

SIMONA



Sustainability Report 2025

List of Abbreviations

Abbreviation	Definition
AIB	Association of Issuing Bodies
AktG	German Stock Corporation Act
BGB	German Civil Code
BSC	Balanced Scorecard
CO ₂ eq	CO ₂ Equivalent
CoC	Code of Conduct
CSRD	Corporate Sustainability Reporting Directive
D	Downstream
DCGK	German Corporate Governance Code
DEFRA	Department for Environment, Food & Rural Affairs
DMA	Double Materiality Assessment
ERM	Enterprise Risk Management
ESG	Environmental, Social, and Governance
ESRS	European Sustainability Reporting Standards
FTE	Full-time Equivalent
GHG	Greenhouse Gas
GLEC	Global Logistics Emissions Council
GMT	Global Management Team
IEA	International Energy Agency
IPCC	Intergovernmental Panel on Climate Change
IROs	Impacts, Risks, and Opportunities
ISCC	International Sustainability and Carbon Certification
KPI	Key Performance Indicator
LAP	Long-term Performance
OECD	Organization for Economic Co-operation and Development
OO	Own Operations
PE	Polyethylene
PETG	Polyethylene Terephthalate Glycol
PP	Polypropylene
PPA	Power Purchase Agreement
PV	Photovoltaic
PVC	Polyvinyl chloride
PVDF	Polyvinylidene Fluoride
SAI	SIMONA America Industries
SBTi	Science Based Targets initiative
SDGs	Sustainable Development Goals
SSP	Shared Socioeconomic Pathway
TCFD	Task Force on Climate-related Financial Disclosures
U	Upstream
UNGPs	United Nations Guiding Principles on Business and Human Rights
VC	Value Chain
WIR	World Resources Institute
WTW	Well-to-Wheel



Introduction

With the publication of our first comprehensive Sustainability Report last year, SIMONA established a transparent foundation for communicating our sustainability practices and performance. Building on this starting point, we continue our reporting efforts in this year's edition.

In light of the evolving regulatory landscape at EU level and its ongoing transposition into national law in Germany through the Corporate Sustainability Reporting Directive (CSRD), this report is based on the original European Sustainability Reporting Standards (ESRS) Delegated Act adopted by the European Commission in July 2023. This corresponds to the ESRS framework applicable at the time of report preparation, prior to the launch of the Omnibus procedure. As the underlying data collection and internal processes had already commenced on the basis of this ESRS set, no subsequent adjustments to a revised or amended ESRS framework were applied for the reporting period covered. The regulatory developments at both EU and national level continue to be closely monitored. Once final decisions regarding the ESRS standards and their legal implementation are available, the data collection and reporting processes will be adjusted accordingly for future reporting periods.

To maintain consistency and comparability while regulation and their domestic implementation in Germany progress, we continue to focus our reporting on the same overarching sustainability topics as in the previous year. At the same time, this year's report incorporates the latest developments in the relevant sustainability areas and reflects our ongoing commitment to keeping our materiality assessment up to date. This includes, for the first time, the integration of a comprehensive climate risk analysis, covering both physical and transition related climate risks.

Although the broader sustainability environment continues to evolve — both in regulatory terms and in corporate best practices — SIMONA remains convinced that sustainability is essential to long term business success. We therefore continue to embed Environmental, Social, and Governance (ESG) considerations into strategic and operational decision-making and strengthen the structures that support responsible and forward looking corporate management.

This report has not undergone external assurance but has been reviewed internally to help ensure the completeness and plausibility of the information presented.

Disclosure Requirements Index

[IRO-2] Disclosure requirements in ESRS covered by the undertaking's sustainability statement

The index below outlines the relevant ESRS 2 disclosures and the five topical standards assessed as material for SIMONA. These standards have guided the structure and content of this Sustainability Report. The index is intended to support readers in locating information related to each disclosure requirement within the report.

