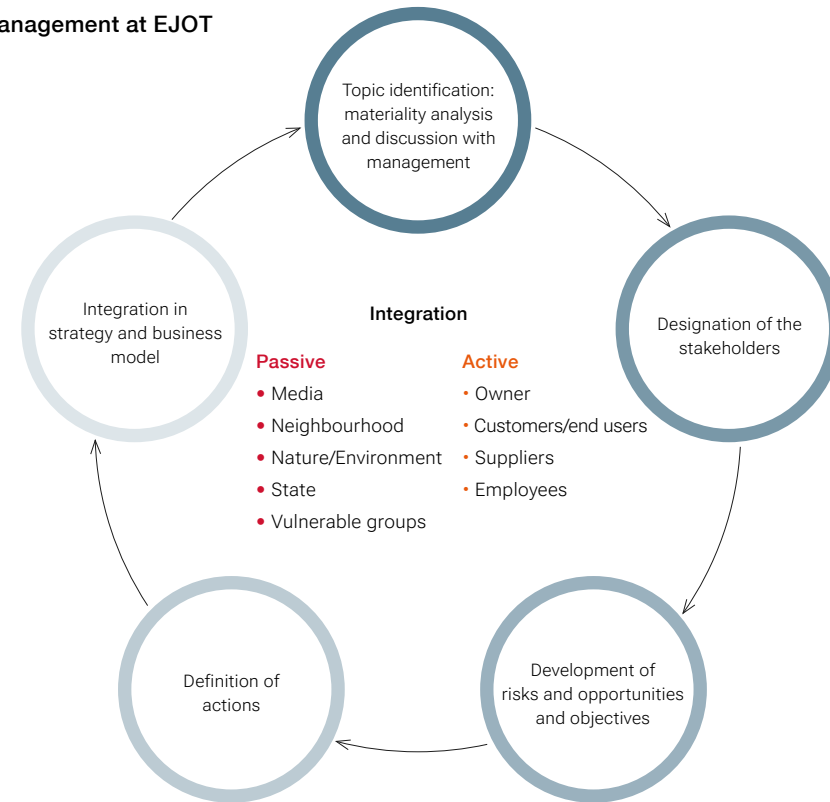
Stakeholder management is regulated in the long term and location-based by the certification of DIN EN ISO 14001. As part of the CSRD, the existing systems are now being supplemented. First, topics are identified as part of the double materiality analysis and consultation with top management. Based on this, the most important stakeholders of the respective topics are named and either passively (no topic-related contact, fundamental exchange) or actively involved in the business model (e.g. surveys). Based on these results, risks, opportunities and goals for the identified topics are developed and a definition of measures is derived. In this way, we ensure that stakeholder concerns are involved in our strategies. In the year under review, there were no significant changes in interests and positions that would have led to a change in the business model (ESRS 2, 45c).



EJOT sees active stakeholder management as an obligation to take into account the interests of all parties involved and to work together on goals.

Heiko Stötzel, Environmental Officer
of the EJOT Group

Stakeholder management at EJOT



Analysis of the main effects, risks and opportunities

The double materiality analysis

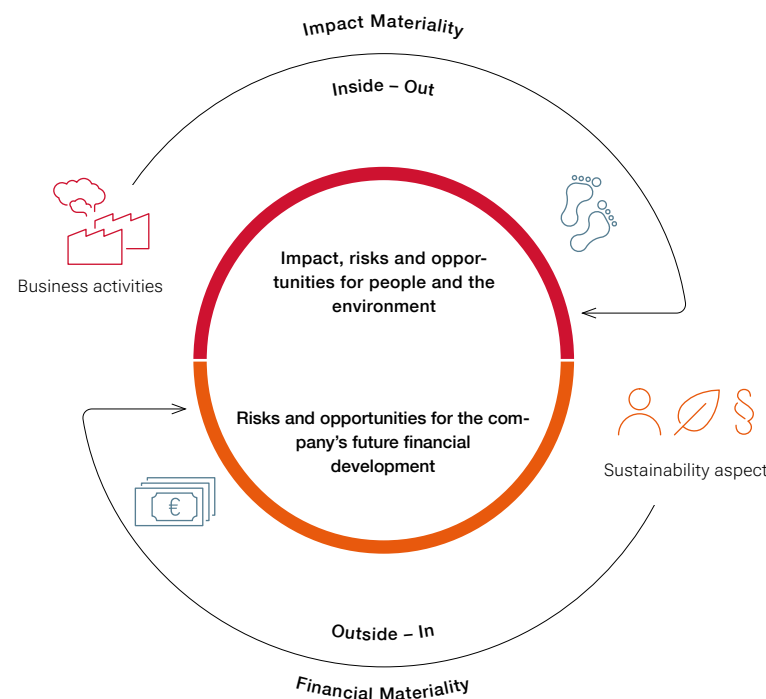
The materiality analysis pursues the objective of identifying sustainability aspects relevant to sustainability reporting. For this purpose, all aspects are considered and evaluated based on a Likert scale. This consideration is based on a logic, which is carried out in two stages via impact materiality and financial materiality.

Impact Materiality

In the context of Impact Materiality, the focus was on the following question: *What current effects, opportunities and risks does the company have on people and the environment in this context?*

Financial Materiality

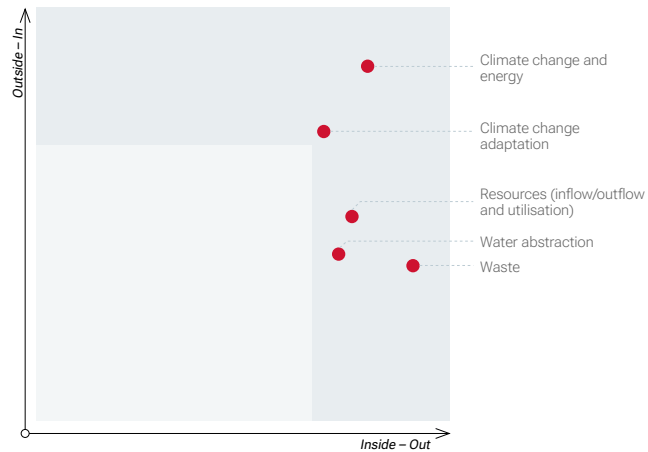
In the context of Financial Materiality, the focus was on the following question: *What opportunities / risks arise from the sustainability aspect for the future development of the company regarding cash flow and capital access, among other things?*



Results of the double materiality analysis

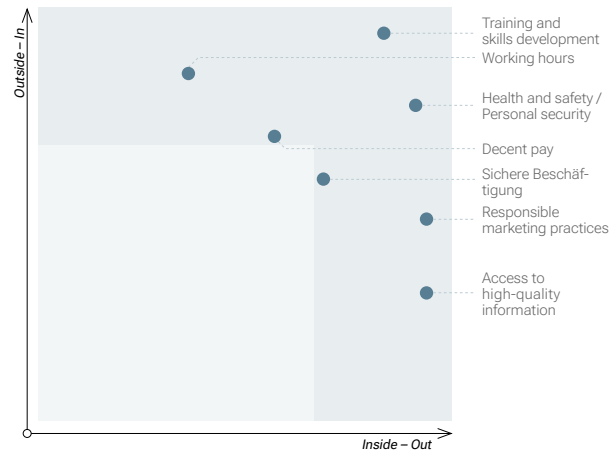
Ecological

Thinking sustainably



Social

Working together in a family business



Economic

Independent and long-term development



↑ **Outside – In**
(Financial influence on companies, stakeholders, etc.)

