



SUSTAINABILITY REPORT

2024

framas[®]



frammas

PURPOSE

For decades the frammas group has been partner of world-famous brands.

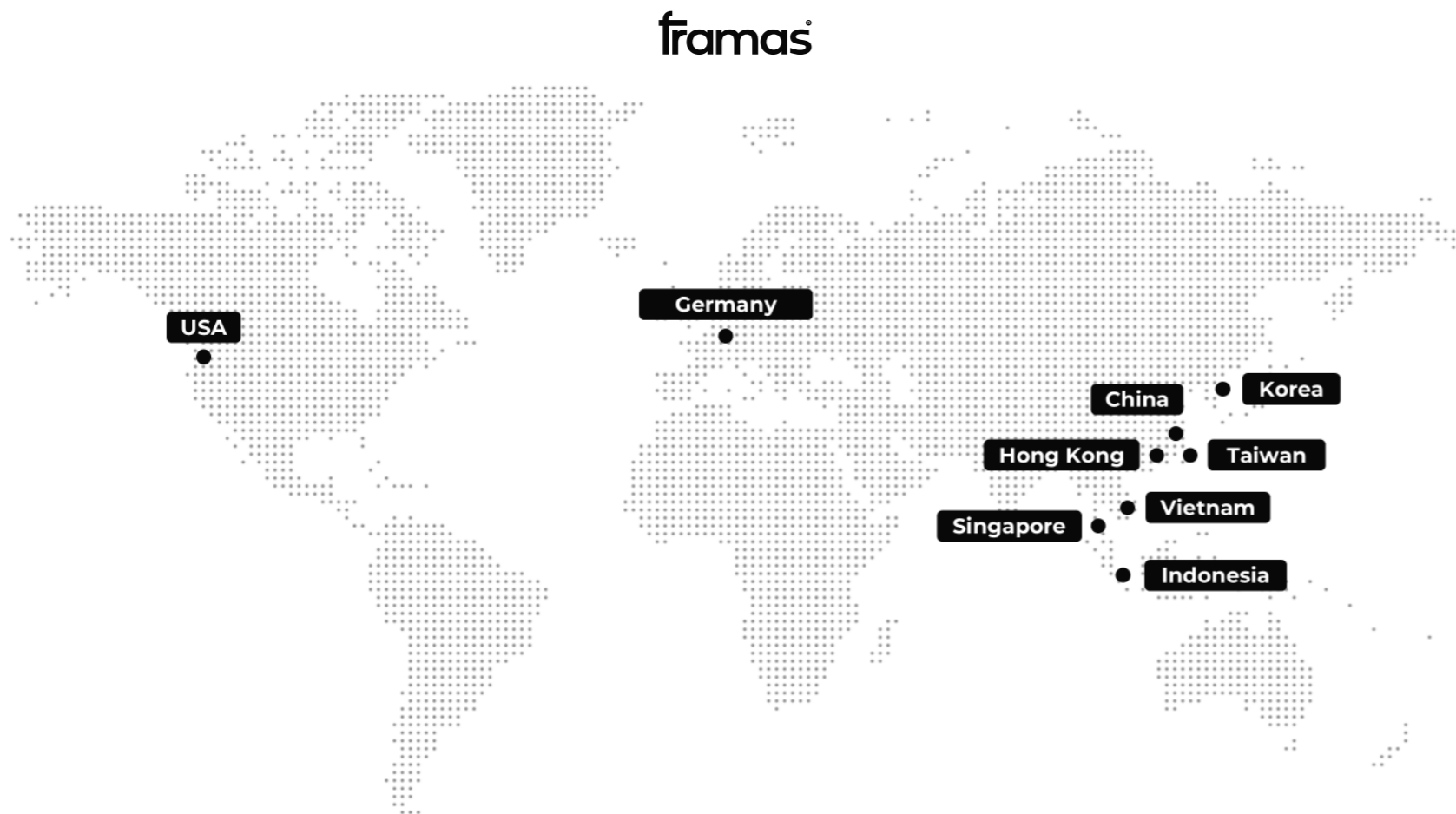
We see ourselves as a flexible think tank for creative and customer-centric solutions.

We use our strengths to develop and produce innovative products and business models across the globe.

Our actions enable us to create sustainable value for our customers, employees and shareholders alike while assuming social and environmental responsibility.

THIS IS FRAMAS

KEY FACTS



9
Regions

3,572 Employees

0.7 Total Recordable Incident Rate (TRIR) Based on 200,000 working hours

11,010.1
Tons

Processed plastics 2024
of which recycled: 3,568.2 | bio-based: 723.7

54,244.0
MWh

Total energy consumption

122,337.8
tCO₂e

GHG-Emissions
(Scope 1, 2, 3)

INTRODUCTORY REMARKS

GRI 2-22 **Dear reader, dear framas family, business partners and friends,**

2024 was another year in which the framas Group advanced on its journey toward a more sustainable future.

The framas Group operated in a complex global environment. Following the disruptions caused by the pandemic, the energy crisis triggered by the war in Ukraine, and global inflation, the world economy gradually began to stabilize. Nevertheless, geopolitical tensions, climate-related risks, rising regulatory requirements, and societal change continued to shape our industry. At the same time, increasing tariff risks and political uncertainties continued to influence consumer behavior and supply chain structures.

In this dynamic context, we see it as our responsibility to actively contribute to solving global challenges with innovation, clarity in action, and the courage to transform.

In 2024, our focus was on preparing for the requirements of the EU Corporate Sustainability Reporting Directive (CSRD). This regulatory framework supports us in achieving both our own objectives and those of our customers. To this end, we implemented two central data platforms from external, specialized providers for ESG and CO₂ data, which will be gradually integrated into our systems in 2025. These platforms create transparency, highlight specific areas for action, and make progress measurable.

Our responsibility does not end with systems and key figures. In 2024, we actively worked on waste prevention, resource conservation, and further development of our carbon accounting system. This system records both the corporate and product carbon footprints, provides transparency on emission drivers, and identifies reduction potential. The results feed directly into strategic decisions, from material selection to the design of circular processes, and are an essential element of our path toward integrated, future-oriented corporate management.

This report is more than a record of progress. It reflects our conviction that resource-efficient business can only succeed through collaboration. Together with our employees, customers, partners, and society, we aim to shape the future: responsibly, innovatively, and with the ambition to make a real difference.

We pursue this path in open dialogue with our stakeholders. Our sincere thanks go to everyone, within the framas Group and beyond, who make this transformation possible and accompany it with dedication.



EXTENDED MANAGEMENT BOARD

Martin Jachmann
COO framas Group

Andreas Wolf
CEO framas Group

Patrick Jann
CFO framas Group

Maximilian Wolf
Operations

Andreas Quade
Innovation &
Technology

Sebastian Roscher
Product Development,
Sales & Marketing

Andreas Wellner
Finance, Legal & HR

Fabian Urban
Company
Development &
Strategy

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ABOUT FRAMAS



FRAMAS APPROACH

GRI 2-6 The framas group acts globally in the plastic processing industry. Our high technological expertise is built upon over 75 years of experience.

We think and act in an innovative way and create future-oriented products for the shoe and injection molding industry. We are aware of our social and environmental responsibility and continuously seek to develop ourselves. Our products impress in both quality and functionality.

framass was established in 1948 in Pirmasens in Germany, a town renowned for its shoe industry, and originally focused on manufacturing and modeling shoe lasts made of wood. The shoe last was the very first product that our founder Franz Martz produced.

We remain true to these roots and framass does, in fact, still make the first shoe lasts for any new shoe model from wood, before preparing them digitally and reproducing them in plastic to be used to produce well-known shoe models worldwide.

With its extensive experience, framass has become the leading developer and producer of plastic components for the sports footwear industry. framass' product range includes key components for a shoe's support structure, such as soles, complete support assemblies, insoles, heel counters, as well as joint and shaft components. In essence, plastic components for sports footwear are a core specialty of framass.

Producing these components through injection molding also requires creating precise tools for each stage, from development to manufacturing, utilizing advanced CNC technology.

Our customers include numerous well-known brands and manufacturers in the outdoor and sports footwear industry. Among them are nearly all of the most prestigious sportswear brands, for whom framass serves as a key development partner and supplier. Beyond direct collaboration with these brands during the development process, framass also maintains strong business relationships with the world's largest sports shoe manufacturers as a component supplier.

FOOTWEAR SOLUTIONS

VISION STATEMENT

FRAMAS • SUSTAINABLE VALUES FOR OUR PLANET, PEOPLE AND INDUSTRY

We create sustainable value for our customers, our employees, society, our investors, and our environment. For us, sustainability means creating long-term value across all dimensions.

OUR CUSTOMERS

by offering them innovative products and services that spark their enthusiasm and ensure that they are and remain successful themselves. Unique.

OUR EMPLOYEES

by allowing people to develop further. Their skills are of fundamental importance to our quest to expand our position as a leading global supplier to the sports shoe industry. They can only unleash their full potential if we promote creativity, innovation and passion and offer them a highly motivating working environment. This is what we mean by the framas-team.

OUR INVESTORS

by working to maintain and increase the value of their investment and transfer it to the next generation. Day in, day out.

OUR ENVIRONMENT

by conserving existing ecological resources through our actions. This we measure and improve. Constantly.

OUR SOCIETY

by taking a stand against all forms of racism, unequal treatment and exclusion based on gender, skin color, social background, religion, ideology, age, disability, physical health, sexual orientation, nationality, marital status, social or ethnic origin.

Welcome to framas.



INNOVATION

We are constantly evolving. Exceptional ideas for forward-looking products emerge in all departments and at all framas locations.



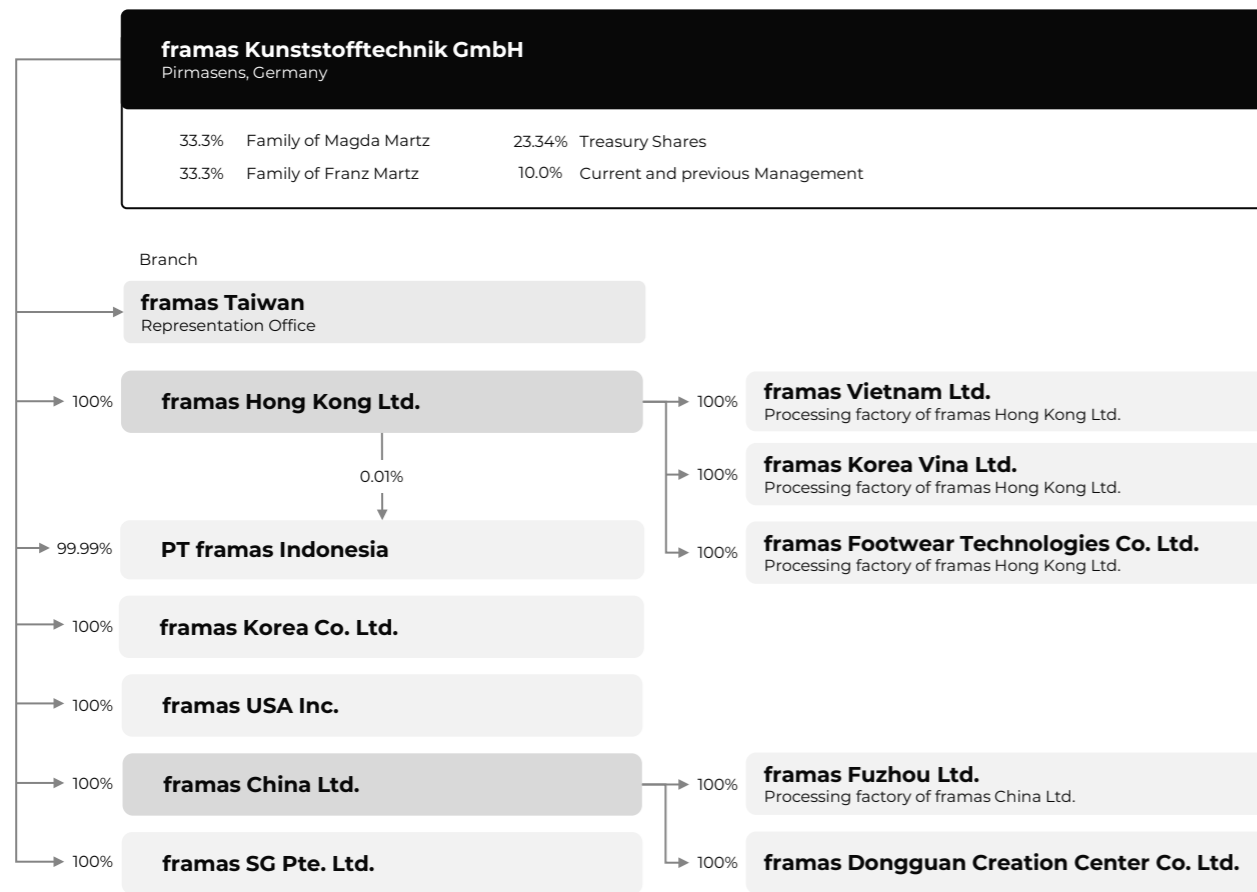
TECHNOLOGY

We work with state-of-the-art technology and machinery. Our high level of technical expertise allows us to think ahead and develop new processes and products.



TRADITION

framass is built upon more than 75 years of knowledge and tradition. We started with shoe lasts, which remains a core part of our portfolio today.



GROUP STRUCTURE

GRI 2-2 framas Kunststofftechnik GmbH has its registered office in Pirmasens, at Rodalber Strasse 180, and is both a production site and the group parent company. In this capacity, it also performs tasks for the entire Group.

GRI 2-2 2-6 The Group is structured into manufacturing sites and non-manufacturing units. The producing manufacturing sites are Pirmasens, Germany (framass Germany), framass Indonesia, in the Jawa Barat Province on Jawa, Indonesia, as well as one site in the province of Binh Duong (framass Vietnam) and two sites in the province of Dong Nai (framass Korea Vina and framass Footwear Technologies) in Vietnam. Production at the site in Fuzhou, China, was relocated to Vietnam in 2022 and is therefore not considered further in this report.

The non-manufacturing units include the development centers framass Korea and framass CCC South China (Dongguan), framass Hong Kong, framass China, a sales company in the USA and a representative office in Taiwan. The company framass Dongguan Creation Center Co. Ltd., China was liquidated on January 3, 2025.

framass Kunststofftechnik GmbH directly holds 100% of the shares in the subsidiaries framass Hong Kong Ltd., framass China Ltd., framass Korea Co. Ltd. and framass USA Inc., as well as 99.99% of the shares in PT framass Indonesia. The remaining 0.01% of the shares in PT framass Indonesia and 100% of the shares in the subsidiaries framass Vietnam Ltd. and framass Korea Vina Ltd. and framass Footwear Technologies Co. Ltd. are held via the subsidiary framass Hong Kong Ltd.