ESRS 2 - General disclosures

BASIS FOR PREPARATION

BP-1	General basis for preparation of the sustainability statements	9
BP-2	Disclosures in relation to specific circumstances	9

GOVERNANCE

GOV-1	The role of the administrative, management and supervisory bodies	10
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	13
GOV-3	Integration of sustainability-related performance in incentive schemes	13
GOV-5	Risk management and internal controls over sustainability reporting	14

STRATEGY

SBM-1	Strategy, business model and value chain	17
SBM-2	Interests and views of stakeholders	24
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	26, 32, 47, 48, 50, 56, 66

IMPACT, RISK AND OPPORTUNITY MANAGEMENT

IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	28, 34
IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	4

Environment

E1 - CLIMATE CHANGE

E1-1	Transition plan for climate change mitigation	37
E1-3	Actions and resources in relation to climate change policies	40
E1-4	Targets related to climate change mitigation and adaptation	42
E1-5	Energy consumption and mix	42
E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	44

E2 – POLLUTION

E2-4	Pollution of air, water and soil	<u>47</u>
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E3 – WATER AND MARINE RESOURCES

E3-4	Water consumption	<u>49</u>
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E5 – RESOURCE USE AND CIRCULAR ECONOMY

E5-4	Resource inflows	<u>51</u>
E5-5	Resource outflows	<u>51</u>

Social

S1 – OWN WORKFORCE

S1-1	Policies related to own workforce	<u>57</u>
S1-2	Processes for engaging with own workers and workers' representatives about impacts	<u>58</u>
S1-3	Processes to remediate negative impacts and channels for own workforce to raise concerns	<u>59</u>
S1-6	Characteristics of the undertaking's employees	<u>60</u>
S1-7	Characteristics of non-employees in the undertaking's own workforce	<u>61</u>
S1-9	Diversity metrics	<u>61</u>
S1-11	Social protection	<u>62</u>
S1-14	Health and safety metrics	<u>62</u>
S1-17	Incidents, complaints and severe human rights impacts	<u>63</u>

Governance

G1 – BUSINESS CONDUCT

G1-1	Business conduct policies and corporate culture	<u>66</u>
G1-3	Prevention and detection of corruption and bribery	<u>67</u>
G1-4	Incidents of corruption or bribery	<u>67</u>





ESRS2- General disclosures

Matthias Schönberg

CEO SIMONA AG



“

Sustainability has become an essential component of responsible corporate management and at SIMONA

AG, it is firmly embedded in the way we think and act. Our holistic sustainability strategy serves as our guiding framework, helping us stay focused on our long term goals even as we navigate the challenges shaping today's business environment.

Our ambition to lead by example is reflected in the tangible progress we have made over recent years. Through a variety of initiatives across different areas of the company, we have already achieved visible progress in our transformation.

In the field of green energy, we have been working for several years to continuously increase the share of renewable electricity across our sites. Yet sustainability goes beyond energy alone, it is equally reflected in our product portfolio. With the introduction of the EcoPlastIQ product line, we now offer our customers the opportunity to choose solutions made from more sustainable alternative materials, whether bio-circular or recycled. At the same time, we are continuously working on expanding circular approaches within our value chain and contributing to the long term goal of closing material loops.

Beyond advancing our product offering, we have also taken a close look at the risks posed by climate change. Over the past year, we have carried out an in depth analysis of climate related risks and how such developments may affect our sites and our stakeholders. These insights enable us to plan proactively, anticipate future challenges, and further strengthen the resilience of our global operations.

You can see that sustainability runs through every part of our company. We are committed to continuing this journey with determination and transparency. By raising awareness, integrating sustainability into day to day work, and providing targeted training, we continue to embed the topic across all areas of the company – turning knowledge into meaningful action.

Our path toward greater sustainability is an ongoing one. We look forward to continuing this progress together with you, steadily advancing our efforts, building on what we have achieved, and continuously striving for improvement.

”

Basis for preparation

[BP-1] General basis for preparation of the sustainability statements

[BP-2] Disclosures in relation to specific circumstances

The data presented in this report pertain to the SIMONA Group, encompassing all subsidiaries that have been identified by company management as having a material positive or negative impact on sustainability. The report is based on the guidelines of the CSRD and the ESRS, which serve as an important reference framework for our reporting. The ESRS standards are currently undergoing revisions within the so called Omnibus procedure, a regulatory process through which the European Commission consolidates technical updates, clarifications, and minor adjustments for joint adoption.

At the time of reporting, no revised ESRS standards have been officially published. Therefore, this report is prepared on the basis of the existing ESRS version available prior to the revision process.

The scope of inclusion varies depending on the specific data point being reported. For instance, in the case of Scope 1–3 emissions calculations, as well as waste and water reporting, sales subsidiaries are excluded due to their immateriality. Similarly, non-operating entities are entirely omitted from the sustainability reporting, as their nature precludes any significant influence – positive or negative – on SIMONA's sustainability performance. Associated companies are not included in the consolidated ESG data points. In 2025, SIMONA expanded its operations through the acquisition of Electroplast in the Netherlands. As its data collection and reporting processes are currently being developed, Electroplast is not yet included in the scope of this year's sustainability report.