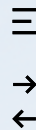
→ **Inside – Out**
(Impact on people and the environment)

■ significant area

2.0

Thinking sustainably

- 20 Transparency at EJOT
- 21 Climate change – ESRS E1
- 27 Water and marine resources – ESRS E3
- 28 Resource use and circular economy – ESRS E5



Thinking sustainably

Identifying and assessing impacts, risks and opportunities

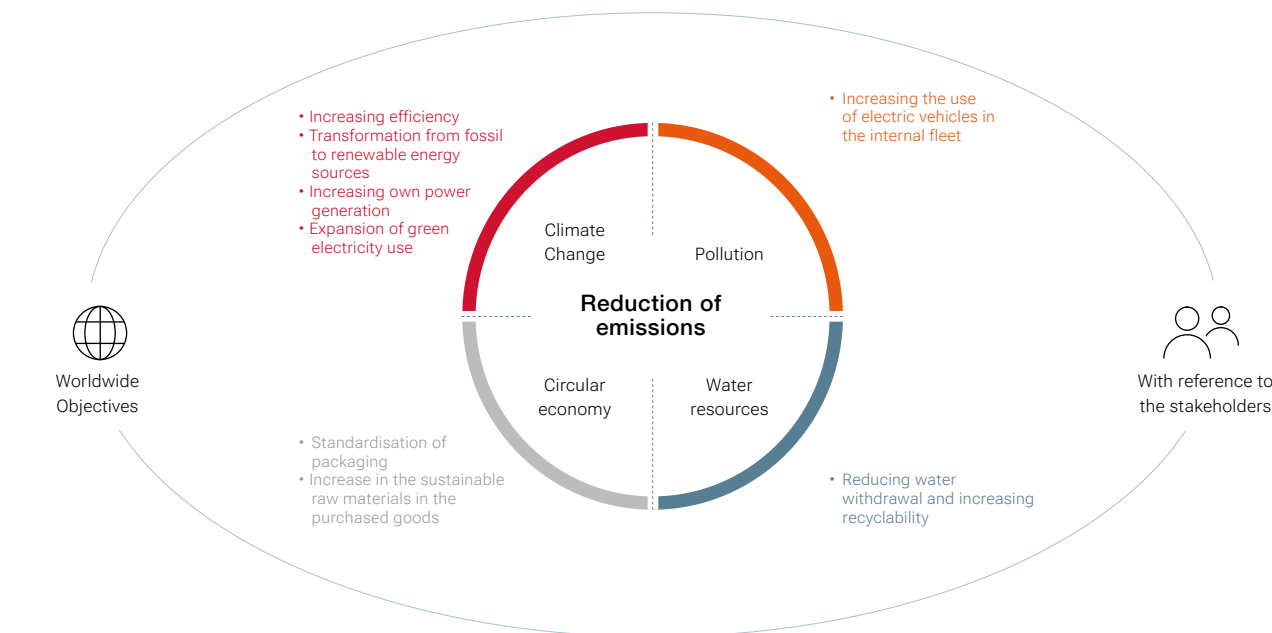
EJOT has and will continue to conduct a thorough analysis of its operations to identify the main sources of greenhouse gas emissions and to assess the potential risks and opportunities associated with climate change. This also includes the analysis of supply chains and product life cycles to identify all possible influences.

Developing climate protection and adaptation strategies

Based on the identified impacts and opportunities, EJOT develops specific strategies to reduce greenhouse gas emissions and adapt to changing environmental conditions. This may include measures such as optimising production processes, promoting energy-saving measures and implementing climate risk management plans.

Integration of energy efficiency and renewable energies

Energy efficiency and the use of renewable energies are central in EJOT's climate protection strategy. The company will strive to continuously optimise its energy consumption and increasingly integrate renewable energy sources such as solar energy into its operations.



Research and innovation

EJOT invests in research and development to develop new technologies and processes that enable more sustainable production and a smaller CO₂e footprint. This also includes research into new materials and manufacturing techniques that conserve resources and are environmentally friendly.

Continuous monitoring and reporting

EJOT will regularly monitor and transparently report on the progress it has made in implementing its climate protection strategy. This includes regularly recording and reporting on greenhouse gas emissions, the use of renewable energies and progress in adapting to climate change.

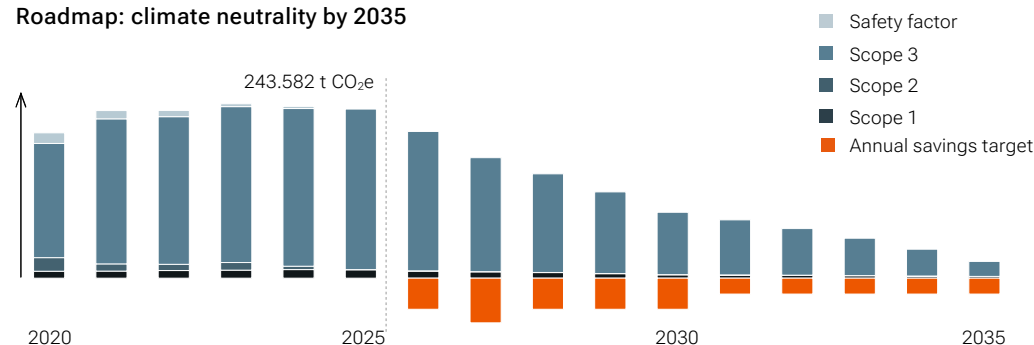
The path to climate neutrality by 2035

With the Sustainability Roadmap, EJOT describes the path to climate neutrality. EJOT has set itself the goal of being climate-neutral in all three scopes by 2035, so that the goals are compatible with the 1.5 degree target set in the Paris Agreement.

Our annual Corporate Carbon Footprint (CCF) is the basis for this. We calculate our emissions worldwide using the Greenhouse Gas Protocol. Based on the annual emissions, a development forecast for the CO₂e-reducing measures is created, considering economic growth. This is how EJOT ensures that the target and measure definitions are considered in all financial decision-making processes and approved by top management.

Through our activities, we have already been able to save Scope 1 and 2 emissions compared to the base year 2020. Scope 3 emissions include upstream and downstream emissions and are now the strategic focus because they account for over 80 per cent of total emissions. In this area, we work in partnership with our suppliers to provide products with reduced CO₂e. We have defined a three-milestone system to achieve our goals. At the end of each milestone period, the achievement of objectives is reviewed and, if necessary, countermeasures are taken.

Roadmap: climate neutrality by 2035



Fields of action	Examples of milestones for achieving the objectives		
Thinking sustainably	Employee share ownership and CO ₂ e ideas competition	Development of environmentally friendly products	Climate-neutral procurement of goods and services
Efficiency increase	More economical processes: • Energy measurement system • Reduction plan for each location	Transition from fossil to renewable energy sources	Favouring new technologies
Green energy	Start of own power supply	80 % green electricity at EJOT	100 % green electricity at EJOT

2020–2025 → 2026–2030 → 2031–2035 →>>>

Greenhouse gas emissions in Scope 1, 2 and 3 categories

GHG Emissions in t CO₂e

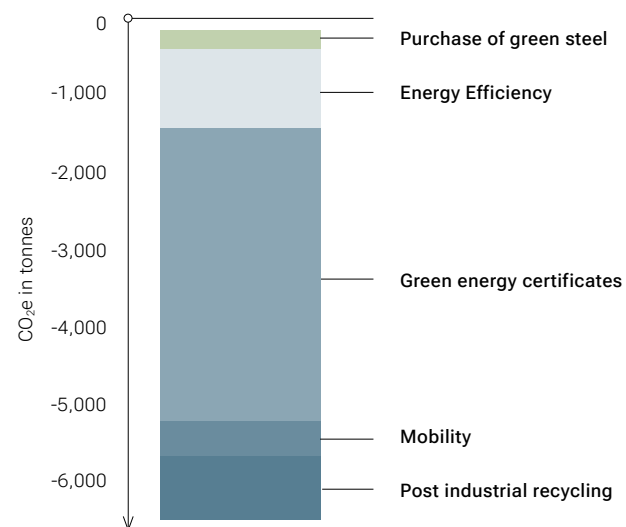
Scope category	2021	2022	2023	2024	2025
Scope 1	10,139.15	11,065.88	11,533.64	12,334.16	12,183.21
Scope 1.1	8,012.01	8,228.62	8,771.78	9,705.67	9,977.09
Scope 1.2	2,062.72	2,804.80	2,685.15	2,587.75	2,157.30
Scope 1.3	64.24	31.78	76.53	40.74	48.83
Scope 1.4	0.18	0.68	0.18	0.00	0.00
Scope 2	10,447.53	8,864.19	11,033.18	4,955.85	249.64
Scope 2.1 ¹⁾	10,339.52	8,739.99	10,925.83	4,849.33	176.70
Scope 2.2	108.01	106.20	107.35	106.52	72.94
Scope 3	208,884.33	212,797.81	224,583.75	227,156.05	231,149.51
Scope 3.1	186,390.20	188,265.20	196,675.64	198,931.46	200,629.97
Scope 3.3	1,717.62	1,880.56	1,941.08	7,181.22	7,195.32
Scope 3.4	1,935.48	981.91	908.00	3,595.94	3,691.66
Scope 3.5	216.75	223.58	224.87	105.03	57.78
Scope 3.6 ²⁾	183.51	150.79	452.26	1,073.36	959.72
Scope 3.7	2,036.56	3,034.38	3,232.33	2,680.07	2,658.90
Scope 3.9	4,693.82	4,465.96	4,823.51		
Scope 3.12	1,613.49	1,485.17	1,599.98	418.11	447.95
Scope 3.15	10,096.91	12,310.26	14,726.06	13,170.85	15,508.21
Surcharge	11,964.09	8,986.24	4,227.82	3,092.66	
Overall result	241,435.11	241,696.12	251,378.39	247,538.72	243,582.36