Through framass China Ltd., 100% of the shares in framass Dongguan Creation Center Co. Ltd. and framass Fuzhou Ltd. were held, whose operational business was almost entirely relocated to Vietnam in May 2022. In addition, in February 2023, framass SG Pte. Ltd. was established as a wholly owned subsidiary of framass Kunststofftechnik GmbH, currently serving solely as a legal entity without its own employees.

The company holds a 50% stake in Make Work Flow GmbH, a Hamburg-based company specializing in the digital transformation of production processes. This stake was sold in January 2024. The company is not part of this report, as it neither belongs to the core business nor has an impact on material non-financial topics. The same applies to framass USA and framass SG Pte. Ltd., which are also not included in the statutory consolidated financial statements of framass Kunststofftechnik GmbH.

OWNERSHIP STRUCTURE

The company is majority owned by the descendants of the company founder. A member of the current management and two members who have already left the company hold 10.0% of the shares.

MANAGEMENT STRUCTURE

GRI 2-9 2-10 2-11 2-12 framass is managed by a leadership team consisting of Andreas Wolf (CEO), Martin Jachmann (COO) and Patrick Jann (CFO) and supervised by the owners. The owners are regularly informed by the management about the company's business development.

GRI 2-14 2-17 As part of the expanded reporting to include non-financial aspects, the owners are also informed about the material impacts, the measures taken, and their effects as presented in this report. To coordinate the management of material impacts across the Group, the existing staff unit was expanded into a dedicated sustainability department in 2022. Reporting to the COO, it ensures company-wide alignment and coordination. In 2023, its scope was further broadened with the introduction of additional functions, including carbon accounting.

GRI 2-13 GRI 2-16 The management of on-site impacts is handled by the respective countries' subsidiaries, each led by a local management team that reports directly to the group management.

If the local management of a country subsidiary becomes aware of critical stakeholder concerns, Group Management is informed. No such concerns were reported to framass during the reporting period.

GRI 2-15 In accordance with the rules of procedure, each member of the management is obliged to act in the best interests of the company. Any conflicts of interest, particularly those arising from advisory roles or positions on the governing bodies of customers, suppliers, lenders, or other business partners, must be disclosed. No conflicts of interest were reported during the reporting period.

GRI 2-18 2-19 2-20 Management remuneration is determined by the shareholders and consists of a fixed component and a variable component; the latter being linked to the Group's long-term business performance.

COMPLIANCE

ETHICS & COMPLIANCE

GRI 2-23
2-27 Guided by our ethical and leadership principles, we foster a culture of open communication and have implemented a compliance management system to ensure adherence to statutory, administrative, and internal regulations, as well as contractual obligations. We communicate our standards through our Code of Conduct and additional guidelines, which are shared internally across various multilingual channels such as notices, emails, the intranet, and training sessions. Our zero-tolerance policy on human rights violations, discrimination, bribery, fraud, and harassment ensures that both our locations and contractual partners understand and actively uphold the expectations outlined in our Code of Conduct, including adherence to relevant labor standards. Compliance-related topics are governed by binding guidelines and reinforced through training programs. We also have a reporting system in place that enables anonymous submissions, with all reports being reviewed by an independent compliance team under strict confidentiality

GRI 2-24 Responsibility for compliance lies with the management. Group-wide coordination of compliance management falls directly within the CFO's sphere of responsibility and is a separate function that involves close collaboration with HR. The aim is to incorporate the obligations

resulting from the statutory, in-house and contractual requirements into the business processes to prevent any breaches of laws and regulations and create transparency, provide support and put a binding framework in place. This helps to protect our employees, agents and governing bodies from corruption and other forms of white-collar crime. It also helps to ensure data protection and IT compliance. Controls are built into the business processes to ensure compliance with the applicable rules and regulations. For instance, all financial transactions are subject to a structured approval process and the principle of dual control.

GRI 205-1
205-3
419-1 No cases of corruption, anti-competitive behavior, violations of environmental law requirements, non-compliance with laws and provisions or any significant cases related to social, media, data protection or economic laws were reported in the reporting period. As a result, no further-reaching measures had to be taken in this regard.



RISK MANAGEMENT

Seizing opportunities is central to our business activities; however, we also face risks that could hinder our ability to achieve our goals, both now and in the future. The management team has a responsibility to proactively identify these risks and develop appropriate measures to mitigate and manage them. This is essential for ensuring the long-term sustainability of our operations. We view risk management as a strategic success factor and a key component of our overall planning and control processes.

We regularly assess the risks we face, with the goal of minimizing potential threats, ensuring the Company's continued survival, and supporting frames' successful growth.

For instance, we engage external service providers to evaluate our IT systems for risks and have implemented appropriate measures, which we cannot disclose due to their sensitive nature.

frames' owners receive regular, and when necessary, ad hoc reports from management on the current risk landscape. The actions taken to mitigate specific risks are detailed in the relevant sections on material topics.

For further information on opportunities and risks, please refer to our Annual Report.



LOCATIONS

VALUE CREATION AT FRAMAS

GRI 2-1
2-6 At framas, we have structured our organization into five departments, each working independently yet fostering close dialogue and collaboration with one another. This approach allows us to provide our customers with comprehensive support and expert guidance, ensuring a smooth and integrated experience throughout their engagement with us.

Organization of our Technical Departments

High level of vertical integration for value creation

- if** innovation. framas
- df** development. framas
- sf** shoelast. framas
- mf** moldshop. framas
- fr** production. framas



Representative and Development Offices
Manufacturing Locations

FRAMAS LOCATIONS

GRI 2-1 framas has established a strong presence at crucial development and production sites across the sports shoe industry. With eleven locations spanning 9 regions, we ensure efficient communication channels with our customers. Our production facilities for plastic components

serving the shoe industry are strategically located in Pirmasens, Germany, as well as the Binh Duong and Dong Nai provinces in Vietnam, and the Jawa Barat province in Java, Indonesia. This extensive global reach enables us to meet the needs of our clients effectively.

DEPARTMENTS

INNOVATION.FRAMAS

FORMING THE FUTURE

The innovation.framas teams create new and innovative products while also continuously improving existing ones. Their work spans product development, digitalization, and rapid prototyping. A key focus lies in enhancing resource efficiency, ensuring recyclability, and reducing product-specific carbon footprints throughout the product life cycle.

The following services are provided:

- ▶ Research and consultancy
- ▶ Collaborative workshops to conceptualize new products
- ▶ Supporting our customers' development department
- ▶ 3D printing of prototypes
- ▶ Integration of state-of-the-art technologies into products (Internet of things)
- ▶ Process development aligned with product development



DEVELOPMENT.FRAMAS

ROOM TO EVOLVE

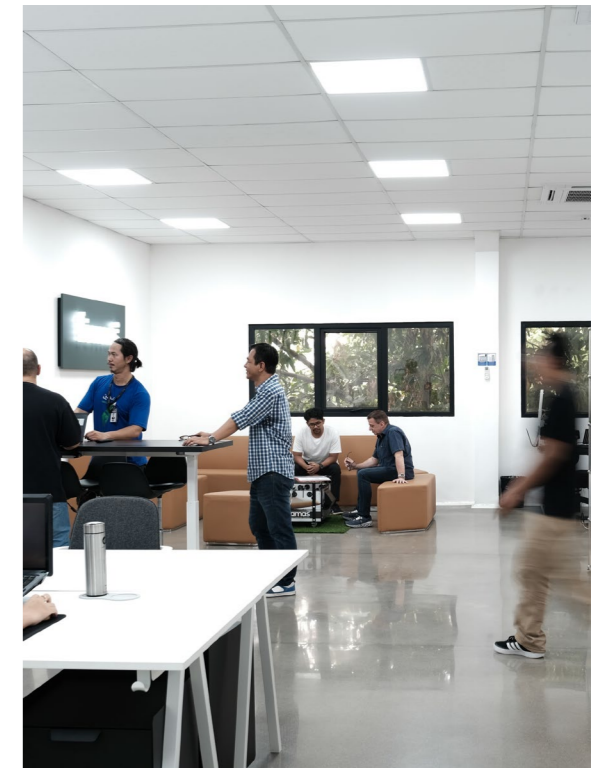
Development serves as the strategic link between our customers and production.

Throughout every phase of product development, we offer expert support to ensure optimal process design and readiness for series production. From initial research and concept development to proof of concept, we guide our customers and coordinate the entire workflow via our toolmaking and production centers at each location.

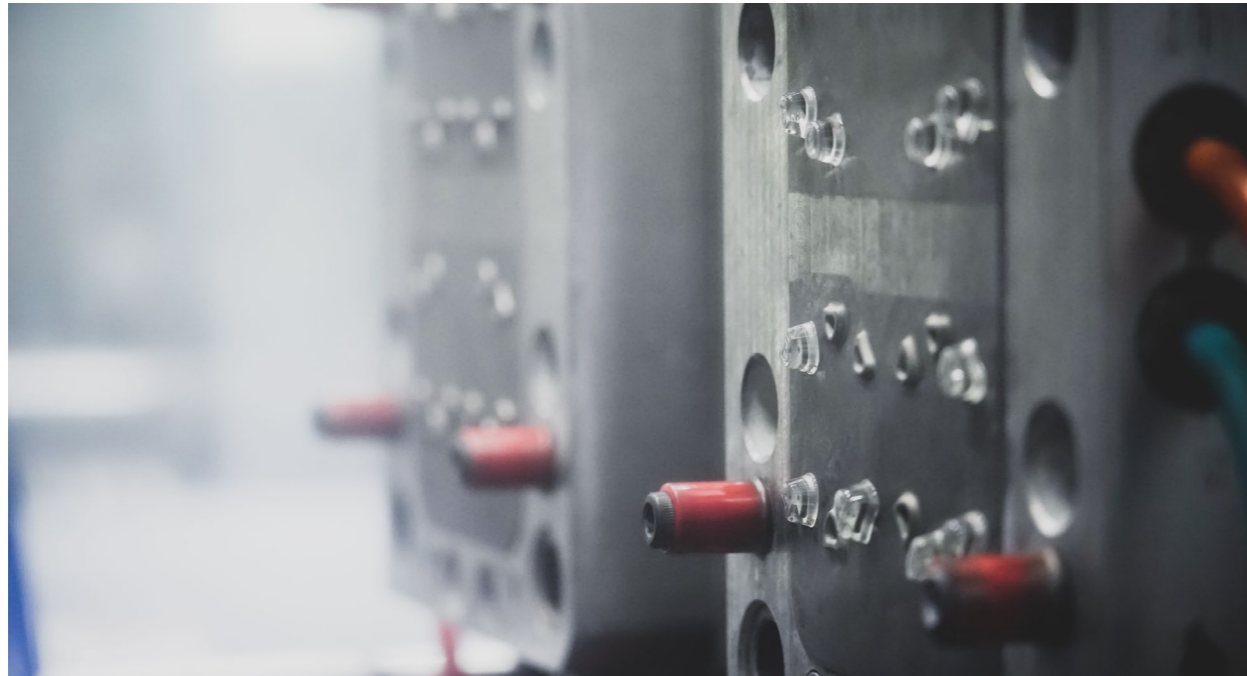
In close collaboration with our in-house laboratories, mold shops, production centers, and innovation departments, we carefully assess the ideal material composition and structure to guarantee the product's optimal performance.

To optimize products for series production and compatibility with our machines, a prototype tool is manufactured at our toolmaking centers. This allows for extensive testing before full-scale production, enabling adjustments to design or functionality as needed. Prototypes are then examined in our labs for their mechanical, optical, and thermal properties.

Additionally, we have the flexibility to test different materials and assess their properties during prototype sampling. Recognizing that only the highest quality materials yield exceptional end products, we collaborate closely with the most renowned plastics suppliers to achieve this standard.



MOLDSHOP.FRAMAS



WE FORM IDEAS

In our mold-making centers, we manufacture the plastic injection molding tools for production. The moldshop.framas teams are involved in the product development process from the very beginning and work in close collaboration with the development and production departments.

To produce the optimal plastic injection molding tool for manufacturing, we design the products in a 3D model using state-of-the-art CAD software. Potential sources of defects in the tools are identified at an early stage using injection molding simulation.

By quickly producing prototype tools, products can then be tested and optimized in a timely manner.

For this purpose, the framas mold-making centers are equipped with the most modern and innovative 3-axis and 5-axis milling machines, ensuring high precision of the milled parts. Laser structuring machines create functional textures and surface

PRODUCTION.FRAMAS



FINAL FUSION

In our production centers, we combine the expertise of the development.framas, innovation.framas, and moldshop.framas departments to efficiently bring products to series production readiness. Manufacturing is highly automated and equipped with modern machinery at all locations, ensuring consistently high quality while maintaining stable production costs.

Even with small batch sizes and frequent product changes, we achieve a high level of cost efficiency through digital production planning, Manufacturing Execution System (MES)-supported process control, and continuous investment in technology. Production data such as machine utilization, material consumption, and

throughput times are systematically recorded, analyzed, and used for further optimization.

Our injection molding machines process plastic components with shot weights of up to 500 grams and clamping forces ranging from 8 to 450 tons. The use of fully electric machines increases precision while also helping to reduce power consumption.

With multi-component injection molding technologies, we combine functional materials and colors within a single component. In addition, we process insert parts made of aluminum, steel, or carbon, which are overmolded with high precision. These technologies form the basis for developing innovative product solutions.

SHOELAST.FRAMAS

LAST COMES FIRST

For over 70 years, our shoelast.framas departments have crafted lasts that blend functionality with design. Renowned shoe brands have long relied on framas lasts in their production. Even Adi Dassler, founder of adidas, visited Pirmasens to learn from Franz Martz, the founder of framas, and refine his skills in last-making.

A perfect shoe starts with the perfect last, tailored to ensure the ideal fit and form. Our lasts are specifically developed for the sports, fashion, health, and safety sectors, catering not only to common shoe models but also to small series, custom designs, and innovative products.

We combine traditional craftsmanship with the very latest 3D technologies to produce the perfect last, the basic structure for every shoe.

In our shoelast development centers, our experienced modelers create last models in the traditional way, using white beech, in close collaboration with the customer's design team. Our CAD teams then digitally prepare the physical last models for mass production using a 3D scan and archive them. The lasts are then produced from high-density polyethylene (HDPE) for series production by our partner YinHwa in Asia.

With a presence in Pirmasens and a development center in Portland, founded in partnership with Yin Hwa, our shoelast.framas department stays closely connected to our customers.