Wherever feasible and within reasonable effort, we included data from both our upstream and downstream value chain in the reporting process.

This was particularly relevant in the calculation of our Scope 3 emissions, where diverse data sources from both suppliers and customers were incorporated into the analysis. All Greenhouse Gas (GHG) emissions data points (Scopes 1–3) are reported based on the GHG Protocol.

Additionally, the preparation of our double materiality assessment (DMA) involved engagement with various stakeholders across the value chain to ensure a comprehensive and thorough evaluation. The DMA was conducted for the first time as part of the previous year's sustainability report. For the current reporting year, the Global Sustainability Board carried out the first annual review to evaluate whether the results of the initial assessment had changed. This review, based on targeted guiding questions, examined whether new impacts, risks, or opportunities had emerged or whether the previously identified priorities remained unchanged.

Unless otherwise stated, when referring to medium- and long-term timeframes in our data points, we adhere to the definitions outlined in the ESRS under “6.4 Definition of short-, medium-, and long-term for reporting purposes.” In the context of our climate targets, medium-term refers specifically to the year 2030, while long-term denotes the year 2050.

In some instances where complete data is not available, we apply estimation approaches to report selected data points. These estimates and underlying assumptions are regularly reassessed, drawing on past experience and ongoing developments in the ESRS.

Governance

To determine specific quantitative figures, we rely on a range of recognized, high quality data sources, such as the International Energy Agency (IEA), the Association of Issuing Bodies (AIB), the UK Department for Environment, Food & Rural Affairs (DEFRA), the Global Logistics Emissions Council (GLEC), and the online database ecoinvent.

In addition, we work closely with our key global suppliers and customers to improve the availability and quality of primary data. Our efforts concentrate particularly on data points that are essential for evaluating our sustainability performance, with a strong focus on the raw materials procured by SIMONA. Over the past year, we further intensified our engagement with suppliers on sustainability-related topics, including the availability and transparency of relevant environmental data. This dialogue supports our aim to continuously refine the robustness and reliability of our reporting.

Where feasible, we have also incorporated information from the downstream value chain into our data points. However, as a manufacturer of semi-finished products, pipes, and fittings, there are inherent limitations to achieving full transparency regarding the subsequent processing stages and the end markets in which our products ultimately create value. We are often several steps removed from the final application within the value chain, which naturally restricts the level of detail and visibility available to us.

Although the current level of data accuracy provides a robust basis for our disclosures, we recognize opportunities to further strengthen the depth and reliability of our reporting. To advance this, we will continue to develop our data management capabilities and reinforce accountability practices across our supply chain.

[GOV-1] The role of the administrative, management and supervisory bodies

Corporate Governance at SIMONA

SIMONA's corporate governance practices are based on the German Stock Corporation Act (AktG) and the recommendations of the German Corporate Governance Code (DCGK). Key governance principles and internal control measures are detailed in the Group Management Report, which is publicly available on the SIMONA website. The governance structure includes a two-tier management system with a Management Board and Supervisory Board, composed of shareholder and employee representatives, in accordance with legal requirements.

As a globally active plastics processing company, SIMONA is aware of its responsibility toward the environment, its stakeholders, and society. Compliance with laws, ethical conduct, and responsible behavior are binding principles for all employees, including management and the Executive Board. SIMONA's Code of Conduct (CoC) and further information on compliance are available online.

At SIMONA, our employees form the foundation of our long term success. Their expertise, commitment, and day to day engagement are essential to achieving our strategic objectives, which is why we place great importance on maintaining a respectful, transparent, and collaborative working environment across all locations.

In Germany, employee interests are represented by an established works council, which plays an integral role in ensuring structured dialogue and constructive cooperation between the workforce and management. The works council acts as a reliable partner, contributing valuable perspectives and helping to ensure that employee-related matters are appropriately reflected in decision making processes.

Across the SIMONA Group, we strive to uphold consistently high standards of employee participation and engagement. At locations without formal works councils, we foster the same principles of open communication, mutual respect, and trust. This approach supports strong working relationships and reinforces a shared sense of responsibility for the company's development. By cultivating a culture that values dialogue and collaboration, SIMONA ensures that employees and management work together effectively to advance the company's goals.