Purchase of:
¹⁾ green electricity certificates
²⁾ offsetting of air travel

Measures and goals of climate strategies

Total greenhouse gas emission savings of the EJOT Group in 2025

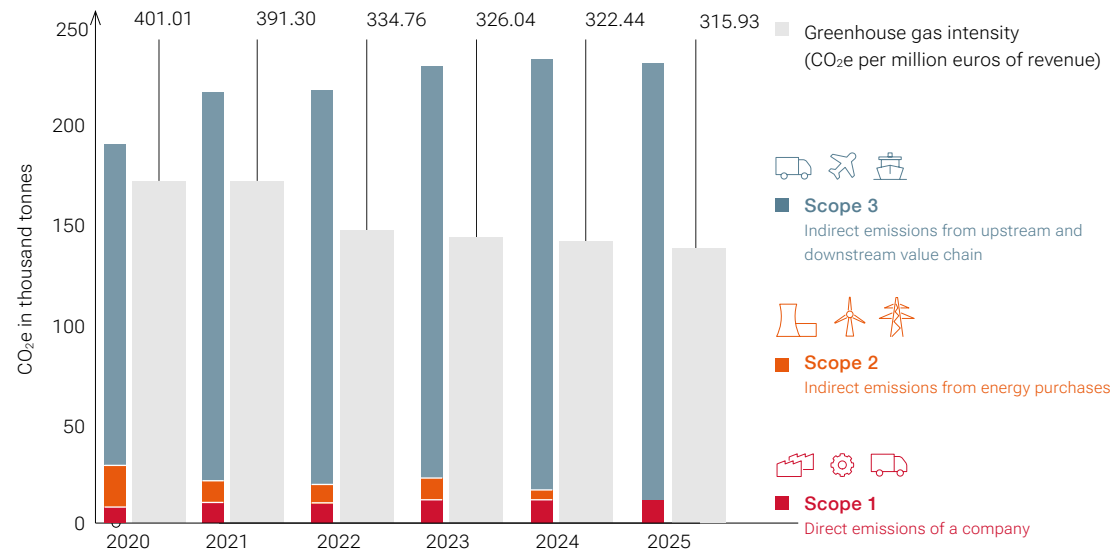
Measures to reduce greenhouse gas emissions



> -6.754 CO₂e

Improvement in the GHG intensity

The EJOT Group's emissions from 2020–2024



In focus

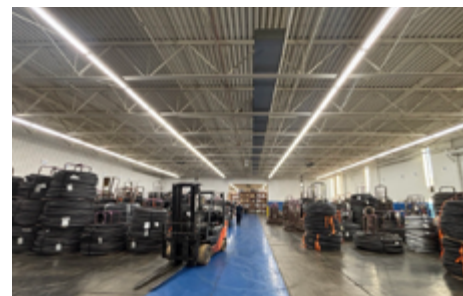
EJOT Group – Expansion of renewable energy and energy efficiency measures is being driven forward internationally

In the 2025 financial year, the EJOT Group systematically drove forward the expansion of renewable energy and measures to improve energy efficiency at its international sites. The aim of these activities was to reduce energy consumption, cut emissions and strengthen the foundations for robust, sustainable structures. At sites such as those in Austria and Poland, photovoltaic systems were built and further developed to generate electricity locally and use it primarily on-site. This reduced grid consumption and supported a climate-friendly energy supply.

Energy efficiency in production: At the Swiss site, for example, a focus in 2025 was on optimising compressed air systems. Through the use of modern, energy-efficient compressors and demand-based control, a particularly energy-intensive production area was specifically improved.

Electrification of logistics and the vehicle fleet: Also in 2025, the switch to electric forklifts at EJOT ATF continued. In parallel, the EJOT Group continued to drive forward the electrification of its vehicle fleet in various regions in order to reduce direct emissions and increase energy efficiency in its operations.

These exemplary activities from 2025 demonstrate how the EJOT Group implemented local measures within a common strategic framework, supported by the expansion of an international energy management system.

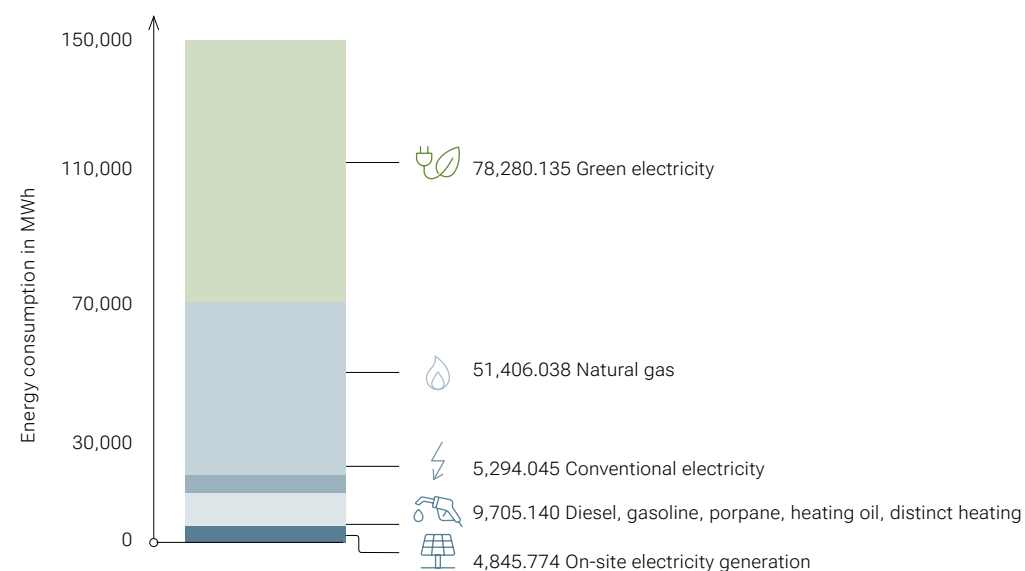


Energy consumption – measures and targets

The topic of energy supply is a high priority for EJOT, since EJOT as a manufacturing company is dependent on energy. Energy efficiency and the increased use of renewable energies are the focus of efforts to optimise energy consumption and ensure a sustainable energy supply. This is also transparently set out in the integrated management policy. (ESRS2, 48b)

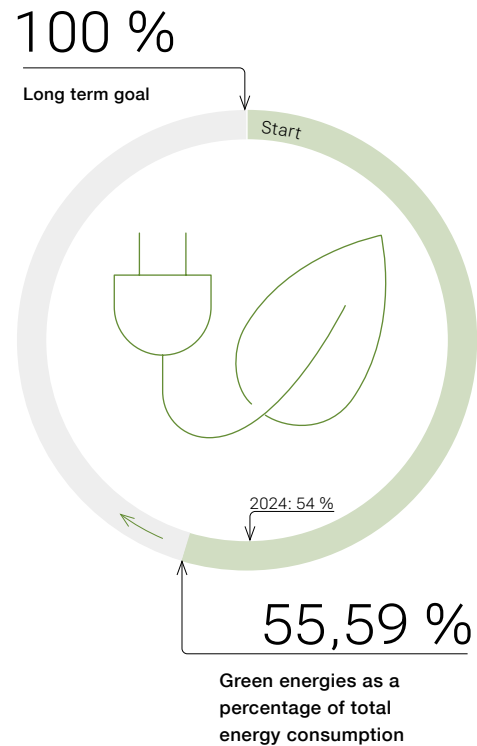
By implementing DIN EN ISO 50001 at over 25 EJOT locations worldwide, we ensure the further development and prioritisation of the topic of energy.

Energy consumption in MWh 2025

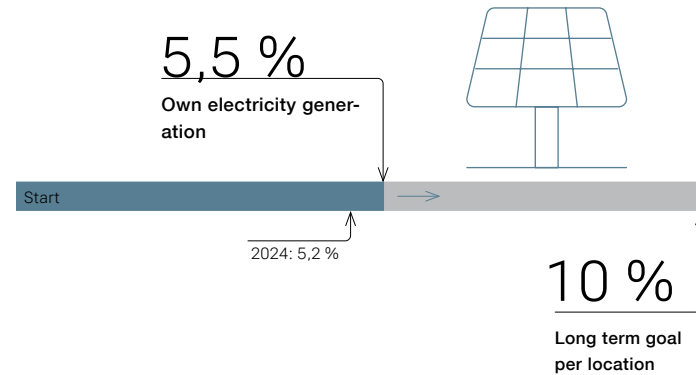


Decarbonisation tracker at EJOT

Green energies in total energy consumption



% share of own electricity generation in electricity demand



Water resource strategies



The topic of water extraction is becoming increasingly important for EJOT and the entire industry. In the past, care was already taken to use water sparingly. Within the framework of DIN EN ISO 14001, water consumption is tracked as a key process indicator and is subject to the continuous improvement requirements of the standard. These efforts are to be further substantiated in the coming years and are included in the updated, integrated management policy, which refers to responsible water management. (ESRS2, 48b)

The identification and assessment of the main impacts, risks and opportunities for the water and marine resources thematic standard was carried out using the LEAP procedure and an overarching scenario analysis was applied.