GRI 2-22 FRAMAS STRATEGY

- **The right people in the right place**
- **A well-defined customer relationship management and sales culture**
- **A high level of technical expertise and skills**
- **Innovation · innovation driver and standardized process**
- **Technology and transformation from development to production and item dispatch**
- **Digitalization of workflows and processes speed**
- **Speed (development, production, delivery)**
- **Quality · zero claim strategy**
- **Material · zero waste in production**
- **Transformation to create a sustainable organization and lasting value**
- **Fair pricing strategies**

STAKEHOLDER- DIALOG & MATERIALITY ANALYSIS

OUR PROCESS TO DETERMINE MATERIAL TOPICS

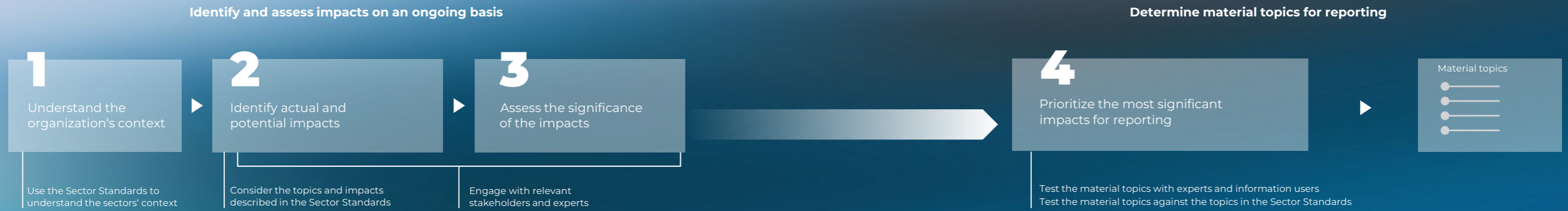
Materiality analysis is a central process in sustainable corporate development. It involves identifying and evaluating environmental aspects, social issues, and economic factors that are of importance to a company or have a significant influence on its surroundings. For this purpose, we are in close contact with our most important stakeholder groups: the brands, shoe factories, suppliers, employees, banks, insurance companies, owners, investors, authorities, political decision-makers and representatives of civil society.

GRI 2-29
3-1 framas actively engages in ongoing dialogues with customers and suppliers to understand their expectations and opinions regarding future developments, supply chain requirements, and product-specific solutions. framas representatives contribute to various boards, committees, and associations, enabling us to access extensive networks of experts. As a responsible employer and corporate partner, we maintain a structured dialogue with employee representatives, ensuring their voices are heard and taken into consideration. By encouraging continuous and transparent communication, we gather valuable insights, address concerns, and incorporate diverse stakeholder perspectives. This approach enables us to make informed decisions and ensures that our actions align with the needs and expectations of our stakeholders.

In 2021, we started an internal process led by the Group Sustainability Manager and assessed our impacts on the economy, environment, and people, including impacts on their human rights. Through collaboration with internal departments and external experts, we identified our current and potential impact in those areas.

In accordance with the four-step process under GRI-3 2021, our initial focus was on understanding the organization's context regarding the social, economic, ecological and human rights-related areas of action. The framas group impact on the economy, environment and society, as well as the significance of that impact, was recorded as part of a structured process in seven workshops involving international representatives, the individual management teams and all relevant departments. Pre-selected aspects and their impacts were first discussed in detail and then immediately evaluated on a scale of 1 (very low) to 6 (very high). In addition, we assessed the need to act in each case to record specific courses of action and to assign a valid ranking for the individual aspects.

MATERIALITY



Aspects for the dialog process were carefully pre-selected based on various sustainability-related frameworks. These include the 10 principles of the UN Global Compact, the United Nations' 17 Sustainable Development Goals (SDGs), the 20 criteria of the German Sustainability Code, the industry-specific SASB standards and, the requirements set out in the GRI standards and sector-specific supplements.

IMPACT ASSESSMENT

Based on a mean score threshold of 4.3, aspects above this level were prioritized and reviewed for materiality in consultation with the management. Some aspects with below-average impact were included based on their relevance for future developments. This process resulted in the identification of nine material topics through the clustering of aspects.

The results were presented to the shareholders' meeting as the highest-ranking supervisory body and were adopted by the group management as the highest-ranking management body. The process resulted in the adjacent list of material topics for the framas Group. The aspects of data protection and information security, compliance, risk management and taxes are included in the General disclosures under "Ethics and compliance" and "Risk management".

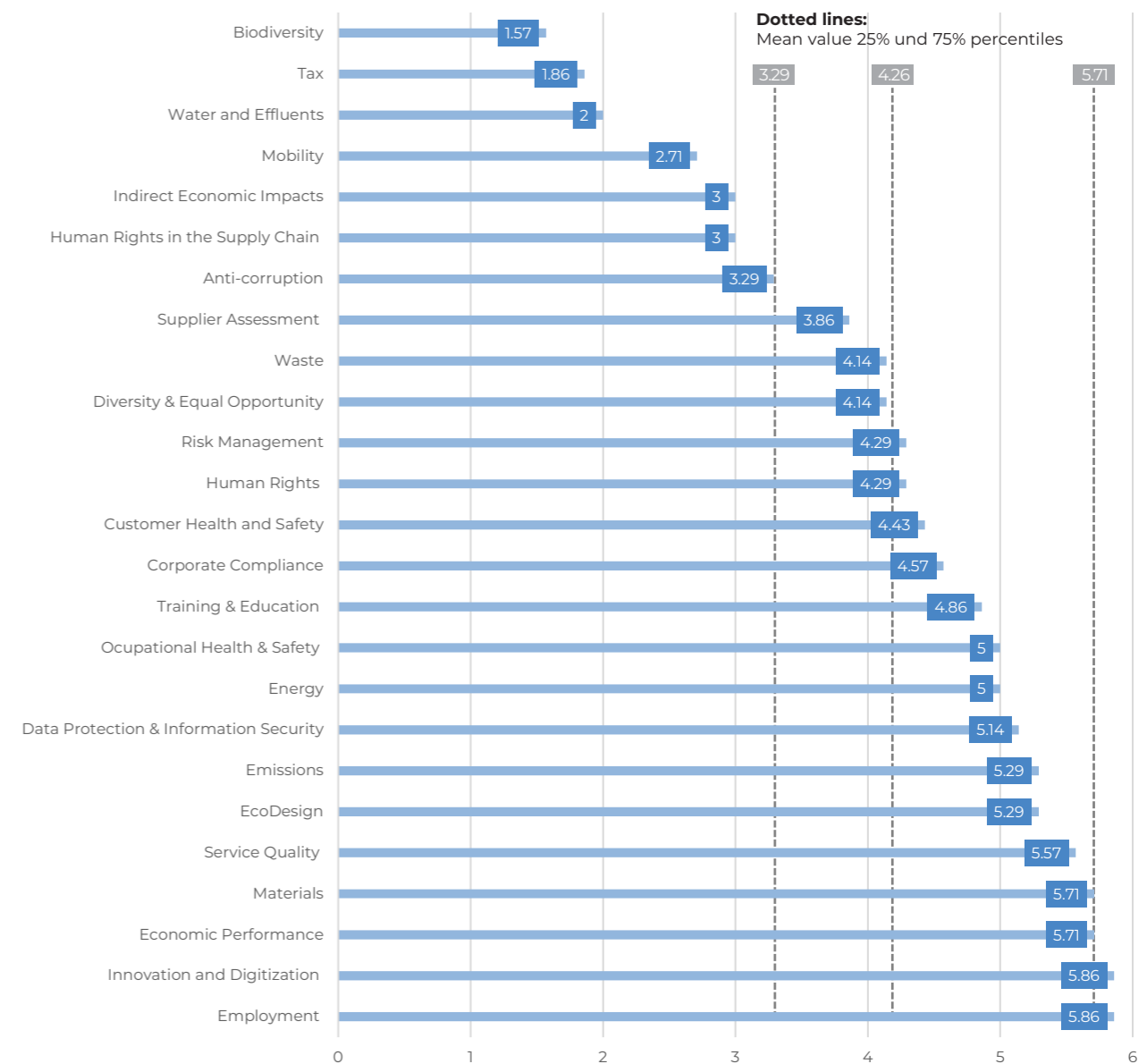
Annual review

Regularly reassessing materiality in sustainability reporting is crucial for aligning with evolving challenges and stakeholder expectations. As part of the annual review process, framas conducted interviews with internal experts, considering customer trends and external factors. The assessment affirmed the ongoing significance of previously identified material topics for the company and stakeholders. In addition, a group-wide online survey on sustainability topics was conducted in 2024, which further confirmed the relevance of the material topics.

GRI 3-2 List of framas material topics:

1. Long-term economic success
2. An attractive and responsible employer
3. Energy efficiency and climate protection
4. Material use
5. Product responsibility
6. Sustainable supply chain
7. Protection of the environment
8. Occupational health and safety
9. Corporate citizenship

RANKING OF RELEVANT ASPECTS



SUSTAINABILITY STRATEGY

FRAMAS SUSTAINABILITY STRATEGY

GRI 2-22 Sustainability for us is a strategic mandate – not merely a reaction to regulatory requirements. As the management of the framas Group, we combine ecological, social, and economic responsibility into a holistic approach.

“The framas way for a livable future” means integrating sustainability into our company through a combined top-down and bottom-up approach. In this way, goals and decisions are embedded in the sustainability context with the active involvement of all employees.

The starting point was our first sustainability report (2021), which in 2022 was followed by a GRI-based materiality analysis. In the years that followed, we optimized our data collection, established internal processes, and strengthened organizational integration. In 2024, we further developed our existing structures in line with the adopted ESRS and implemented initial adjustments. The ongoing double materiality analysis marks another milestone in 2025 on the path to future-oriented and compliant reporting.

MAIN POINTS OF THE SUSTAINABILITY STRATEGY

As a medium-sized, family-owned business and Tier-2 supplier, we face a range of challenges in advancing sustainability. These include resource scarcity, cost management, and our limited influence on industry and customer standards. In an intensely competitive market, it is also critical to balance environmentally responsible practices with economic considerations. With the accelerating pace of change, rising societal expectations, increasing demands from customers and regulators, and guided by our own values, we recognize the necessity to act decisively.

We believe that these challenges can only be effectively addressed in the context of the green and digital transformation through a holistic and strategic approach. By managing the most material economic, social, and environmental issues responsibly and with a strong stakeholder focus, we safeguard both our overall success and long-term performance.

Through ongoing stakeholder dialogue and a comprehensive materiality analysis, carried out with the involvement of experts, we identified nine material topics as outlined in the previous chapter.

STRATEGIC ACTION AREAS

ENVIRONMENTAL RESPONSIBILITY

For framas, environmental responsibility means systematically identifying, preventing, and reducing environmental impacts – in particular through the efficient use of resources, the

expansion of energy management, and the continuous development of our climate and environmental strategies.

CLIMATE PROTECTION AND ENERGY MANAGEMENT

Energy management and climate protection are central elements of our business activities. Our long-term objective is the significant reduction of our Scope 1 and 2 emissions in line with the 1.5°C target. By 2025, we are developing a reduction pathway in accordance with the requirements of the Science Based Targets initiative.

Key strategic measures include the optimization of our energy management system, efficiency improvements, as well as the expansion of renewable energy and sustainable procurement practices. The internal CO₂ price is incorporated into investment decisions.

We systematically analyze our Scope 3 emissions along the categories of the GHG Protocol to capture and reduce relevant emission sources more comprehensively in the future – including the calculation of product footprints.

Currently, all climate and energy aspects are integrated in line with the GRI Standards. Future reports will align this integration with double materiality in accordance with the ESRS requirements.

RESPONSIBILITY IN THE SUPPLY CHAIN

As a Tier-2 supplier in the value chain of leading international sports footwear brands, we recognize the responsibility that comes with our position.

ESG risks, both potential and actual, are most likely to occur in the upstream supply chain. To address this, our Sustainable Supply Chain Management (SSCM) system forms a core element of our sustainability program. It supports compliance with legal requirements, integrates customer expectations, and reflects our own commitment to ethical and responsible business conduct – focusing on environmental protection and human rights. The system is being implemented in a phased approach.

All of our suppliers are required to adhere to the framas Code of Conduct or to an equivalent standard. Looking ahead, we will further strengthen supply chain responsibility by introducing ESG screenings, supplier self-assessments, and targeted sustainability audits.

USE OF RESOURCES AND RECYCLABILITY

Our product development makes a significant contribution to achieving framas' sustainability goals, with a strong focus on resource conservation, climate protection, and circular approaches. A key objective is to reduce the product-related carbon footprint and the consumption of primary resources.

We evaluate potential material options together with material manufacturers and research institutions and provide recommendations based on our development and application testing. In this way, we support the identification of lower-emission and recyclable alternatives.

The final decision on material use rests with our customers.

Our development work is guided by defined ecodesign criteria, strategic waste management, and digital tools for tracking relevant environmental data such as material use, recycling rates, energy consumption, and waste.

In doing so, we make a concrete contribution to resource optimization and the development of future-ready solutions within the scope of our possibilities.



SOCIAL RESPONSIBILITY

Attraktiver Arbeitgeber

For framas, social responsibility means creating a working environment defined by respect, safety, and opportunities for development. We want to offer our employees not only a safe and healthy workplace, but also room for personal growth, participation, and long-term perspectives.

This includes fair working conditions, the promotion of diversity and equal opportunity, targeted training and development programs, and a strong culture of dialogue. Beyond our own company, we see it as our duty to assume social responsibility – for example through community engagement and by respecting human rights throughout our supply chain.



United Nations Sustainable Development Goals (SDGs)

The United Nations Sustainable Development Goals (SDGs) provide a globally recognized framework for sustainable development. Although our 2024 sustainability reporting is based on the materiality analysis in accordance with the GRI Standards, the SDGs serve as a complementary perspective for contextualizing global sustainability issues. Some of the topics addressed in the report can be broadly aligned with individual SDGs. However, a systematic linkage is not included in the current report.



ECONOMIC RESPONSIBILITY

Competitive edge

For framas, economic responsibility means combining business success with long-term stability and sustainable value creation. Through forward-looking and responsible action, we safeguard our competitiveness while ensuring the careful management of resources, capital, and relationships with employees, partners, investors, and society.

Today, sustainable development is a key competitive factor in the sports and footwear industry. We integrate ecodesign criteria into our product development and production processes.

In doing so, we strengthen our capacity for innovation, enhance product quality, and contribute to the future viability of our business.

Ongoing and transparent dialogue with customers, employees, and investors is essential for us to openly address potential conflicts of interest, external requirements, and possible solutions. Our development centers, strategically located close to customers, foster rapid coordination and collaborative partnerships.





MATERIAL TOPICS

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LONG-TERM FINANCIAL SUCCESS

We see innovation and digitalization as well as product and service quality as cornerstones to long-term financial success. As we strive to expand our market share and maintain our position as a global leader and supplier in the sports shoe industry, we remain dedicated to creating sustainable value while upholding social and environmental responsibilities.

GRI 3-3

INNOVATION AND DIGITALIZATION

Technical expertise and the skills of our employees are the foundation for our ongoing growth and development of innovative product ideas. We strive to foster creativity, innovation, and passion in a supportive work environment. Our 'Innovation.framas Teams' work continuously to create new products and improve existing ones, always aiming to bring new solutions forward.