Sustainability Governance at SIMONA

A clear and comprehensive governance structure ensures that sustainability is firmly embedded at all levels of the SIMONA organization. This framework provides the basis for systematically managing sustainability related topics, ensuring that strategic priorities are translated into effective action and integrated into corporate decisions as well as day to day operations. Through this approach, sustainability becomes a consistent and long term component of how we lead, work, and create value.

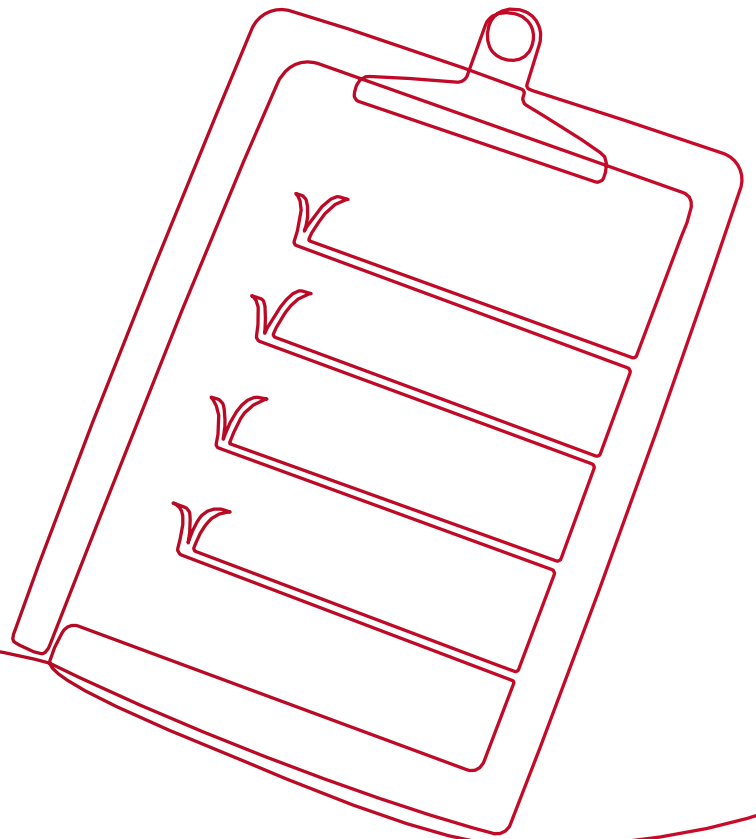
SIMONA's Supervisory Board steers the company's overall strategic direction of sustainability. It is supported by the Audit Committee and the Personnel and Nomination Committee, which address specific ESG-related matters.

Strategic oversight lies with the **Management Board**, which reviews, evaluates, and supports to further develop the portfolio of sustainability programs and objectives. It provides strategic recommendations and serves as a link between the supervisory body and the operational level.