To this end, the locations were geographically limited and analysed for climate hazards. The database for this was provided by the WWF's Risk Filter Suite – <https://riskfilter.org/water/explore/map> as well as <https://www.wri.org/aqueduct> and <https://www.google.de/maps>.

The geographical classification of the producing sites has shown that only one site is close to < 50 km from the sea, so ocean acidification, saltwater intrusion and coastal erosion have not been considered further at the group level. There are some locations in the vicinity of flowing waters, and this was considered accordingly in the scenario analysis.

As a comprehensive assessment, it can be stated in a consolidated manner that, based on climate change developments, the topic of water is relevant for the EJOT group especially regarding water scarcity. And therefore, the increased water consumption, water abstraction and discharge of water are essential.

The downstream supply chain has no to very little impact on the topics in ESR E3. Furthermore, the 5 largest suppliers were analysed regarding the ESR E3 as part of the upstream supply chain. The basis is the abstract risk assessment of the LkSG and is managed throughout the group by the Supplier Code of Conduct, which explicitly calls for a reduction in water consumption.

Resource use strategies and circular economy

EJOT addresses the topic of circular economy and resource usage as well as individual elements in various guidelines and the integrated management policy. As part of the integrated management policy, for which the management is responsible, EJOT is committed to the circular economy worldwide and wants to drive it forward. An explicit sub-goal is to avoid waste and, where possible, to reuse process-related waste in the process.

Furthermore, the topic of waste is regulated and controlled by DIN EN ISO 14001. The annual waste report and the annual management review serve to continuously monitor the respective waste behaviour. Responsibility for the implementation of and compliance with DIN EN ISO 14001 lies at the operational level with the environmental management officers of the individual production and logistics centres. (ESRS-2, 65a; ESRS-2, 65b; ESRS-2, 65c)

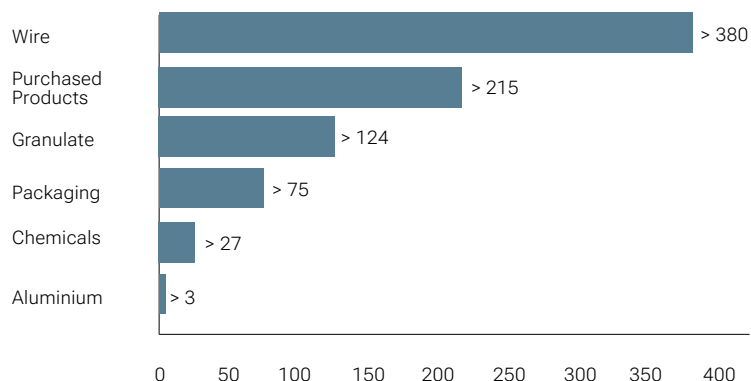
EJOT's biggest lever is to increase the share of secondary materials in the raw materials purchased or CO₂e-reduced products, which account for the largest share of CO₂e emissions for the entire group and can have far-reaching effects in the upstream value chain. For the group of companies, the topic is becoming more important both internally and externally and is to be further expanded in the future.

To this end, it is essential to actively seek joint solutions with suppliers. (ESRS-2, 65b; ESRS-2, 65c) In the globally valid Code of Conduct for Suppliers, it is expected that the supplier pays attention to the responsible and careful use of resources and raw materials as part of its sustainability policy (in doing so, it also considers its supply chain). He also pays attention to the efficient use of energy and resources in products and processes as well as to compliance with applicable environmental standards.



Resource inflows and outflows

Resource inflows in hundred tonnes



Resource outflows

➤ Product portfolio: See Chapter 1, "Our Markets"

Applicable circular principles:

- **Durability**
Our fasteners are designed for the life of the application.
- **Recycling**
Steel and mono plastics are important materials for the circular economy.
- **Dismantling**
Separable fasteners contribute to the concept of a recyclable product.

Development of comprehensive data monitoring on circular principles in the field of packaging as well as auxiliary and operating materials.

Waste generation 2025 in tonnes



Total

10,579

Measures and objectives regarding resource utilisation and recycling

In the following, the planned and already taken (key) measures in the areas of resource usage and circular economy are presented

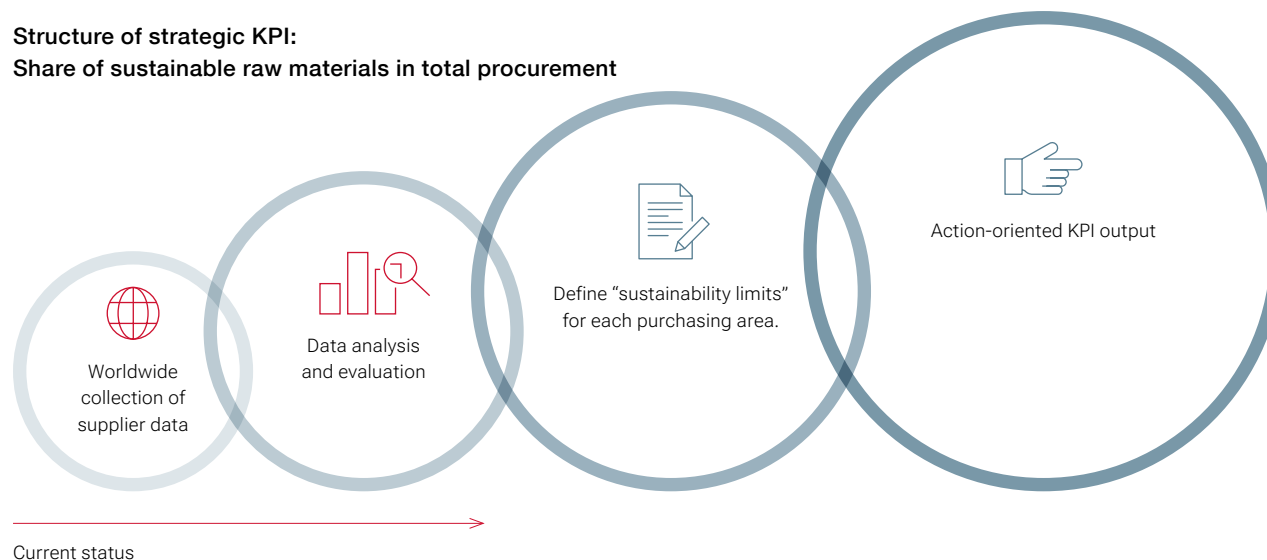
The chart shows the structure of strategic KPIs (Key Performance Indicators) for the share of sustainable raw materials in total purchasing. The process begins with the collection of supplier data worldwide, followed by the analysis and evaluation of this data. Subsequently, “sustainability boundaries” are defined for each purchasing area to enable action-oriented KPI output. The current status shows that future supplier evaluations will regularly include criteria such as the corporate carbon footprint, the product carbon footprint, the share of green energy as well as environmental, work and energy certifications. This structured approach is intended to ensure that sustainability aspects are firmly integrated into the procurement process.

In addition, the following criteria should be part of the regular supplier evaluation in the future:

- Corporate Carbon Footprint
- Product Carbon Footprint

Structure of strategic KPI:

Share of sustainable raw materials in total procurement



- Share of green energy
- Environment, occupational safety and energy certification

In focus

recarb® – Closed-loop systems for sustainable products

recarb® is not a product, but a principle – the EJOT sustainability principle. The focus lies on measuring real product impacts, systematically reducing material and process emissions, and closing material cycles wherever this is technically and economically feasible. From raw materials to product performance, EJOT pursues a holistic approach to reducing environmental impact.

Raw materials

The recarb® initiative begins at the source of every product: the raw material. To this end, EJOT consistently reduces the proportion of primary resources while increasing the use of high-quality secondary raw materials. For each product group, we evaluate which material pathways are technically feasible, economically viable, and sustainably available. The objective is a stable and future-proof material mix.