The innovation process itself is complex and encompasses product performance, design, manufacturing technology, and the materials used. These aspects are interdependent, and the process is becoming increasingly digitalized.

Material selection takes place in close coordination with sports footwear brands and is implemented in a prototype.

On this basis, sample molds, sample parts, and series molds are manufactured in a standardized process with high process and material efficiency. Innovative materials and advanced technologies, combined with the digitalization of workflows, drive the transformation of our value creation process. This extends from development to the delivery of products.

For the planning and control of our production, we use a Manufacturing Execution System (MES) that processes existing data volumes (Big Data) into actionable information (Smart Data) to continuously monitor, control, and optimize processes. In mold making, we use a workflow software solution to optimize the tracking of our injection molds during new production. This is the only way to achieve the goal of the value-creating Industry 4.0. Through this approach, we can integrate ERP for optimal capacity planning of customer orders and gain real-time insights from manufacturing to ensure quality and prevent defects and supply shortages.

Furthermore, we are pushing for automation in the production process and building the necessary expertise through pilot projects. We continuously develop projects and work with our customers to prepare them for mass production. However, this process is also heavily influenced by how our customers respond to market disruptions and plan the introduction of new collections and innovations.

PRODUCT AND SERVICE QUALITY

Framas stands for a strong customer relationship management and sales culture, which is reflected in our excellent service and product quality. To achieve this, we follow a Zero-Claim strategy. The manufacturing sites, framas Germany, framas Indonesia, framas Vietnam, framas Korea Vina, as well as our development center in Korea, are ISO 9001 certified. Internal and external quality audits, including those conducted by our customers, are regularly performed at all production sites. All audits during the reporting period were passed without any issues. Additionally, permanent LEAN programs are actively implemented to promote ongoing, continuous improvements.

ECONOMIC PERFORMANCE

The economic development of the framas Group is influenced by the business activities of both the sports shoe manufacturers and the sports shoe brands in whose supply chain the Group is integrated. Therefore, private consumer spending as well as the development of the sports industry in general and the sports shoe market in particular have a decisive impact on the economic success of the group of companies - in addition to the internal business drivers. Locally, the capacity utilization of the production sites is essentially determined by the allocation decisions of customers.



ECONOMY

MACROECONOMIC CONDITIONS

In 2024, the global economy entered a phase of stabilization following pandemic-related disruptions, the energy crisis triggered by the war in Ukraine, and global inflation. This was particularly evident in the second half of the year, supported by interest rate cuts in response to declining inflation. Despite opposing developments, global economic growth reached 2.7%, remaining nearly unchanged from the previous year (2.6%). Emerging markets performed significantly better (4.1%) than industrialized countries (1.7%).

Inflation remained a key issue in 2024. Since the onset of the war in Ukraine, central banks have

sought to curb soaring inflation through extensive monetary policy measures. After the European Central Bank (ECB) initiated interest rate cuts in June, the U.S. Federal Reserve (FED) followed in September 2024. Further reductions in deposit facility rates were implemented by the end of the year. These rate cuts were positively received by the markets, leading to a recovery in both equity and bond markets. However, the FED emphasized that monetary policy would remain cautious to prevent a renewed rise in inflation. Given ongoing economic uncertainties, markets currently expect the ECB to pursue a more expansionary monetary policy than the U.S. FED.



SECTOR-RELATED GENERAL CONDITIONS

A key driver of revenue for the frames Group is the demand for athletic footwear. The industry proved resilient in 2024. Despite the aforementioned challenges, consumer spending increased compared to the previous year. Conservative estimates suggest growth of around 1.8% (currency-adjusted). However, inventory built up in North America in the previous year was only slowly reduced, putting pressure on demand across the supply chains of sports brands. Major sporting events, particularly the UEFA European Championship in Germany, the Olympic Games in Paris, and the Copa America in the U.S., gave a noticeable boost to consumer activity.

Additionally, there is a continued trend toward greater health awareness and increased use of functional, high-performance sportswear and footwear. This benefits sporting goods manufacturers, as does the ongoing demand for casual, comfortable, and sporty outfits in both leisure and work settings. At the same time, a limiting factor across all these trends is the current race to impose new tariff restrictions and the associated strain on supply chains, driven by geopolitical tensions between major economic powers. These developments tend to dampen consumer confidence and reduce the willingness to spend.

BUSINESS PERFORMANCE

The course of the 2024 financial year was very satisfactory. The forecast from the previous year (revenue between EUR 140.0 million and EUR 150.0 million, currency-adjusted; EBIT between EUR 12.5 million and EUR 14.5 million) was clearly exceeded. Revenue increased by 26.3% compared to the previous year, reaching EUR 167,725 thousand, driven primarily by growth in shoe lasts (+51.8%), heel counters (+54.7%), and outsoles (+37.7%). EBIT improved significantly compared to 2023, reaching EUR 14,710 thousand, corresponding to an EBIT margin of 8.8% (previous year: -0.9%). Particularly in the second half of the year, both revenue and EBIT showed a significant increase compared to the first half and the same period in the previous year. This reflects the positive developments in the sporting goods market and the performance of our main customers, even though these effects tend to occur with a time lag.

The cost of materials ratio increased slightly from 43.2% to 43.9%. In contrast, the personnel cost ratio decreased from 30.6% to 24.6%, driven by the increase in revenue in largely automated product categories. The Group's annual result recovered significantly compared to the previous year, reaching EUR 9,153 thousand, which is EUR 12,919 thousand higher than in the 2023 financial year.

REVENUE PER REGION [in '000 EUR]	2024	2023
Germany	4,935	5,611
Other Europe	2,415	2,332
Asia	159,270	124,235
Rest of the World	1,105	636
Revenue	167,725	132,813

GRI 201-1	Value creation per Stakeholder [in '000 EUR]	2024	2023
From Customer	Shoe last	6,199	4,084
	Heel counter	27,053	17,490
	Soles	93,010	67,726
	Other shoe parts	40,923	42,855
	Molds	538	549
	Other revenues	2	109
	Revenue	167,725	132,813
From Other Stakeholders	Other operating income and finance income	5,430	2,764
	Income from investments	0	1,119
	Value created by stakeholders	173,155	136,696
To Suppliers And Others	Operating expenses excluding personal expenses	-116,683	-94,782
To Employees	Personal expenses	-41,171	-40,579
To Banks And Capital Market	Interest and similar expenses	-3,986	-3,698
To Others	Write-downs on long-term financial assets	0	-100
To The Government	Taxes on income and other taxes	-2,161	-1,303
	Value created for stakeholders	-164,001	-140,462
To Equity Investors	Consolidated earnings for the year	9,153	-3,766
	Distributions	0	0

AN ATTRACTIVE AND RESPONSIBLE EMPLOYER

GRI 3-3 We can only achieve our goals and ambitions if we act as a dynamic unit that shares the same principles. Our aim is to further develop qualified employees and to attract external professionals who align with our values.

This mindset is reflected in our daily interactions. We provide our employees with opportunities for professional and personal growth in an environment of mutual respect. This culture is something we nurture and actively promote.

EMPLOYMENT

GRI 401-2 We offer committed and qualified employees diverse career opportunities in an international environment. With structured development opportunities, flexible working models, and attractive conditions, we promote the individual growth of our workforce. Diversity, equal opportunity, inclusion, and respect for human rights are central to ensuring high levels of employee satisfaction.

At framas, we have a performance-based and therefore gender-neutral compensation structure. In principle, our wages, salaries, and social benefits ensure a decent standard of living and reflect the needs, reasonable savings expectations, and expenses of our employees. At our locations, compensation is aligned with local circumstances and prevailing market conditions. As a comparatively smaller employer in these markets, we rely on well-trained and motivated employees and must therefore be more committed than our competitors.

We offer remuneration that generally exceeds the statutory minimum wage, along with paid annual leave, public holidays, overtime compensation, and the legally mandated severance pay upon termination of employment. Employees are informed about the structure of wages, salaries, and social benefits.

We do not engage in wage dumping, nor do we use unpaid internships or trainee programs designed to bypass the payment of wages, salaries, or benefits. framas requires its suppliers to respect human rights and comply with legally mandated working conditions throughout the supply chain. Our Code of Conduct is aligned with supply chain due diligence requirements, the United Nations Global Compact and its Sustainable Development Goals (SDGs), the standards of the International Labour Organization (ILO), and the OECD Guidelines for Multinational Enterprises. Further details can be found in the Compliance chapter (page 16).

Successful audits conducted by sports footwear brands with regard to compliance with working conditions are a prerequisite for maintaining our status as a Tier-2 supplier. Additional information on employment can be found in the tables on pages 46–47.1

In 2024, the number of employees increased by around 9% compared to the previous year. In production, personnel requirements vary depending on workload, product portfolio, and complexity. Due to the volatility of the industry, workforce planning is carried out continuously and aligned with current demand.

DIVERSITY AND EQUALITY OF OPPORTUNITY

framas promotes diversity, equal opportunity, and inclusion. We explicitly reject discrimination, racism, unequal treatment, and exclusion in any form. We foster a respectful working environment in which no one is subjected to physical, verbal, sexual, or psychological harassment or abuse. Our recruitment and employment practices are based on the principle of equal treatment. They apply regardless of gender, age, origin, religion, belief, disability, health status, sexual orientation, nationality, marital status, pregnancy, union membership, or social and ethnic background.

Our workforce is made up of employees from 28 different countries across regions such as Asia, Europe, North America, and Africa. This international composition reflects the global orientation of our Group.

Details on age structure, gender distribution, and functional breakdown by region can be found on page 46.

as of 31.12.2024



EDUCATION

TRAINING AND EDUCATION

GRI 404-1 Regular training and professional development are key success factors for framas to remain competitive in the long term and to retain qualified employees. New employees receive comprehensive onboarding or training when taking on new internal roles, ensuring they become familiar with all processes relevant to their responsibilities. This includes mandatory training on health and safety, fire protection, IT security, ecological and social standards, as well as our Code of Conduct. In Asia, training is structured according to different competence levels.

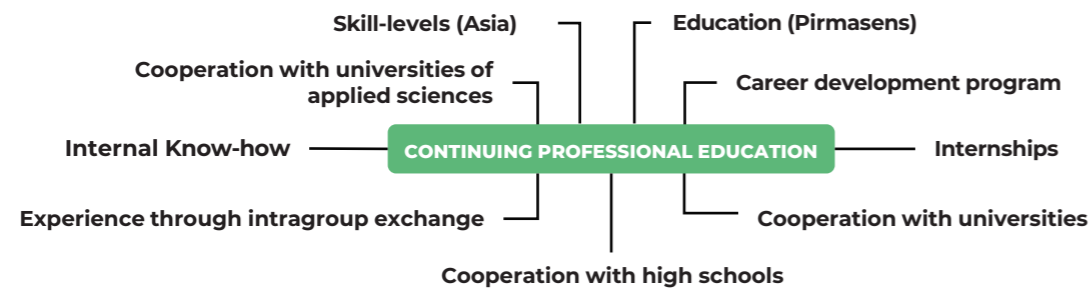
At our production-related sites, we provide targeted training due to the higher technical complexity that requires specific expertise. In many areas at framas, skills are needed that are only partially covered by external training programs. For this reason, we rely on internal knowledge transfer and continuous development, which makes an essential contribution to employee retention.

For selected employees, this offering is complemented by specialist and leadership training, English courses, and the opportunity to gain professional experience at other sites within the Group.

At our Pirmasens location, we offer apprenticeships in various professions, including plastics technician, tool mechanic, electronics technician for industrial engineering, IT specialist for system integration, technical product designer, and industrial clerk. In addition, we cooperate with Kaiserslautern University of Applied Sciences and the Kunststoffinstitut Lüdenscheid through dual study programs. In Asia, we partner with high schools that already provide foundational knowledge in injection molding.

Currently, training hours are not yet recorded in a standardized way. However, we are actively working on improving our system to ensure more accurate monitoring and management of qualification measures. Training needs are regularly discussed in annual employee reviews

GRI 404-2



MANAGEMENT PRINCIPLES

Who we are and how we conduct ourselves.

TRANSPARENT

We live transparency through open communication and regular exchange. Every voice counts, and feedback is expressly welcome.

COMMITTED

We work carefully and with commitment. In doing so, we pay attention to different interests and enable everyone to access available opportunities and resources in order to achieve the best outcome together.

FOCUSSED

We work attentively, reliably, with clear goal orientation, and concentrate on what is essential.

HELPFUL

We strive to rely on each other. When a team member needs help, we provide support and look for a solution together.

GOAL-ORIENTED

We pursue our goals with determination and look for opportunities to further develop ourselves and optimize workflows.

CONSIDERATE

We treat each other with care and act in the interest of all. In doing so, we keep the bigger picture in mind and pay attention to the consequences of our actions for people and the environment.

OPEN TO FEEDBACK

We welcome constructive feedback and see it as an opportunity for new ideas and perspectives. We face obstacles openly and overcome them together.

APPRECIATIVE

Mutual recognition and appreciation shape our collaboration. This also includes giving feedback to one another.



EMPLOYEES

GRI 2-7

		Group		Germany		Indonesia		Vietnam		Korea Vina		Footwear Technologies		Non-production	
		2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023
Gender [No.]															
1st level management	Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Male	3	3	2	2	0	0	0	0	0	0	0	0	1	1
2nd level management	Female	1	1	0	0	0	0	0	0	0	0	0	0	1	1
	Male	9	11	2	3	0	0	0	0	0	0	0	0	7	8
3rd level management	Female	28	28	2	2	1	1	4	7	7	6	7	6	7	6
	Male	74	73	9	9	6	6	14	14	5	4	7	8	33	32
Other office employees	Female	255	261	9	13	54	52	68	73	73	70	36	38	15	15
	Male	287	287	22	29	87	70	62	68	62	52	23	30	31	38
Shop floor employees	Female	794	717	11	10	136	105	137	166	363	310	146	125	1	1
	Male	1,933	1,692	35	33	662	518	463	449	484	414	279	268	10	10
Other employees	Female	32	36	7	8	1	1	8	9	8	10	8	7	0	1
	Male	156	173	24	24	46	45	25	31	34	42	27	30	0	1
Total	Female	1,110	1,043	29	33	192	159	217	255	451	396	197	176	24	24
	Male	2,462	2,239	94	100	801	639	564	562	585	512	336	336	82	90
		3,572	3,282	123	133	993	798	781	817	1,036	908	533	512	106	114

Summary of organization levels: 1st management level: CEO, COO, CFO | 2nd Management level: Business Unit, General Directors | 3rd Management level: Department and factory heads, other Managers | Shopfloor employees: Project/shift/ senior team/team leader, technician, worker | Other shopfloor employees: Kitchen worker, driver, cleaning, maintenance.