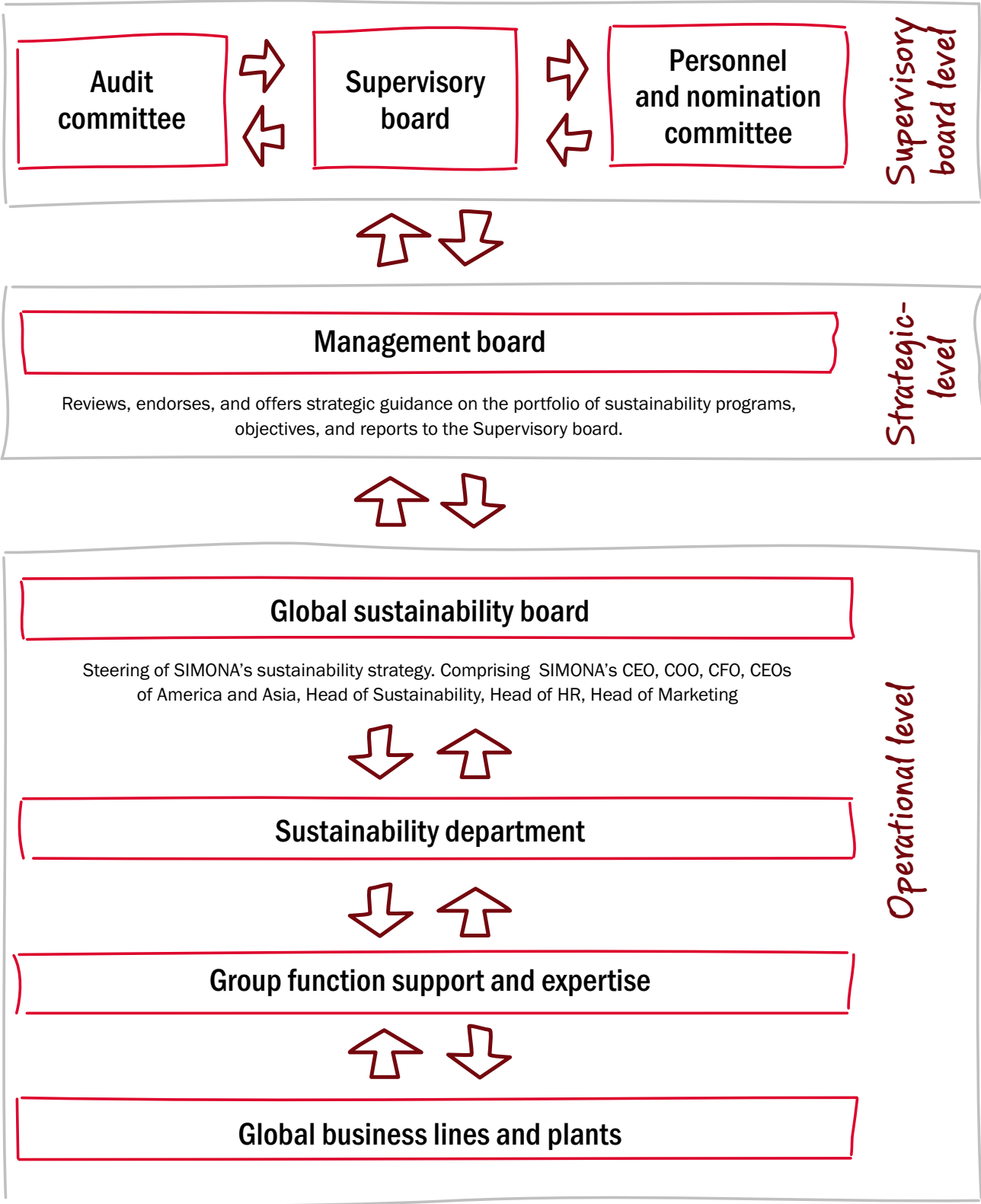
Responsibility for operational steering of SIMONA's global sustainability agenda rests with the **Global Sustainability Board**, which acts as the Group's central committee for all sustainability related matters. The Board comprises members of SIMONA's top management – including the CEO, COO, CFO of SIMONA AG, the regional CEOs of Amercia and Asia, as well as the Head

of Sustainability, HR & Legal, and Marketing. It ensures the alignment and coordination of sustainability initiatives across the Group, while the implementation of specific measures is primarily driven by the Sustainability Team.

The implementation of our sustainability strategy is supported by the active involvement of the entire organization. All relevant departments and functions across the SIMONA Group contribute their expertise and collaborate closely to ensure that sustainability considerations are embedded in processes, decisions, and working practices. This cross functional cooperation ensures that methodological guidance, specialized knowledge, and operational experience are integrated effectively throughout all sustainability related activities.



SUSTAINABILITY REPORT 2025



[GOV-2] Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

The Global Sustainability Board serves as SIMONA's central steering body for all sustainability matters. It provides strategic oversight, aligns Group-wide priorities and coordinates cross-functional initiatives to advance SIMONA's sustainability agenda. The Head of Sustainability delivers quarterly briefings to the Board, ensuring that material impacts, risks and opportunities are systematically monitored and proactively addressed. This structure enables timely escalation of relevant sustainability developments and supports coherent decision-making across the Sustainability Department, the Management Board and the Supervisory Board.

In addition to its strategic role, the Global Sustainability Board acts as the key platform for reviewing progress toward sustainability objectives and discussing future measures to strengthen SIMONA's ESG performance. Insights and recommendations from these meetings are shared with the Management Board to inform strategic decisions. The Supervisory Board, in turn, reviews sustainability-related information as part of its regular oversight responsibilities, including the effectiveness of policies, initiatives and performance against defined ESG targets.

The Sustainability Department is responsible for the operational management of sustainability activities. This includes preparing analyses and reports for the Global Sustainability Board, coordinating cross-functional implementation and ensuring that sustainability initiatives are rolled out across sites and functions. The Sustainability Department also continuously monitors regulatory developments – such as CSRD requirements, ESRS updates and climate-related legislation – to ensure that SIMONA proactively adapts to emerging compliance obligations and that potential business implications are communicated promptly to the relevant governing bodies.