Documentation

Without reliable data, meaningful statements on sustainability are not possible. recarb® therefore establishes a consistent framework at EJOT based on Product Carbon Footprint (PCF) data wherever relevant and available. Environmental Product Declarations (EPD), as key technical and ecological references, are complemented by practical performance indicators, enabling customers to make decisions based on comparable and audit-ready information.

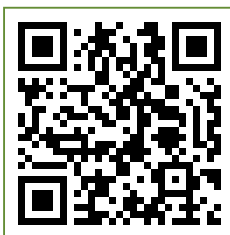
Product performance

recarb® ensures that more sustainable material solutions do not compromise product performance, safety, or service life. Both fastening solutions for the construction sector and industrial joining technologies are designed for long-term use across the entire product lifecycle. In this way, recarb® combines environmental responsibility with functional reliability.

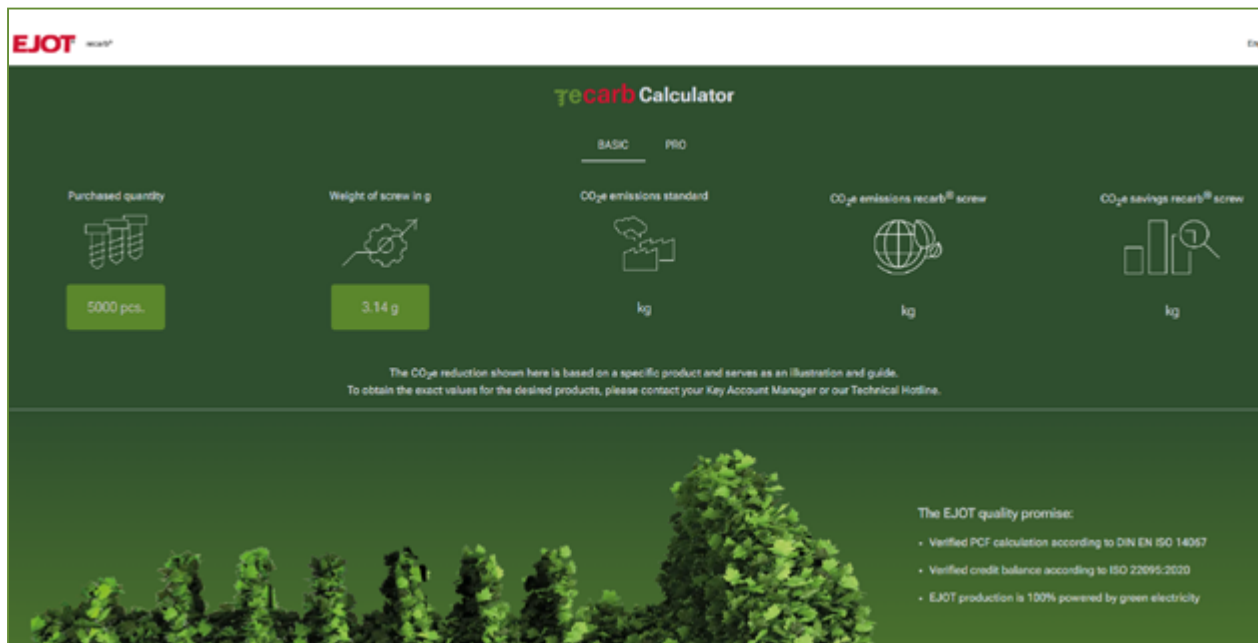


While EJOT has already successfully introduced CO₂e reduced metallic fasteners within the Market Unit Industry, the Market Unit Construction is now launching its first recarb® projects for through bolts, concrete screws, and corner bead profile.

Both Market Units follow the same recarb® principle, although with different tools, materials, and technical requirements. Together, they contribute to a holistic and forward-looking understanding of sustainability within the EJOT Group.



www.ejot.com/recarb



With the recarb® calculator – you can calculate CO₂e savings

3.0

Working together in a family business

34 Own workforce – ESRS S1

40 Workers in the Value Chain – ESRS S2



Together for social responsibility in the workplace



A socially oriented corporate policy forms the backbone of our corporate identity, which is characterized by internationality, a sense of community, quality and customer orientation. As a multinational group of companies, we are always committed to fully respect human rights in accordance with international standards and promoting inclusion and diversity based on tolerance and respect. Our corresponding guiding principles are set out in the Compliance Guideline and form the basis for targeted measures in line with our social responsibility.

The safety and health of our employees is our top priority. The elimination of hazards and minimization of workplace risks is managed by means of risk assessments. Therefore, we integrate occupational health and safety standards and

implement measures to prevent occupational accidents. Ensuring safe working environments also includes preventive fire protection and emergency management at EJOT.

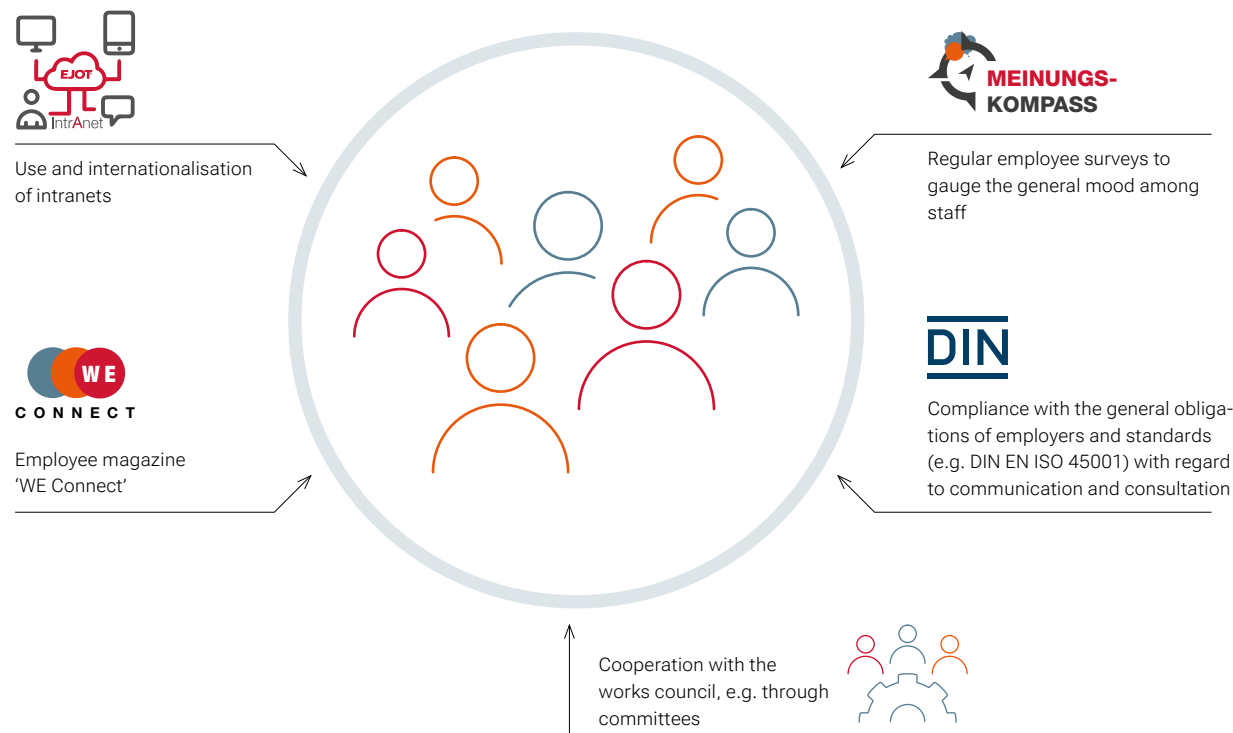
Through close cooperation with our employees and their representatives, we always take their concerns and interest groups into account. Furthermore, we support professional development through continuous investment in training and further education and thus promote employee satisfaction.

The focus in the social sector in the coming years is to build up a more extensive data and information base. Many key figures, measures and targets currently still come from local information, and we would like to develop this further in the following reporting years.