GRI 2-7

		Group		Germany		Indonesia		Vietnam		Korea Vina		Footwear Technologies		Non-production	
		2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023
Gender ratio [%]															
1st level management	Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Male	100	100	100	100	0	0	0	0	0	0	0	0	100	100
2nd level management	Female	10.0	8.3	0	0	0	0	0	0	0	0	0	0	12.5	11.1
	Male	90.0	91.7	100	100	0	0	0	0	0	0	0	0	87.5	88.9
3rd level management	Female	27.5	27.7	18.2	18.2	14.3	14.3	22.2	33.3	58.3	60.0	50.0	42.9	17.5	15.8
	Male	72.5	72.3	81.8	81.8	85.7	85.7	77.8	66.7	41.7	40.0	50.0	57.1	82.5	84.2
Other office employees	Female	47.0	47.6	31.0	31.0	38.3	42.6	52.3	51.8	54.1	57.4	61.0	55.9	32.6	28.3
	Male	53.0	52.4	69.0	69.0	61.7	57.4	47.7	48.2	45.9	42.6	39.0	44.1	67.4	71.7
Shop floor employees	Female	29.1	29.8	23.9	23.3	17.0	16.9	22.8	27.0	42.9	42.8	34.4	31.8	9.1	9.1
	Male	70.9	70.2	76.1	76.7	83.0	83.1	77.2	73.0	57.1	57.2	65.6	68.2	90.9	90.9
Other employees	Female	17.0	17.2	22.6	25.0	2.1	2.2	24.2	22.5	19.0	19.2	22.9	18.9	0	50
	Male	83.0	82.8	77.4	75.0	97.9	97.8	75.8	77.5	81.0	80.8	77.1	81.1	0	50
Total	Female	31.1	31.8	23.6	24.8	19.3	19.9	27.8	31.2	43.5	43.6	37.0	34.4	22.6	21.1
	Male	68.9	68.2	76.4	75.2	80.7	80.1	72.2	68.8	56.5	56.4	63.0	65.6	77.4	78.9

Trainees and students

12 in dual studies. (frammas Germany: f: 4 / m: 1)

All employees

100% in Germany receive regular performance feedback as part of structured appraisals. GRI 404-3

Cases of discrimination

ZERO In 2024 group wide no cases of discrimination became known. GRI 406-1

GRI 405-1

		Group		Germany		Indonesia		Vietnam		Korea Vina		Footwear Technologies		Non-production	
		2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023
Age group [%]															
1st level management	> 50	100	100	100	100	0	0	0	0	0	0	0	0	100	100
	30-50	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	< 30	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2nd level management	> 50	20.0	25.0	0	0	0	0	0	0	0	0	0	0	25.0	33.3
	30-50	80.0	75.0	100	100	0	0	0	0	0	0	0	0	75.0	66.7
	< 30	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3rd level management	> 50	13.7	11.9	18.2	27.3	0	0	11.1	9.5	0	0	0	0	25.0	18.4
	30-50	82.4	84.2	72.7	63.6	100	100	83.3	85.7	100	100	92.9	100	72.5	76.3
	< 30	3.9	4.0	9.1	9.1	0	0	5.6	4.8	0	0	7.1	0	2.5	5.3
Other office employees	> 50	3.1	2.4	22.6	14.3	5.0	4.1	1.5	0	0.7	0	0	1.5	0	1.9
	30-50	62.0	57.5	58.1	66.7	62.4	54.1	52.3	44.0	69.6	69.7	52.5	45.6	80.4	81.1
	< 30	34.9	40.1	19.4	19.0	32.6	41.8	46.2	56.0	29.6	30.3	47.5	52.9	19.6	17.0
Shop floor employees	> 50	2.6	2.6	43.5	37.2	3.4	4.0	1.3	1.3	1.3	1.2	0	0	36.4	36.4
	30-50	50.1	52.1	45.7	46.5	48.4	54.7	59.8	60.2	49.6	51.9	40.9	35.9	63.6	63.6
	< 30	47.3	45.3	10.9	16.3	48.2	41.3	38.8	38.5	49.1	46.8	59.1	64.1	0	0
Other employees	> 50	21.3	21.1	25.8	25.0	10.6	10.9	42.4	37.5	16.7	17.3	17.1	16.2	0	50.0
	30-50	59.6	56.9	32.3	25.0	78.7	73.9	51.5	52.5	71.4	67.3	51.4	54.1	0	50.0
	< 30	19.1	22.0	41.9	50.0	10.6	15.2	6.1	10.0	11.9	15.4	31.4	29.7	0	0
Total	> 50	4.1	4.2	31.7	26.3	3.9	4.4	3.3	3.1	1.8	2.0	1.1	1.4	16.0	14.9
	30-50	53.4	54.3	48.0	49.6	52.2	56.1	58.8	57.6	53.7	55.7	44.3	40.2	74.5	75.4
	< 30	42.5	41.5	20.3	24.1	43.9	39.5	37.9	39.3	44.5	42.3	54.6	58.4	9.4	9.6

GRI 401-1

		Group		Germany		Indonesia		Vietnam		Korea Vina		Footwear Technologies		Non-production	
		2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023
Fluctuation & New hiring															
Fluctuation [%]	Office	15.2	14.5	21.3	12.1	5.4	9.8	15.1	18.6	16.4	15.9	22.9	17.3	17.9	11.5
	Shop floor	27.2	26.6	7.3	19.1	8.9	15.2	31.9	28.6	32.2	24.5	38.2	40.9	7.7	18.8
New hires (management + office) [No.]	Female	35	65	1	1	5	22	3	14	12	13	10	14	4	1
	Male	79	44	2	2	32	8	7	7	27	14	4	10	7	3
New hires (shop floor + other) [No.]	Female	427	255	3	5	35	12	19	6	224	128	146	103	0	1
	Male	879	831	4	5	221	249	151	141	309	226	194	209	0	1
New hires [No.]	Female	462	320	4	6	40	34	22	20	236	141	156	117	4	2
	Male	958	875	6	7	253	257	158	148	336	240	198	219	7	4
Total		1,420	1,195	10	13	293	291	180	168	572	381	354	336	11	6

Turnover refers to the rate of employees leaving the company voluntarily or due to dismissal, retirement, or death. Employee turnover is influenced both by the volatility typical of the industry and by the shortage of skilled workers combined with higher demand compared to the available labor supply. In production, the turnover rate is naturally higher than in administrative functions, which is a common pattern in the footwear industry. Employees in this area tend to switch more frequently between companies and roles.

In addition, personnel requirements in production vary depending on order volume, product portfolio, and complexity. Workforce planning is therefore carried out on a continuous and demand-oriented basis.

Calculation: Monthly average in each category = number of employees who left in each category / total number of employees who left.

ENERGY EFFICIENCY & CLIMATE PROTECTION

Climate change is one of the greatest challenges of our time and has existential significance for society and the economy. Energy-related greenhouse gas emissions have considerable ecological impacts, both within our own operations and along the entire value chain.

ENERGY EFFICIENCY

GRI 3-3 The responsible use of energy and our contribution to climate protection are fundamental principles for framas.

Although plastics injection molding is an energy-intensive process, it requires significantly less energy than many other comparable methods.

The energy-efficient solutions of framas therefore contribute directly to cost-reducing climate protection in shoe factories. At all sites, energy consumption is systematically recorded. The goal is group-wide monitoring for comparable analysis of consumption and efficiency. Local teams are already implementing measures to increase efficiency, including machine modernization, process optimization, and training.

We are working across sites to increase the share of renewable energy. Wherever possible, we already source certified green electricity. A group-wide energy management structure with central effectiveness control is currently being established.

As an electricity-intensive process, plastics injection molding contributes significantly to energy consumption at framas. Through targeted energy management, efficiency potentials are to be unlocked, costs reduced, and the use of renewable electricity sources further increased.

ENERGY CONSUMPTION

GRI 302-1 In 2024, framas' total energy consumption across all production and non-production sites amounted to around 54.24 GWh (2023: 42.86 GWh). The largest share was electricity consumption at 49.70 GWh | 91.6% (2023: 39.22 GWh | 91.5%), of which 15.87 GWh | 31.9% (2023: 14.17 GWh | 36.1%) came from renewable sources. The increase in total energy consumption in 2024 is primarily due to high order volumes and the resulting higher electricity demand in Indonesia and Korea Vina. Electricity consumption in Footwear Technologies rose significantly, as the relatively new production facility is now operating at nearly full capacity. Further sources and percentage breakdowns can be found in the table/graphic on page 49.

ENERGY INTENSITY

GRI 302-3 Given the large number of different products and components, the energy intensity can best be measured by total energy consumption per unit of sales. In 2024, this figure was 323.4 MWh per million euros of revenue (2023: 322.7 MWh per million euros of revenue).

GRI 302-1 Energy consumption [in GWh]	Group		Germany		Indonesia		Vietnam		Korea Vina		Footwear Technologies		Non-production	
	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023
Electricity	49.70	39.22	1.49	1.68	14.21	9.74	11.83	10.99	15.23	11.87	6.30	3.89	0.74	1.06
of which renewables	15.87	14.17	0.74	1.09	0.39	0.22	5.21*	5.23	6.71*	5.65	2.73*	1.85	0.09	0.12
Gasoline for own/leased vehicles	2.53	1.99	0.08	0.01	1.57	1.07	0.38	0.36	0.34	0.32	0.05	0.04	0.12	0.19
Diesel for own/leased vehicles	1.70	1.35	0.15	0.11	1.16	0.82	0.30	0.32	0.08	0.09	0	0	0.01	0.01
Gas (Heating)	0.31	0.29	0.25	0.22	0	0	0.05	0.06	0.01	0.01	0	0	0	0
Total	54.24	42.86	1.96	2.02	16.95	11.63	12.56	11.73	15.66	12.29	6.25	3.93	0.87	1.26

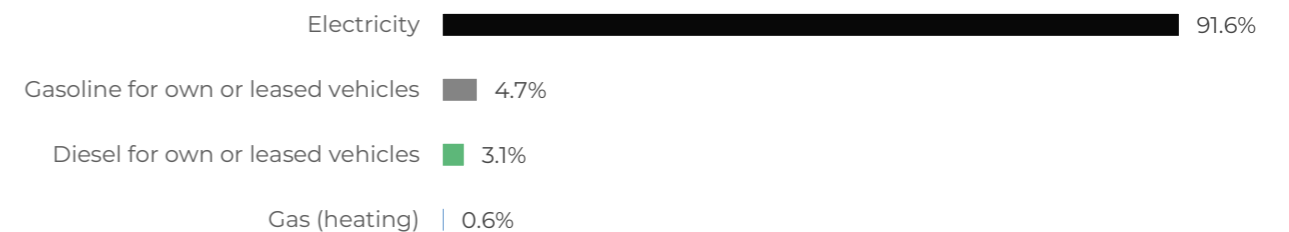
*Based on the 2023 electricity mix published by the Ministry of Natural Resources and Environment of Vietnam. The 2024 electricity mix has not yet been made public at the time this report was published.

REDUCTION OF ENERGY CONSUMPTION

A key focus of our strategy is the continuous reduction of energy consumption per unit of output. To this end, detailed monitoring has been introduced at the machine level to identify optimization potential in production based on data. The increasing automation of our manufacturing processes further supports this effort.

Feasibility studies for PV systems at several sites have shown that legal requirements, structural conditions, and ownership decisions can pose obstacles. We are actively working to overcome these challenges to further advance the expansion of our own renewable energy capacity.

ENERGY DISCLOSURE 2024



CLIMATE PROTECTION

CLIMATE PROTECTION

Our contribution to the transition toward a low-carbon economy extends across our entire value chain.

Direct greenhouse gas emissions (Scope 1) account for less than 1% of our total footprint. Around 20.6% (2023: 20.2%) of our emissions (Scope 2) result from purchased energy.

The largest share, approximately 78.5% (2023: 78.9%), arises from upstream and downstream value chain activities (Scope 3). Within Scope 3, about 58.3% (2023: 59.0%) stem from the purchase of raw materials and supplies, 13.7% (2023: 19.5%) from investments in our facilities, and 8.9% (2023: 9.8%) from end-of-life treatment of our products.

As part of our Group-wide sustainability strategy, we aim to position our products and solutions as tailored, resource-efficient injection molding technologies for the sports footwear industry.

To reduce our carbon footprint, framas continuously advances its standardized energy management system. For the reporting period, we prepared the fourth Group-wide carbon footprint and carried out an extensive Scope 3 screening, which was further refined. Progress will be published in our annual sustainability reports.

EMISSIONS

framass' emissions are systematically tracked and classified into three categories in accordance with the established principles of the Greenhouse Gas Protocol (GHG Protocol).

Scope 1: Direct emissions generated by combustion in our own facilities.

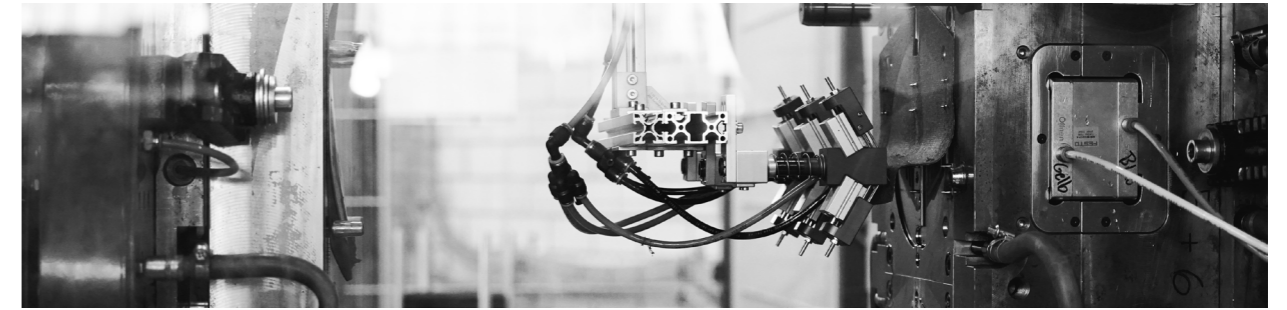
Scope 2: Emissions from purchased energy (electricity, heat) for our own use.

Scope 3: Indirect emissions related to business activities generated in the upstream and downstream value chain.

All amounts are reported in CO₂ equivalents (CO₂e) in line with the GHG Protocol. Energy consumption is calculated based on the period from January 1, 2024, to December 31, 2024.

Scope 1:

Scope 1 emissions include harmful emissions due to the consumption of gas and oil by heating systems and generators and emissions resulting from fuel use by the vehicle fleet. Scope 1 emissions were calculated using DEFRA 2024 and Ecoinvent 3.11 and amounted to approximately 1,103.1 tCO₂e in 2024 (2023: 882.8 tCO₂e).



Scope 2:

GRI 305-2 Scope 2 emissions include CO₂e emissions resulting from electricity use at production and non-production sites. They also include CO₂e emissions from the district heating plant.

Scope 2 emissions were calculated using DEFRA 2024 and Ecoinvent 3.11 and amounted to approximately 25,290.6 tCO₂e (2023: 19,538.2 tCO₂e) market-based and 26,936.8 tCO₂e location-based (2023: 20,517.7 tCO₂e) in 2024.

Scope 3:

GRI 305-3 Group-wide Scope 3 emissions were first assessed through a screening in 2022. The objective of this screening was to establish a baseline analysis as a foundation for systematizing the calculation of Scope 3 emissions in the future. According to the GHG Protocol, Scope 3 is described through eight upstream and seven downstream categories.

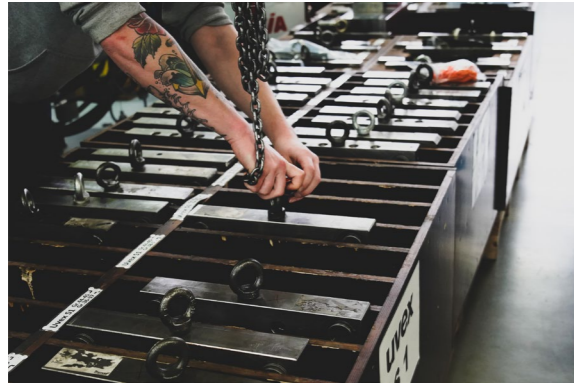
As a first step, we identified, the relevant categories for framass and an initial estimated quantification of Scope 3 emissions was carried out based on the information available within the company. This approach is consistent with common practice, addressing the complexity of the topic while providing a meaningful starting point for more detailed analyses in the future.

Of the eight upstream categories, six were considered relevant. Category 3.8 (leased assets) is not relevant to framass' business model. Category 3.7 (employee commuting) was not included, as employees in Asia are transported by company buses and vehicles, which are accounted for in Scope 1.

So far, we have assessed two downstream categories 3.9 and 3.12 (end-of-life treatment of sold products). Here we assumed that the share of incineration/landfill/recycling corresponds to that of municipal waste disposal.

Further processing of sold products (Scope 3.10) falls under the responsibility of the footwear factories and sports footwear brands and can therefore only be influenced to a limited extent by framass. The remaining downstream categories are either not relevant or not applicable to framass' business model.

Scope 3 emissions were calculated using Ecoinvent 3.11, DEFRA 2024, and the Quantis Scope 3 Evaluator (category 3.2), as well as manufacturer data for selected plastics.



EMISSION INTENSITY

GRI 305-4 Scope 1 and 2 per kWh of electricity consumed

2024	531.1 gCO ₂ e/kWh
2023	520.6 gCO ₂ e/kWh

Scope 1, 2 and 3 per kWh of electricity consumed

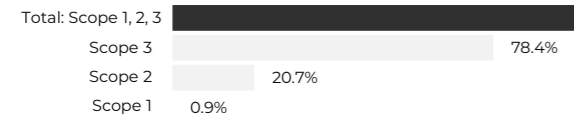
2024	2,461.6 gCO ₂ e/kWh
2023	2,462.5 gCO ₂ e /kWh

REDUCTION OF GREENHOUSE GAS EMISSIONS

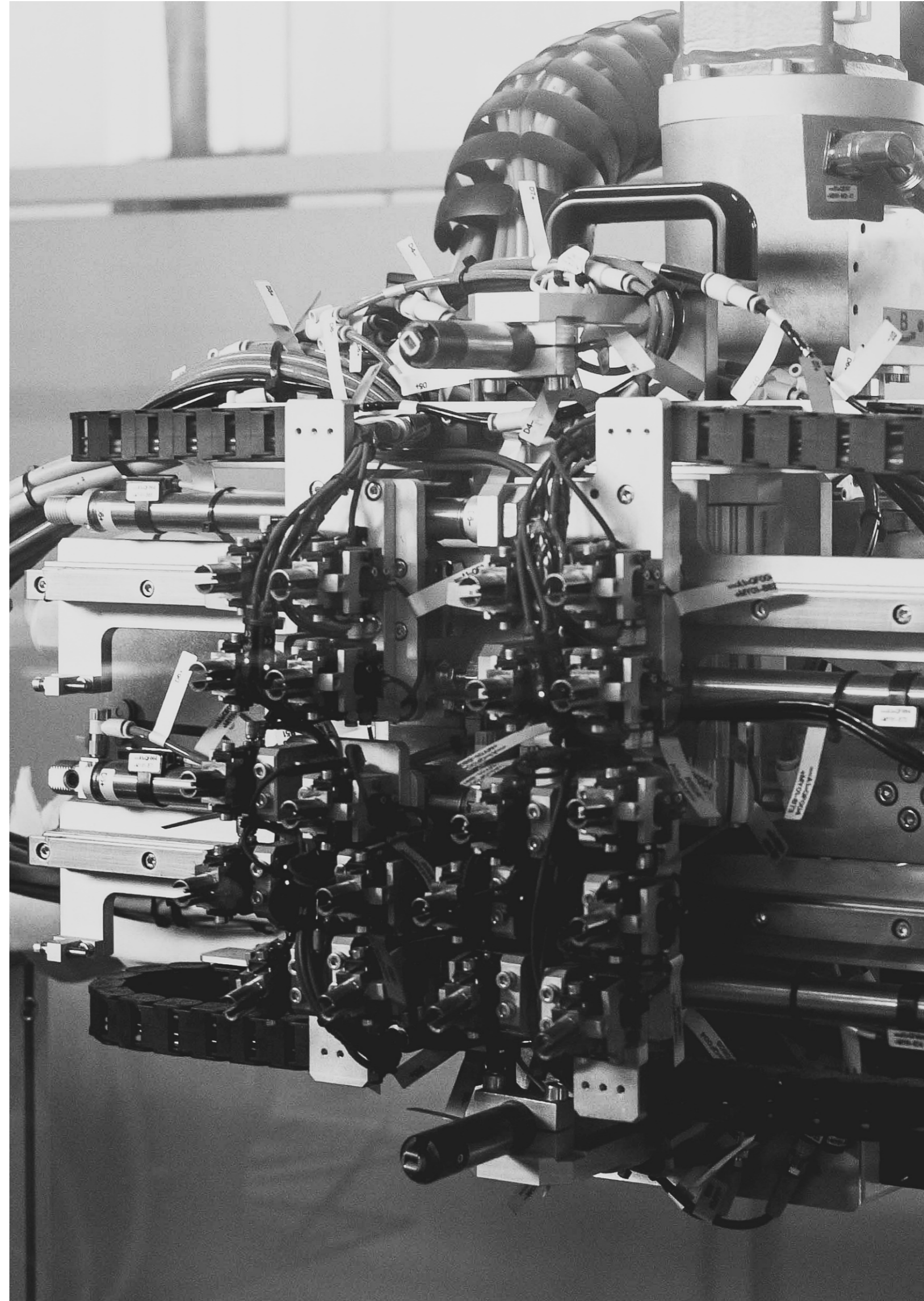
GRI 305-5 As part of introducing product-related CO₂e footprint calculations, we are implementing targeted additional measures. Wherever possible, this approach is integrated into our product development processes to leverage energy and resource efficiency potential across the entire life cycle.

Emissions of framás Group	2024 [tCO ₂ e]	%	2023 [tCO ₂ e]
Scope 1 emissions	1,103.1	0.9	882.8
Scope 2 emissions			
Market-based	25,290.6	20.7	19,538.2
Location-based	26,936.8	22.0	20,571.7
Scope 3 emissions	95,944.1	78.4	76,165.4
Total Scope 1 + 2 + 3 (market-based)	122,337.8		96,586.4

Total emissions 2024 tCO₂e



SCOPE 3		2024 [tCO ₂ e]	%	2023 [tCO ₂ e]
3.1	Purchased goods and services	55,921.2	58.3	44,964.3
3.2	Capital goods	13,119.2	13.7	14,853.0
3.3	Fuel- and energy-related activities	7,374.9	7.7	4,552.7
3.4	Upstream transportation and distribution	5,372.3	5.6	1,203.8
3.5	Waste generated in operations	1,138.9	1.2	787.1
3.6	Business travel	287.0	0.3	311.6
3.7	Employee commuting		Not covered	
3.8	Upstream leased assets		Not relevant	
3.9	Downstream transportation and distribution	4,204.8	4.4	2,014.8
3.10	Processing of sold products		Not covered	
3.11	Use of sold products		Not relevant	
3.12	End-of-life treatment of sold products	8,525.8	8.9	7,478.1
3.13	Downstream leased assets		Not available	
3.14	Franchises		Not available	
3.15	Investments		Not relevant	
Total [Scope 3]		95,944.1		76,165.4



MATERIAL USE

GRI 3-3 The materials used are a key issue for frames and for the footwear industry as a whole. Resource use for production in 2024 amounted to 11,010.1 t (2023: 7,382.3 t). The increase in plastics consumption is primarily due to the rise in incoming orders.

The majority of materials used are plastics for production as well as for transport and secondary packaging. This is supplemented by metals for injection molds, paper and cardboard for packaging, and wood for model lasts and pallets. In addition, operating supplies such as chemicals and textiles are used.

frames is aware of its responsibility to make material use as sustainable and efficient as possible and, as a plastics processing company, to contribute to sustainable development.

The slight decrease in wood consumption is due to changed packaging requirements despite higher production volumes (2024: 349.8 t | 2023: 353.4 t).

Metal consumption decreased as a result of increased use of existing tools and a lower variety of model and size specifications (2024: 541.2 t | 2023: 608.4 t).

The use of chemicals was reduced through optimized cleaning processes and targeted efficiency measures (2024: 407.3 t | 2023: 433.6 t).

Other “non-classified materials” refer to auxiliary and operating materials (2024: 58.9 t | 2023: 67.2 t).

To reduce our ecological footprint, we focus on the use of recycled materials and renewable raw materials. The share of externally sourced, recycled plastics (polymer-based) used as raw material for production was 32.4% in the reporting year (2023: 34.5%). The share decreased slightly, which is attributable to changed material requirements in individual projects.

Our sites frames Vietnam and frames Indonesia were successfully certified according to GRS (Global Recycling Standard). Our aim is to specify the requirements for substances and materials more clearly and to minimize ecological and chemical risks.

We are working with suppliers and internal teams to increase the use of sustainable materials and to explore new material combinations.

GRI 201-2 The development of five innovative plastic formulations marks an important step forward. Further details can be found on the following page.



Use of recycled and bio-based materials

framaprene aims to design material use not only efficiently but also in the most resource-conserving way possible. To this end, we focus on the use of recycled and bio-based materials – both to reduce fossil resource consumption and to support a circular economy.

Another lever for decarbonization is the use of bio-based plastics. Their share of total polymer consumption in the reporting period was 6.6% (2023: 8.2%), influenced by limited availability and higher costs. Here too, customer approval is decisive for broader application. We ensure that renewable raw materials do not compete with food production.

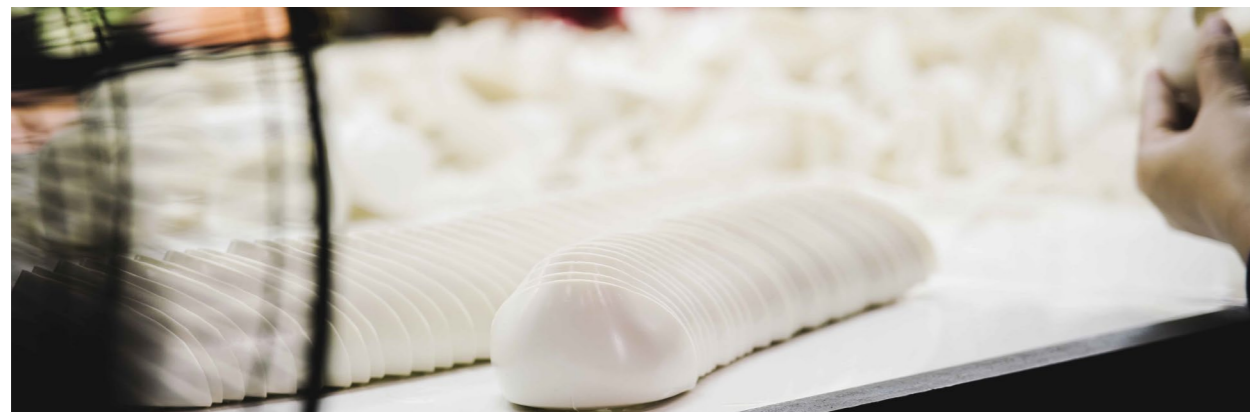
A central element of our material strategy is the recycling of internal and external production waste. At our sites, plastic residues are separated by type, regranulated, and processed for new applications – in some cases in cooperation with customers and partners.

Our in-house innovation unit innovation.framas and our materials research team work closely together to advance the development of recyclable and biodegradable materials. The goal is to make these materials suitable not only technically but also economically for mass production. A key challenge remains ensuring full traceability of material flows in the recycling process, particularly in global supply chains.

Although we provide innovative material options, the choice of materials used is largely determined by customer specifications. As a result, our direct influence on material composition is limited. Nevertheless, we actively work to raise customer awareness of sustainable alternatives and to jointly develop and implement new solutions.

GRI 301-2 With framaprene, we offer a heel counter material in three variants, each containing at least 50% recycled feedstock. framapur, a fully in-house developed plastic, consists of 100% recycled raw materials. Other proprietary material solutions such as framamid, framafine, and framapex are based on different plastic types and also feature a high recycled content. These materials are further developed in close collaboration with customers to meet a variety of functional requirements.

GRI 201-2



Packaging material

The cardboard and paper packaging material used is made entirely from recycled materials. In Vietnam, a project has been implemented in which plastic transport packaging is returned from the shoe factories to the two framaprene production sites. A separate returns system for secondary transport packaging has been developed with Nike.

Toolmaking

We also pursue sustainable approaches in our mold-making centers. Increasing automation makes our processes more efficient, shortens production times, and reduces energy consumption. In addition, modern laser texturing technologies replace conventional etching processes, thereby eliminating the use of environmentally harmful chemicals. Another contribution to resource conservation is the systematic further development and adaptation of injection molds throughout the entire product life cycle.

Circular economy

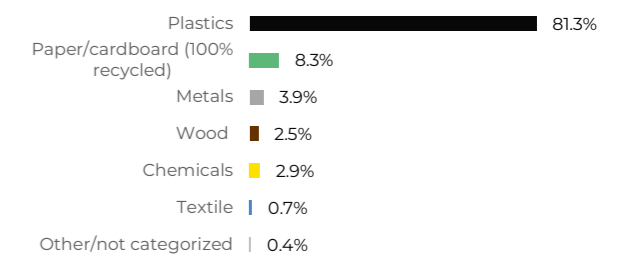
The recycling of footwear and textiles represents a central challenge for circularity in the industry. At our development centers, framaprene is working on innovative solutions, including mono-material products and improved approaches to material separation. These developments continue to require close collaboration with customers and suppliers in order to realize market-ready concepts. Even today, we are enhancing the recyclability of our products through targeted material selection and more efficient resource use. Nevertheless, end-of-life solutions remain demanding due to the lack of take-back systems and the complexity of material combinations.