Communicating with our own staff in a spirit of partnership

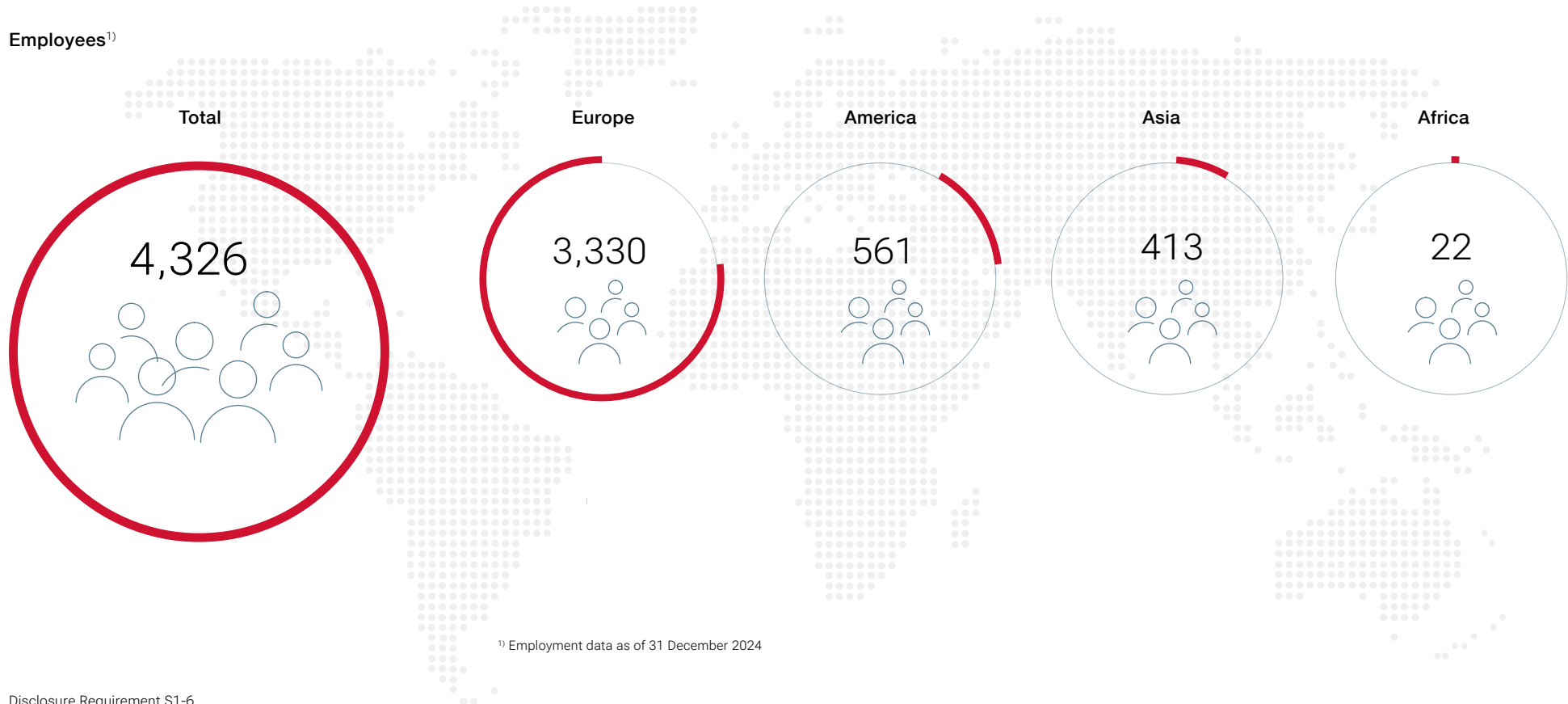
The disclosure requirement S1-2 describes detailed procedures for involving the company's own workforce and employee representatives regarding their effects. At EJOT, the general procedures for involving the workforce and employee representatives include:

The opinions of the workforce are included in decision-making processes through information, consultation and consent. This involvement occurs regularly to allow for continuous feedback and takes place at all levels, including site, product level, and management. Within the framework of the works council, employees are released from work for these tasks in accordance with the current agreement to ensure effective participation. Specific measures to reduce CO₂e emissions are also considered, such as through the wejot program.

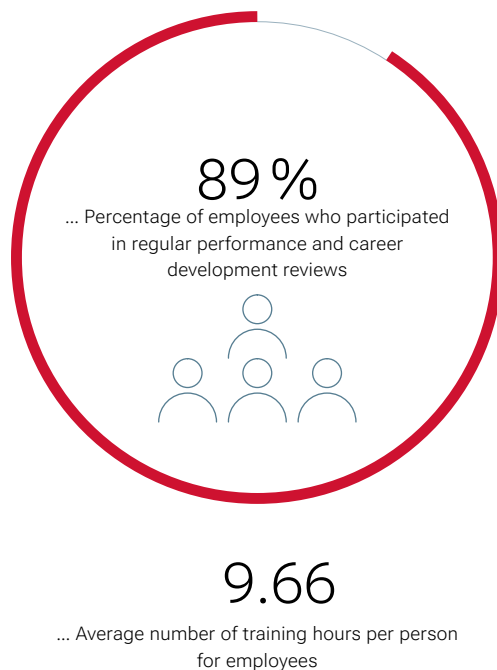


A look at the employee structure

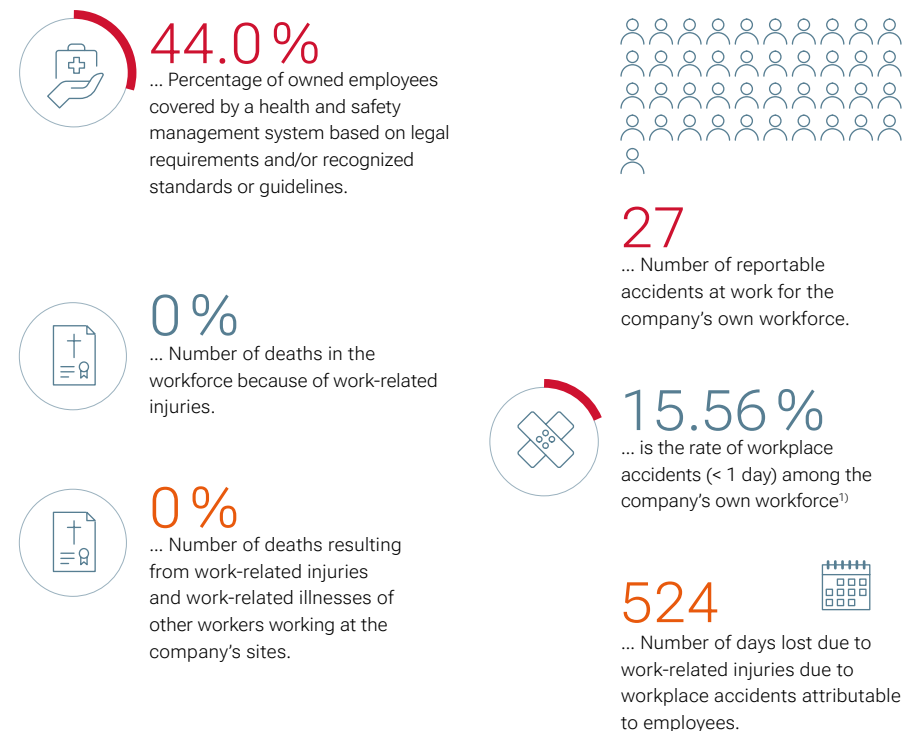
Employees¹⁾



Training and skills development



Health and safety



¹⁾ no worldwide data basis, data refers to the German and Indian locations

²⁾ UA accident statistics (reporting p. Accidents x 1 million hours worked / hours actually worked)

Career orientation and education

Public offer for career orientation

EJOT is actively involved in career orientation through various public offers such as school cooperations, Girls' Day and the "EJOT Backstage" event. These measures are aimed at strengthening the corporate image, attracting new employees and assuming social responsibility. The aim is to give pupils a comprehensive picture of possible professions. The time horizons of these measures are long-term. Progress is measured, among other things, by the number of applications. The financial expenditure for these measures is generally budgeted in the respective department.

Learning Managementsystem: WeLearn

EJOT has a comprehensive Learning Management System (LMS) in place, known as "WE Learn". With this digital system, EJOT improves the standard of employee training and promotes, among other things, self-determined learning in the company.

Through this measure, the continuing education offer is made available in digitized form and includes all common training formats, from eLearning and webinars to internal and external face-to-face training. The overall offer is aimed at all employees in Germany and contains continuous time horizons.



There is a consistent offer and audit security is also guaranteed, e.g. for annually recurring mandatory training courses. WE Learn can and should be rolled out internationally in the future. The first international training units have already been created.

Progress reports are generated by reports in the system and with the help of Power BI evaluations. The financial expenditure for this measure is considered an important investment in the EJOT learning culture.

In focus

High honour for dual-study student Nuraiym Zhusupbekova

Nuraim Zhusupbekova, a dual-study student at EJOT in Bad Berleburg, has been awarded the Women in STEM Award by the Zonta Club Siegen. The aim of the award is to encourage and support young women who are pursuing training, a career or even leadership roles in the STEM fields of science, technology, engineering and mathematics.