In parallel, we are conducting comparative pilot projects to analyze the carbon footprint of selected products. The goal is to systematically establish a foundation for evaluating and optimizing environmental impacts, thereby aligning our product development more closely with sustainability objectives.

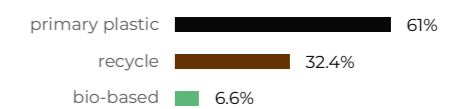
GRI 301-1	Material consumption of framaprene Group [Tons]	2024	2023
	Plastics	11,387.4	7,766.9
	of which are polymer-based	11,010.1	7,382.3
GRI 301-2	of which recycled	3,568.2	2,547.1
	of which bio-based	723.7	603.9
	Paper/cardboard (100% recycled)	1,166.8	912.7
	Metals	541.2	608.4
	Wood	349.8	353.4
	Chemicals	407.3	433.6
	Textile	101.7	121.7
	Other/not categorized	58.9	67.2
	Total	14,013.1	10,263.9
	Total/share of recycled materials*	4,735.0	3,459.8
	Total/share of bio-based materials	2,240.3	1,870.0

*Total/share of recycled materials is excl. share of recycled metals.

Materials 2024



Polymer 2024



PRODUCT-RESPONSIBILITY

PRODUCT RESPONSIBILITY

GRI 3-3 Customer and end-user satisfaction is an essential success factor for framax. It depends largely on the quality, safety, and performance of our products and services.

At the same time, the demands of sports footwear brands and shoe manufacturers are increasing – particularly with regard to innovation, speed, and customized solutions. Our understanding of product responsibility goes beyond traditional aspects of quality and safety. As a partner in the global footwear industry, we share responsibility for the performance and safety of the end product. Therefore, our task is not only to manufacture high-quality products. Equally important to us is working closely with our customers on product development that takes social and environmental impacts throughout the entire product life cycle into account.

With our certified quality management system in accordance with ISO 9001:2015, we ensure at all production sites that our products are systematically tested and continuously improved.



100% Production sites
(5 of 5)

PRODUCT SAFETY

GRI 416-1 The environmental and health compatibility of our products is a top priority. Our customers expect not only high-performance components but also transparency regarding the materials and processes used.

Our suppliers are required to fully disclose the ingredients of the raw materials supplied in safety data sheets. In addition, we regularly test our products for harmful substances in our own laboratories and through independent third parties and certify them in accordance with relevant requirements. To protect users, all outgoing products are systematically checked for metallic contaminants.

GRI 417-1 We ensure that all products are provided with the necessary certifications and safety information. Materials, substances, and colors undergo a multi-stage testing process, carried out internally as well as by customers and external laboratories.

Our goals:

- Zero incidents with health or safety impacts
- 100% coverage with required certifications and safety information
- 100% compliance with customer health and safety requirements

During the reporting period, no complaints were received concerning risks to customer health or safety, or regarding the labeling of our products.

PRODUCT AND SERVICE QUALITY

As an innovation-driven company, we strive to create products that stand out through functionality, quality, and durability. To achieve this, we continuously expand our expertise in our core competencies. Through ongoing development, customer orientation, and the consistent implementation of our quality objectives, we successfully establish our products in the market and strengthen long-term, trust-based customer relationships.

We pursue a zero-claim strategy and analyze every complaint in detail. State-of-the-art machinery and a high degree of automation enable consistently high product quality, efficiency, and cost-effectiveness – even for small batch sizes and frequent mold changes.

Typical quality indicators include customer return rates, on-time delivery performance, and deviations in color and dimensions. The complaint rate is also regularly evaluated to identify optimization opportunities.

We ensure that our employees receive regular training on quality management standards (ISO 9001:2015). During the reporting period, internal quality assurance standards were updated across all sites, and corresponding audits were conducted.

Our production is increasingly planned and controlled through a Manufacturing Execution System (MES). This enables us to capture and analyze key production data in real time and use it systematically for quality optimization.

In addition to product quality, customer service plays a critical role. Our competence and development centers are strategically located close to our customers' production sites, particularly in Asia. This ensures short response times, rapid prototype development, technical support, and close collaboration in the design and manufacture of new products.



SUSTAINABLE SUPPLY CHAIN

SUPPLY CHAIN MANAGEMENT

GRI 3-3 Consumer expectations for ethically and environmentally responsible products are also of central importance in the sporting goods industry. In addition, regulatory requirements concerning due diligence in supply chains are becoming increasingly stringent.

For framas, sustainable supply chain management addresses not only social and environmental risks and challenges in governance, but also creates significant benefits: for value creation, for the company itself, for our customers, and for society at large. By systematically advancing our sustainable supply chain management, we ensure compliance with stakeholder expectations and contribute to the sustainable supply chain strategies of international sports footwear brands.

The majority of raw materials for plastic injection molding are sourced from internationally operating suppliers that demonstrably adhere to high standards of social and environmental responsibility. A key challenge remains ensuring that these standards are equally upheld within local supply chains.

The framas Code of Conduct applies to all those working for or with framas and has been aligned with the legal requirements of sustainable supplier management in Germany and the European Union.

SUPPLIER ASSESSMENT

From the perspective of international sports footwear brands, framas itself is a Tier-2 supplier and is regularly audited by customers as well as by independent third parties to ensure compliance with labor and environmental standards.

In parallel, we are currently developing a unified, standardized approach to assess our own supply chains through local audits across all production sites. This initiative aims to harmonize audit processes globally while also considering the varying requirements of our customers.

The annual audits of local supply chains include detailed evaluations of documentation, licensing, and compliance with social and environmental standards. In the social dimension, the focus lies on employee well-being, working hours, wage practices, occupational safety, training, and adherence to health and safety regulations. The environmental assessment covers, among other aspects, the management of chemicals and waste.

GRI 414-1

GRI 308-1

ENVIRONMENTAL PROTECTION

GRI 3-3 The protection of natural resources and ecosystems is one of the central challenges of our time. framas takes its responsibility seriously by reducing environmental impacts through lean processes, innovation, and efficiency. We regularly measure our environmental footprint and promote greater environmental awareness in day-to-day operations.

We implement targeted measures to reduce waste, energy, and water consumption, as well as to avoid harmful emissions. In doing so, we comply with all applicable environmental regulations and are regularly audited by brand partners and independent third parties. By recycling production scrap and using recycled and bio-based plastics, we support the sustainability goals of our customers.

A key focus of both internal and external audits is the optimization of waste streams. Our local HSE teams work to systematically record, analyze, and, in the future, automate the evaluation of these data.

Building on this, we define management-relevant KPIs and derive targeted measures.

Within the topic of environmental protection, we address the areas of waste, water/wastewater, and biodiversity. While water and wastewater play a comparatively minor role, impacts on biodiversity are considered hardly manageable.

It is our ambition to develop products with full consideration of environmental and nature protection along the entire supply chain. We are particularly aware of our responsibility in material selection.

This is as well reflected in our material usage:

In 2024, we processed around 11,010.1 t of plastics (2023: 7,382.3 t), of which 3,568.2 t (2023: 2,547.1 t) were recycled plastics and 723.7 t (2023: 603.9 t) were bio-based plastics.



ENVIRONMENTAL PROTECTION

WASTE GENERATED IN OPERATIONS

GRI 306-1
306-2

framas aims to keep its ecological footprint as small as possible, focusing on the environmental impacts of our products, the use of responsible materials, and their recyclability.

The design of our products has a decisive influence on their environmental impact. Quality, durability, and functionality foster high resource efficiency – aspects that we prioritize already in the product development stage. Through responsible sourcing, circular thinking, and resource-efficient manufacturing, we reduce the environmental burden of our products. Waste prevention plays a central role throughout the entire product life cycle – from production-related scrap to the use phase and end of life. To actively protect the environment through waste reduction, we launched a Zero-Waste Initiative at our production sites. Waste is consistently separated by material groups, volumes are tracked, and effective waste management is implemented. Looking ahead, environmental aspects will be even more systematically integrated into product development.

In 2024, the total waste volume of the framas Group slightly increased to 2,113.4 t (2023: 1,928.3 t), primarily due to higher production volumes. The largest fractions were plastic and metal waste.

Plastics included production residues and packaging, while metal waste originated from metal processing, discarded molds, and scrap. Other types of waste included mixed materials (e.g., tools, construction materials, medical residues), wood, paper, household waste, as well as hazardous substances such as used chemicals and contaminated operating materials. A share of the plastic and metal waste was sold for reuse and recycling. Recycling rates varied by location but could be improved in many cases through internal initiatives.

At the time of publication, all production sites comply with the respective national or subnational environmental regulations and are certified to ISO 14001. Other sites align with international environmental management standards. No notifications or complaints of material violations were reported during the reporting period.

We also ensure compliance with agreed environmental standards in our supply chain, which are anchored in our Code of Conduct, and conduct regular audits of our key suppliers.

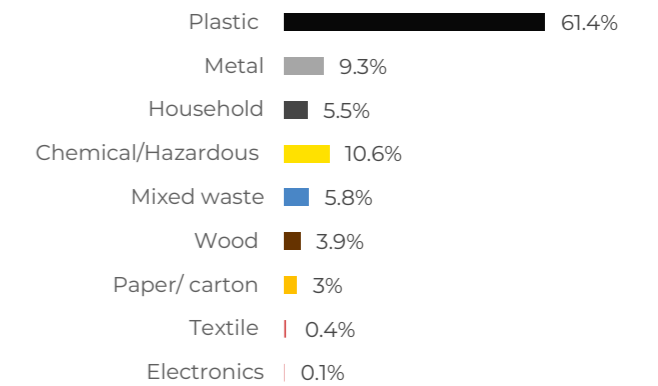


TOTAL WASTE

GRI 306-3 Waste generation [Tons]	2024	2023
Plastic	1,297.2	1,268.2
Metal	196.3	214.5
Household	115.3	115.2
Chemical/Hazardous	223.0	112.9
Mixed waste	122.9	102.2
Wood	83.2	56.5
Paper/carton	64.0	46.5
Textile	9.5	10.0
Electronics*	2.0	2.2
Total	2,113.4	1,928.3

*Electrical waste: including hazardous waste

Waste generation 2024



GRI 306-4 Waste [Tons]	Group		Germany		Indonesia		Vietnam		Korea Vina		Footwear Technologies		Korea	
	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023
Non-hazardous	1,736.3	1,700.3	75.3	104.6	767.4	514.6	362.2	578.	461.2	343.9	61.1	146.0	9.1	12.7
Hazardous	377.0	228.0	7.5	17.0	91.2	25.1	66.4	61.9	83.6	96.6	121.0	21.7	7.3	5.8
Total	2,113.3	1,928.3	82.8	121.6	858.6	539.7	428.6	640.3	544.8	440.5	182.1	167.7	16.4	18.5

GRI 306-5 Waste disposal

Waste Type	Disposal Method	Percentage														
		Group	Germany	Indonesia	Vietnam	Korea Vina	Footwear Technologies	Korea								
Non-hazardous	Recycling [%]	88.5	90.5	100	90.9	98.5	97.9	88.0	93.7	73.4	72.6	76.6	100	23.9	18.5	
	Incineration [%]	11.1	9.5	-	9.1	1.5	2.1	11.9	6.3	26.6	27.4	12.4	-	76.1	81.5	
	Landfill [%]	0.4	-	-	-	-	-	0.1	-	-	-	10.9	-	-	-	
Hazardous	Recycling [%]	52.8	68.7	38.8	61.1	95.7	84.6	54.5	63.0	72.8	79.0	4.3	21.6	90.9	88.4	
	Incineration [%]	47.1	30.7	61.2	38.9	4.3	15.1	45.3	36.8	26.8	19.8	95.7	78.4	9.1	11.6	
	Landfill [%]	0.1	0.6	-	-	-	0.3	0.1	0.2	0.4	1.2	-	-	-	-	

WATER AND WASTEWATER

With a total consumption of 109,008 m³ (2023: 84,981 m³) and only minor environmental impact from wastewater, water is not considered a material aspect in our environmental context. All water is sourced from public supply networks; no own wells are used.

At framas, water is primarily used in sanitary facilities and kitchens for employees. In production, water is applied exclusively in closed-loop systems with secured disposal pathways.

GRI 303-1 Water consumption m ³ /year	Group	Germany	Indonesia	Vietnam	Korea Vina	Footwear Technologies	Non-production
2023	84,981	2,293	17,785	33,711	21,140	9,364	688
2024	109,008	1,044	23,207	41,097	33,462	9,461	737

Water consumption increased across the Group in 2024, particularly at the sites in Indonesia, Vietnam, and Korea Vina. The main reasons for this were a higher number of employees, a technical defect in Vietnam, and the commissioning of the factory canteen in Korea Vina.

BIODIVERSITY

The direct influence of framas on biodiversity can only be managed to a limited extent.

Our production sites are located exclusively in designated industrial parks and not in ecologically sensitive protected areas.

Relevant impacts arise primarily along the upstream and downstream value chain: in the extraction of raw materials used and in the disposal of products at the end of their life cycle.

We source the raw materials for injection molding from renowned international manufacturers

that have systems for sustainable supply chain management. However, there are currently no mass-market solutions for returning products into the material cycle.

Nevertheless, framas regards the protection of biodiversity as part of its ecological responsibility and closely monitors developments in this field.

Our contribution consists of continuously assessing and excluding potential impacts in the vicinity of our sites.



OCCUPATIONAL HEALTH AND SAFETY



GRI 3-3 The responsibility for the well-being of our employees is deeply rooted in our corporate ethics and remains a top priority. Long-term success is only possible with a healthy, committed, and high-performing workforce.

GRI 403-1 An effective occupational health and safety management system strengthens our attractiveness as an employer. It applies equally to all employees as well as to external staff working on our behalf.

Our actions are guided by the framas Code of Conduct, which is based on internationally recognized social, ethical, and environmental standards – including the OECD Guidelines for Multinational Enterprises and the labor and social standards of the International Labour Organization (ILO).

As part of our group-wide sustainability strategy, we aim to proactively manage health and safety risks. Workplace accidents, injuries, and work-related absences are to be systematically prevented – both in production and administration, regardless of employees' contractual status.

This objective is particularly demanding in a production-intensive environment, yet it remains

a continuous incentive for our management. We therefore promote strong health and safety awareness at every workplace. New employees receive comprehensive training, and all workstations are regularly reviewed for potential risks.

Occupational health and safety are an integral part of our management system. While implementation varies locally depending on regulatory requirements, it is regularly audited by customers and independent third parties.

In the reporting period, all external audits were successfully completed without findings.

Our medium-term goal is to harmonize the occupational health and safety management system across the entire group.