Since 2022, the 25-year-old has been working in the Digital Competence Centre at EJOT – as a dual student, whilst simultaneously completing her Master of Science in Computer Science (specialising in Embedded Systems) at the University of Siegen. She is receiving the award for her excellent academic achievements, as well as for her professional commitment within a major regional company and her clearly defined professional and personal goals.

Nuraim Zhusupbekova is from Kyrgyzstan. After completing her school education, she received a scholarship from the German Academic Exchange Service (DAAD) and came to Germany. In Marburg, she attended a preparatory college for a year to prepare for admission to a Bachelor's degree in Computer Science. After completing her Bachelor's degree,

she returned to EJOT in 2022. She aims to complete her Master's degree in April 2026.

Receiving the Women in STEM Award from the Zonta Club Siegen also gives the 25-year-old student a sense of purpose: "Partly because of my background in Kyrgyzstan, I want to be a role model for other young women, encouraging them to seize educational opportunities, not to let themselves be constrained by societal expectations, and to follow their personal interests and goals – for example, to pursue a career in STEM."

The resulting decorations adorned offices, canteens or workplaces and created a festive atmosphere for Easter. At the same time, the creative work with natural materials provided a valuable opportunity to spend time in nature and raise awareness of the environment and sustainability.

Dr Christoph Bauerdick, Nuraim Zhusupbekova and Dr Frank Drat Schmidt at the award ceremony at the University of Siegen.



Policy Statement on Respect for Human Rights and the Environment

The EJOT Group is committed to respecting human rights and protecting the environment throughout the entire supply and value chain. Based on internationally recognised standards, we undertake to identify, prevent or minimise human rights and environmental risks, and to ensure that those affected have effective access to remedies.

Our self-image and relevant standards

EJOT adheres to the UN Guiding Principles on Business and Human Rights as well as other international frameworks, including the ILO's core labour standards, the UN Global Compact, the OECD Guidelines for Multinational Enterprises and relevant environmental conventions. In addition, the EJOT Code of Conduct, the Supplier Code of Conduct and the integrated management policy form the binding basis for our actions. Where local legal regulations fall short of international standards, we apply the higher standard in each case. These principles apply to all employees of the EJOT Group worldwide. We also expect our business partners and suppliers to comply with human rights and environmental standards and to implement appropriate due diligence processes.

Labour in the value chain¹⁾

Our strategy	Activities	Analysis and output
An interdisciplinary project team that meets regularly to manage supply chain-related issues	Supplier Code of Conduct	Our Supplier Code of Conduct serves as a contractual safeguard to ensure that internationally recognised human rights and other standards are adhered to by our suppliers and affiliated companies.
	Complaints channel	The complaints channel allows workers in the value chain, among others, to be heard and included. EJOT responds with corrective action as needed.
	Risk analysis	Risk analysis using a sustainability assessment platform serves to identify, evaluate and prioritise human rights and environmental risks in the supply chain.
	Regular supplier assessment and review	Improve and promote cooperation so that problems can be identified and addressed at an early stage.

¹⁾ Integrating the interests, perspectives and rights of workers in our value chain strategy.

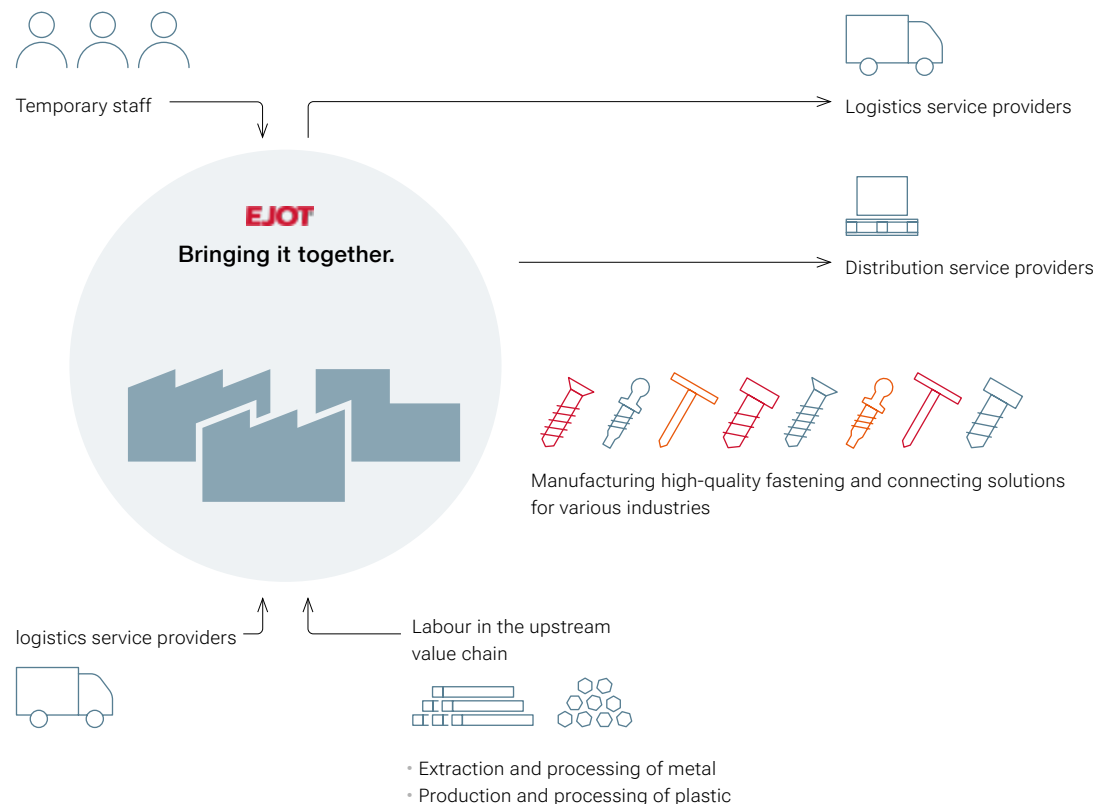
Focus groups and topics

Our due diligence obligations focus on our own employees, workers at direct and indirect suppliers, and local communities in the vicinity of our sites. We pay particular attention to potentially vulnerable groups. The human rights and environmental issues of particular importance to EJOT include, amongst others, the prohibition of child and forced labour, non-discrimination, fair working conditions, occupational health and safety, freedom of association, and the responsible handling of environmental and climate issues. These include, in particular, climate protection, resource efficiency, the circular economy, waste and chemical management, and the protection of ecosystems.

Implementation of due diligence obligations

Respect for human rights and the environment is an ongoing process at EJOT, firmly embedded in risk management. Overall responsibility lies with the Board of Directors and the management. This is supported by an independent human rights officer who monitors the implementation of due diligence obligations and reports regularly. Several specialist departments are involved in the operational implementation.

Description of labour in the value chain



A central component is the regular risk analysis for our own business area and for direct suppliers. This is carried out, amongst other things, using software, based on country and sector risks as well as standardised supplier surveys. Suppliers posing a particularly high risk are subject to in-depth scrutiny and, where necessary, audited. Occupational safety, working conditions, environmental pollution, and forced and child labour have been identified as priority risk areas, with a regional focus on Asia and Eastern Europe. Prevention, complaints and remedial action

EJOT relies on preventive measures such as clear internal guidelines, training, supplier codes of conduct and recognised management systems (including ISO 9001, 14001, 45001, 50001). Violations of human rights and environmental standards are not tolerated.

A group-wide, publicly accessible and confidential complaints procedure enables internal and external individuals to submit reports and complaints – including anonymously. The protection of whistleblowers is guaranteed. Where violations are identified, EJOT works on appropriate remedial measures and corrective action plans, in collaboration with business partners where necessary.

Monitoring, reporting and further development

The effectiveness of the due diligence processes is regularly reviewed and assessed using defined key performance indicators. EJOT reports on progress as part of its annual sustainability reporting in line with the CSRD. The insights gained are continuously incorporated into the further development of processes to ensure respect for human rights and the environment.

4.0

Independent and long-term development

43 Consumers and end-users – ESRS S4

45 Company Policy – ESRS G1



Strategies related to consumers and end-users

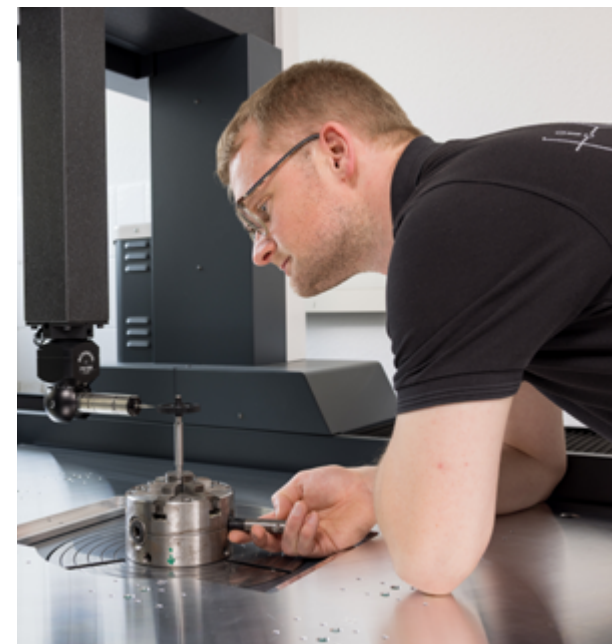
EJOT has developed comprehensive strategies to manage the material impact on consumers and end-users, as well as the associated risks and opportunities. This is largely due to the quality promise for our products.

Our economic development at EJOT is geared towards ensuring sustainable and efficient corporate governance that combines technological leadership, quality and customer satisfaction. Quality is the basis of all activities at EJOT. As an international group of companies, we take responsibility for the quality of our products and processes, for compliance with international standards and certifications as well as uniform management standards at all EJOT locations worldwide.

- Zero-defect goal: The consistent pursuit of the zero-defect goal for all products, processes and services is the prerequisite for securing our future, whereby error prevention takes priority over error elimination.

- Customer satisfaction: We are a reliable and competent partner for our customers. Meeting their expectations through flawless products and on-time delivery is our top priority.
- Continuous improvement: In line with our goals, our full attention is focused on the continuous improvement of products, processes, procedures and organizational procedures. Continuous improvement processes are implemented in all business areas of the company.

Our strategy covers not only specific groups, but all consumers and end-users of EJOT products. Transparency is ensured through continuous information and direct exchange via various communication channels, product data sheets and DOPs. High standards in the quality agreement and safety are strictly adhered to and regularly reviewed.



EJOT actively engages consumers and end-users in its strategy to ensure that their needs and expectations are fully addressed. Consumers are people who purchase goods and services for personal use, while end-users are those who ultimately use a product or service. In both market units, EJOT is predominantly in the B2B sector.

”



For EJOT, quality is a promise to us and our customers – quality is the key to trust and long-term relationships.

Marco Knebel, Vice President QM
EJOT Group

Types of consumers and end users	Direct contact – B2B	Indirect contact in the value chain
Market Unit Construction	• Dealer • ETICS System Provider • Contractor • Architects	• Construction workers and technician (shell construction, windows and façade, roof, timber construction, interior construction, energy technology) • End users of buildings • Employees in the field of demolition and dismantling • Employees at recyclers and disposal companies
Market Unit Industry	• OEMs • Tiers • Dealer	• End users of vehicles • Employees in workshops • Employees at recyclers and disposal companies • Service and maintenance staff

Corporate policy and culture at EJOT

EJOT recognises its social responsibility and strives for ethical and law-abiding corporate management. These principles are deeply embedded in the company's culture and are promoted through clear guidelines and ongoing training. All employees are required to comply with applicable laws and regulations, especially regarding export and import regulations and the handling of conflict minerals. Business partners must be treated fairly, and contracts must be kept.

EJOT acts according to ethical values such as integrity, respect and non-discrimination. Conflicts of interest must be avoided, and wrongful advantages must not be sought. Occupational safety, environmental protection, information security and data protection must be guaranteed. These values are conveyed and consolidated to employees through regular training and information campaigns.

EJOT respects fair competition and complies with applicable anti-trust laws. Unfair agreements and activities that hinder competition are prohibited. If you are unsure, contact the Compliance Officer. Trade and trade secrets of others

are respected, and confidential information is not passed on without authorization.

The compliance guideline applies to all companies of the EJOT group worldwide. Employees are informed about the guideline, and their compliance is promoted by appropriate measures.

Violations of the compliance guideline can lead to warnings, terminations, claims for damages, fines or imprisonment. For EJOT, violations can lead to claims for damages, lawsuits, fines or loss of image. If employees have any questions or concerns, they can contact their manager or compliance officer. The Compliance Officer can be reached confidentially and anonymously.

To protect whistleblowers, EJOT has set up internal reporting channels and provides information and training to its employees. Measures to protect against retaliation shall be in accordance with the applicable legislation to execute the directive (EU) 2019/1937 of the European Parliament and of

the Council. The company has procedures in place to follow up on whistleblower reports and investigates incidents related to the company's policy, including cases of corruption and bribery, promptly, independently and objectively.

EJOT offers internal corporate policy training courses aimed at all employees and conducted on a regular basis. Particularly vulnerable functions within the company are identified and specifically trained to prevent corruption and bribery.

The role of administrative, management and supervisory bodies

The role of the administrative, management and supervisory bodies at EJOT, divided into the executive Board and the advisory board, is of central importance. These bodies are responsible for strategic direction, operational efficiency and sustainable development. While the executive board manages the day-to-day business processes and ensures the implementation of strategic goals, the advisory board provides valuable external perspectives, oversees corporate governance and supports important strategic decisions.

In 2024, the EJOT executive board consisted of ten people, which can be found in table five (ESRS 2, 21a). The proportion of women is 0 per cent for 2023 (ESRS 2, 21d)



EJOT SE Management (from left)

Titel / Name (ESRS 2, 22a)	Responsibilities (ESRS 2, 22b)
Dr. Thomas Johann	CHRO
Dipl.-Ing. Ralf Birkelbach	CTO
Dipl. Wirt. Ing. Markus Rathmann	CSCO
Dr.-Ing. Frank Dratschmidt	CDO
Dipl.-Kfm. Christian Arnoldi	CFO
Dr.-Ing. Rolf Künkel	COO
Dipl.-Ing. Sedat Aricioglu	CSO
Dr. Andrea Camola	CTO/CFO
Dipl.-Kfm. Christian F. Kocherscheidt	CEO
Dr. Wolfgang Scheiding	CSO



EJOT Finance management (from left)

Title / Name (ESRS 2, 22a)	Responsibilities (ESRS 2, 22b)
Mr Jochen Mass	CAO
Mr Dipl.-Kfm. Christian F. Kocherscheidt	CET
Mr Christian Arnoldi	CFO

The role of administrative, management and supervisory bodies

The sesen-member advisory board, which consists of non-executive members, has a female share of around 28 per cent (ESRS 2, 21a & d).

The EJOT advisory board (from left)

Title / Name (ESRS 2, 22a)	Responsibilities and relevant experience
Mr Jean Dufour	Former member of the management Bosch Siemens Hausgeräte GmbH
Mrs Kathrin Susanne Kocherscheidt	Former Judge at the Regional Court of Koblenz, shareholder Vice Chairwoman of the Advisory Board
Mr Dr.-Ing. Hans-Toni Junius (Chairman of the Advisory Board)	Shareholder and Chairman of the Foundation Board, C. D. Wälzholz
Mrs Andrea Teutenberg	KSB Management SE, Frankenthal
Mr Dr.-Ing. Uwe Böhlke	CEO REHAU Industries SE & Co. KG
Mr. Wolfgang Bach	Former CFO EJOT Groupe
Mr Prof. Dr. Thomas Bauernhansl	Head of Fraunhofer IPA, Stuttgart, Institute Director IFF, University of Stuttgart



Complaints channel: how we handle complaints



Reliable partnership with suppliers

Management of supplier relations and increasing internationalisation are an important and strategic focus at EJOT. EJOT aims to be a reliable partner and would like to continuously work with its suppliers to improve products, procedures and processes.

One aspect of a reliable partnership is reliable and punctual payment behaviour. In German-speaking countries, for example, EJOT settles supplier invoices on average within six days of receipt of the invoice.

In addition to costs, quality, reliability and innovation, social and ecological sustainability are key factors in supplier selection and evaluation. EJOT carries out supplier evaluations once a year. The results are communicated and discussed in detail in the annual meeting. Furthermore, EJOT regularly conducts supplier audits to ensure that the above criteria are met. The EJOT supplier audit team is active worldwide. In the event of below-average ratings, an extraordinary supplier audit is carried out.

Where possible, EJOT tries to attract regional suppliers in order to keep transport and delivery times to a minimum and ensure close communication.



As part of the TREEATHLON® reforestation project, a planting campaign was also carried out together with suppliers.



EJOT SE & Co. KG
Im Herrengarten 1
D-57319 Bad Berleburg
www.ejot.com

EJOT®