GRI 403-2
403-3
403-4 We place great emphasis on occupational safety at every workplace and consistently pursue identified improvement opportunities that benefit all employees. Legal requirements for occupational health and safety, as well as regular workplace safety inspections, are strictly ensured – either by in-house specialists or through external service providers.

In dedicated committees, we collaborate with Human Resources, employee representatives, internal safety officers, and external experts to discuss the effectiveness of existing measures, necessary legal adjustments, and the outcomes of regular workplace inspections.

In 2024, a total of 25 (2022: 31) reportable workplace accidents resulting in more than one day of absence were recorded across the group. These accidents were mainly attributable to two categories: commuting incidents and accidents involving the use of company tools and equipment.

To address these challenges and further strengthen workplace safety, we have systematically expanded our training programs.

GRI 403-6 The focus was on ensuring that all employees understand and consistently apply Standard Operating Procedures (SOPs) and applicable safety measures. Compliance with these requirements was reinforced and monitored more closely during the reporting year.

In addition, the following areas are covered by our occupational safety programs: emergency preparedness, incident and accident management, fire protection, handling of chemicals and hazardous substances, machine and equipment safety, personal protective equipment, workplace ergonomics, first aid, and emergency medical care. Local management teams conduct risk assessments for work processes and workplaces, and risks are mitigated through appropriate measures.

GRI 403-5
403-7
GRI 403-8 Supervisors act as role models by assuming responsibility for health and safety in the workplace. Employees are actively involved in occupational health and safety decisions. Through regular updates and training sessions, we strengthen employees' skills and awareness, while encouraging them to contribute actively to creating safe working conditions across the company.

We prevent occupational illnesses through both technical and ergonomic measures. The number of confirmed occupational diseases and related lost days is currently not recorded, as no specific problem areas have been identified so far.

For our partner and service companies, the same safety standards apply on our premises as for our own employees. At all sites, external workers active in production areas receive mandatory safety briefings.

These include instructions on the proper use of personal protective equipment (PPE) such as safety shoes, protective glasses, hearing protection, or high-visibility vests in designated areas.

We track accidents resulting in lost workdays (Lost Time Injury Rate – LTIR) based on 200,000 hours worked, as well as sickness-related absences and absenteeism rates at each site. The results are presented in the table below.

GRI 403-9 403-10	Group		Germany		Indonesia		Vietnam		Korea Vina		Footwear Technologies		Non-production	
	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023
Total hours Worked in whole year ['000]	7,657.7	6,776.7	209.9	220.0	1,811.4	1,492.1	1,890.4	2,009.2	2,283.5	1,860.2	1,282.2	1,070.9	180.3	124.2
Reported occupational accidents [No.]	25	31	2	6	11	14	1	1	8	4	3	5	-	1
Recordable work-related illness cases [No.]	-	2	-	-	-	-	-	-	-	-	-	2	-	-
Recordable work-related injury cases [No.]	25	29	2	6	11	14	1	1	8	4	3	3	-	1
Total Recordable Incident Rate (TRIR)	0.7	0.9	1.9	5.5	1.2	1.9	0.1	0.1	0.7	0.4	0.5	0.9	-	1.6
Number of Lost Time Illnesses cases [No.]	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Number of Lost Time Injuries cases [No.]	22	18	2	6	11	5	1	1	5	3	3	3	-	-
Lost Time Injuries Rate (LTIR)	0.6	0.5	1.9	5.5	2.4	0.7	0.1	0.1	0.4	0.3	0.5	0.6	-	-
Lost workdays [No.]	130	338	38	123	22	92	19	3	34	105	17	15	-	-
Lost Workday Rate (LWR)	3.4	10	36.2	111.8	2.4	12.3	2	0.3	3	11.3	2.7	2.8	-	-
Sickness hours ['000]	143.1	93.6	18	14.8	60	16.3	26.6	30.7	25.7	24.5	12.7	7.2	0.1	0.1
Sickness rate	1.9	1.4	8.6	6.7	3.3	1.1	1.4	1.5	1.1	1.3	1.0	0.7	-	0.1
Absence hours ['000]	72.1	49.2	3.9	2.7	9.1	1.6	10.9	24.1	13.7	11.7	34.5	9	-	-
Absenteeism Rate	0.9	0.7	1.8	1.2	0.5	0.1	0.6	1.2	0.6	0.6	2.7	0.8	-	-

Although occupational safety and health remain a top priority, reporting standards vary at local level, contributing to variations in reported accident rates.

CORPORATE CITIZENSHIP

BEYOND BUSINESS: STRENGTHENING COMMUNITIES

We see corporate citizenship as a responsibility towards society and the environment, extending beyond our core business and playing a part in creating a positive impact. It includes ethical behavior, societal engagement, environmental sustainability, and community involvement. Through initiatives and sustainable practices, it is our goal to actively address social, environmental, and economic issues to create positive impact for our society

GRI 3-3 In 2024, we primarily focused on establishing efficient sustainability processes. At this stage, a foundational framework was created, but no specific strategy for corporate citizenship or employee involvement in social activities has been developed yet.

GRI 203-2 We contributed a total of €26,033 (2023: €8,405.61) in direct monetary and in-kind donations. Our support included food, furniture, everyday necessities, and local sponsorship for organizations in the areas of sports, culture, and social welfare.

We provide non-commercial learning opportunities for students and interns throughout the year by welcoming them for factory visits, interactive workshops, and hands-on internships across all our production locations. These engagements range from single-day sessions to longer-term involvement, supporting education and future workforce development.

Empowering Workers and Strengthening Communities: Labor Union Activities in Vietnam and Indonesia

Labor unions in Vietnam and Indonesia play a crucial role in safeguarding workers' rights and fostering community well-being.

Yearly activities encompass local celebrations and initiatives focused on occupational safety, health education, skills training, cultural exchanges, sports competitions, and charity events, enhancing both workplace harmony and social cohesion.

framax Germany primarily supports sports and cultural initiatives as well as educational institutions that promote academic and cultural development within the community.

This includes sponsoring the football club in Pirmasens and the local golf club. In addition, donations are made to social organizations such as the hospice and daycare centers, whose activities help strengthen a sense of responsibility and community. framax also collaborates with the University of Applied Sciences Kaiserslautern.

26,033 € TOTAL AMOUNT OF DONATIONS IN 2024

At framax Vietnam, several projects were supported in the areas of nutrition, education, and social assistance. The company continues to provide ongoing support to the Thanh Quang Monastery in Tam Phú, ensuring continuous aid for orphans. This includes quarterly donations of rice as well as in-kind contributions on special occasions.

As part of the social initiative *"Tết Sum Vầy"*, framax supported around 200 disadvantaged children at the SOS Children's Village in Go Vap District (Ho Chi Minh City) in 2024 by organizing a joint New Year celebration. The aim was to give children in difficult life situations the opportunity to enjoy a festive gathering with food and games, fostering hope and a sense of community.



Joint New Year Celebration with Children at the SOS Children's Village Go Vap.

Aid after Typhoon Yagi

Tropical Storm Yagi was the strongest typhoon to hit Vietnam in 70 years, causing severe flooding and extensive damage in the northern provinces in early September 2024.

In response, all Vietnamese framax sites participated in two aid initiatives to support those affected. Together with local trade unions, a fundraising campaign was organized. In addition, the sites donated USD 10,000 to the international organization Blue Dragon, a nonprofit that has been supporting children from underserved communities and families in crisis in Vietnam for many years.

Additional voluntary employee donations were collected and also passed on to Blue Dragon.

By combining local and international aid channels, the support was able to reach those in need effectively and efficiently. While local trade unions provided immediate assistance through existing networks, Blue Dragon enabled needs-based support for particularly affected groups. This ensured broad and impactful relief efforts.

GRI-STANDARDS 2021

Disclosure			Page	Comment
GRI 1: FOUNDATION 2021				
	1	Foundation	79	
GRI 2: GENERAL DISCLOSURES 2021				
The organization and its reporting practices	2-1	Organization details	18, 19, 75	
	2-2	Entities included in the organization's sustainability reporting	14	
	2-3	Reporting period, frequency and contact point	79	
	2-4	Restatements of information	79	Third report
	2-5	External assurance	79	
Activities and workers	2-6	Activities, value chain and other business relationships	11, 14, 18-24	
	2-7	Employees	46	
	2-8	Workers who are not employees		None
Governance	2-9	Governance structure and composition	15	
	2-10	Nomination and selection of the highest governance body	15	
	2-11	Chair of the highest governance body	15	
	2-12	Role of the highest governance body in overseeing the management of impacts	15	
	2-13	Delegation of responsibility for managing impacts	15	
	2-14	Role of the highest governance body in sustainability reporting	15	
	2-15	Conflicts of interest	15	
	2-16	Communication of critical concerns	15	
	2-17	Collective knowledge of the highest governance body	15	
	2-18	Evaluation of the performance of the highest governance body	15	
	2-19	Remuneration policies	15	
	2-20	Process to determine remuneration	15	
	Strategy, policies and practices	2-22	Statement on sustainable development strategy	6, 24, 31
2-23		Policy commitments	16	
2-24		Embedding policy commitments	16	
2-25		Processes to remediate negative impacts	16, 17	
2-26		Mechanisms for seeking advice and raising concerns	16	

GRI-STANDARDS

Disclosure			Page	Comment
Strategien, Standards und Verhaltensnormen	2-27	Compliance with laws and regulations	16	
	2-28	Membership associations		Member of Bundesverband der Schuh- und Lederwarenindustrie e.V.
Stakeholder engagement	2-29	Approach to stakeholder engagement	27	
	2-30	Collective bargaining agreements		In Vietnam and Indonesia
GRI 3: MATERIAL TOPICS 2021				
GRI 3: Material topics 2021	3-1	Process to determine material topics	27	
	3-2	List of material topics	28	
LONG-TERM ECONOMIC SUCCESS				
GRI 3: Material topics 2021	3-3	Management of material topics	38	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	41	
	201-2	Financial implications and other risks and opportunities due to climate change	55, 56	
	201-4	Financial assistance received from government		None
GRI 205	205-1	Operations assessed for risks related to corruption	16	
	205-2	Communication and training about anti-corruption policies and procedures	16	
	205-3	Confirmed incidents of corruption and actions taken	16	
GRI 206: Wettbewerbswidriges Verhalten 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		None
GRI 415: Politische Einflussnahme 2016	415-1	Political contributions		None
GRI 418: Schutz der Kundendaten 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		None

Disclosure			Page	Comment
AN ATTRACTIVE AND RESPONSIBLE EMPLOYER				
GRI 3: Material topics 2021	3-3	Management of material topics	42	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	46, 47	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	42	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	44	
	404-2	Programs for upgrading employee skills and transition assistance programs	44	
	404-3	Percentage of employees receiving regular performance and career development reviews	47	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	47	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	47	None
ENERGY EFFICIENCY AND CLIMATE PROTECTION				
GRI 3: Material topics 2021	3-3	Management of material topics	48	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	48, 49	
	302-3	Energy intensity	48	
GRI 302: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	50, 52	
	305-2	Energy indirect (Scope 2) GHG emissions	51, 52	
	305-3	Other indirect (Scope 3) GHG emissions	51, 52	
	305-4	GHG emissions intensity	52	
	305-5	Reduction of GHG emissions	52	
MATERIAL USE				
GRI 3: Material topics 2021	3-3	Management of material topics	55	
GRI 301: Materials 2016	301-1	Materials used by weight or volume	57	
	301-2	Recycled input materials used	57	
PRODUCT RESPONSIBILITY				
GRI 3: Material topics 2021	3-3	Management of material topics	58	

GRI-STANDARDS

Disclosure			Page	Comment
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	58	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		None
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	58	
	417-2	Incidents of non-compliance concerning product and service information and labeling		None
	417-3	Incidents of non-compliance concerning marketing communications		None
SUSTAINABLE SUPPLY CHAIN				
GRI 3: Material topics 2021	3-3	Management of material topics	60	
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	60	In progress
	308-2	Negative environmental impacts in the supply chain and actions taken	58	In progress
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		None
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor		None
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		None
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria		In progress
	414-2	Negative social impacts in the supply chain and actions taken		None
PROTECTION OF THE ENVIRONMENT				
GRI 3: Material topics 2021	3-3	Management of material topics	61	
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	64	

Disclosure			Page	Comment
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	62	
	306-2	Management of significant waste-related impacts	62	
	306-3	Waste generated	63	
	306-4	Waste diverted from disposal	63	
	306-5	Waste directed to disposal	63	
OCCUPATIONAL HEALTH AND SAFETY				
GRI 3: Material topics 2021	3-3	Management of material topics	67	
GRI 403	403-1	Occupational health and safety management system	67	
	403-2	Hazard identification, risk assessment, and incident investigation	68	
	403-3	Occupational health services	68	
	403-4	Worker participation, consultation, and communication on occupational health and safety	68	
	403-5	Worker training on occupational health and safety	68	
	403-6	Promotion of worker health	68	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	68	
	403-8	Workers covered by an occupational health and safety management system	68	
	403-9	Work-related injuries	69	
	403-10	Work-related ill health	69	
CORPORATE CITIZENSHIP				
GRI 3: Material topics 2021	3-3	Management of material topics	70	
GRI 203: Indirect Economic Impacts 2016	203-2	Significant indirect economic impacts	70	

ABOUT THIS REPORT

ABOUT THIS REPORT/PUBLICATION DETAILS

GRI 2-1 Published by:

framastofftechnik GmbH
Rodalber Straße 180
66953 Pirmasens
Germany
Tel. +49 6331-51520
Fax +49 6331-515244
E-mail info@framastofftechnik.com
Website www.framastofftechnik.com

The online version of this report can be found at www.framastofftechnik.com/sustainability

Contact:

Please address any inquiries about this report and our sustainability strategy in writing, either to: sustainability@framastofftechnik.com or Felicitas Huong Friedrich at: felicitas.huong@framastofftechnik.com.

Consulting:

RKDS Partners, Frankfurt, Basel, Essen
www.rkds-partners.com
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GRI 2-5 The reporting process, including the associated internal procedures for the materiality analysis, sustainability strategy, management approach, and data generation was supported by Sebastian Reich Consult GmbH / RKDS Partners. No further external verification was carried out.

Notes:

GRI 1 This Sustainability Report was prepared in accordance with the GRI Sustainability Reporting Standards 2021. The report was presented in accordance with the principles set out in GRI 1 2-3 2-4 2021 "Foundation". This report is framastofftechnik GmbH's forth sustainability report and will be updated annually.

Please see pages 73-77 for an overview of the relevant GRI disclosures. The period under review is the 2024 fiscal year. Unless explicitly stated otherwise, all information pertains to the 2024 fiscal year.

This is a translation of the German original, which is the sole authoritative version.

Editorial notes:

The submission deadline for this report was 31. July 2025.

System limitations:

The key financial indicators were calculated on the basis of the figures reported for the framastofftechnik GmbH as presented on page 41.



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