Sustainability matters and their implications for SIMONA's strategy, risk management and operations are discussed regularly in joint meetings between the Management Board and the Supervisory Board. These discussions include updates on the status of key sustainability objectives and decisions on further measures to enhance the company's ESG performance. This governance structure ensures that sustainability considerations remain integrated into core strategic planning and business decision-making processes.

Continuous oversight of sustainability performance is ensured through established reporting structures, defined Key Performance Indicators (KPIs) and clear accountability mechanisms. To anchor sustainability within the organization, ESG objectives are integrated into SIMONA's company-wide Balanced Scorecard (BSC) and cascaded to departmental levels. This approach ensures that sustainability aspects form an integral part of both strategic and operational decision-making. New ESG targets are defined regularly within this framework.

[GOV-3] Integration of sustainability-related performance in incentive schemes

Linking sustainability performance to incentive structures helps ensure that ESG considerations are embedded in day to day decision making and aligned with SIMONA's long term strategic ambitions. By linking part of the variable remuneration to clearly defined sustainability objectives, SIMONA strengthens accountability, encourages responsible behavior, and reinforces the importance of long term value creation beyond purely financial metrics. This approach ensures that progress on environmental and social topics is actively supported and driven across the organization.

With regard to Executive Board compensation, SIMONA AG's Remuneration System provides that a part of the variable compensation is linked to the achievement of predefined ESG targets over a three-year performance period. Each performance period begins on January 1 of the grant year and ends on December 31 of the second year following the grant year. Similar to the Long-term Performance Plan (LAP), the ESG bonus consists of tranches, each covering one performance period.

Before the start of each financial year, the Supervisory Board sets one or more ESG targets for the respective performance period. Additionally, for each ESG target, the Supervisory Board defines:

- A threshold value, corresponding to 50 % target achievement
- A target value, corresponding to 100 % target achievement

If the threshold value is not met during the respective performance period, the target achievement is considered 0 %. Values between the threshold and target levels, as well as any exceedance beyond the target value, are linearly interpolated or extended accordingly. Retroactive changes to the target

SUSTAINABILITY REPORT 2025

values are strictly prohibited. If only one ESG target is defined, its achievement level determines the overall ESG target achievement. If multiple ESG targets are set, the overall target achievement is generally calculated as the average of the individual ESG target achievement levels, unless the Supervisory Board defines a different weighting structure before the start of the respective financial year.

The ESG bonus payout amount is determined using the following formula: Target bonus in EUR × Overall ESG target achievement.

The payout is capped at:

- 150 % of the individual target bonus for the CEO
- 130 % of the individual target bonus for other Executive Board members

The ESG bonus becomes payable within ten days after the approval of the SIMONA AG consolidated financial statements for the final year of the respective performance period.

If the executive's employment contract does not cover the full performance period, the ESG bonus payout is adjusted on a pro-rata temporis basis.

If the employment contract is terminated for cause by the company under Section 626 of the German Civil Code (BGB), all outstanding LAP bonus entitlements from ongoing tranches at the time of termination are forfeited. Completed but unpaid tranches will be paid out upon maturity.

[GOV-5] Risk management and internal controls over sustainability reporting

Sustainability in Risk Management and Controls

This year, SIMONA conducted a climate risk assessment that considered both physical climate risks and transition risks. The assessment was carried out in alignment with the Task Force on Climate-related Financial Disclosures (TCFD) approach, ensuring a structured and forward looking evaluation of potential climate related impacts. In addition to risks, relevant climate related opportunities were also identified and assessed. The methodological approach and the detailed outcomes of the analysis are

presented under [E1 – Climate Change, \[IRO-1\] Description of the processes to identify and assess material climate-related impacts, risks and opportunities](#).

The results of the climate risk assessment have been integrated into the SIMONA Enterprise Risk Management (ERM) system, ensuring that climate related risks and opportunities are evaluated and monitored using the same processes and criteria as all other business risks. This alignment enables a consistent, group wide risk perspective and supports robust strategic and operational decision making.

Processes and Systems for Data Collection and Validation

SIMONA applies a structured and system supported approach to ensure the consistent collection and validation of sustainability related data across all entities. A dedicated reporting software is used to gather and consolidate data from the various companies within the Group, ensuring standardized workflows and transparent documentation throughout the reporting process.

In Germany and the United States, sustainability managers are responsible for coordinating data collection and ensuring data quality at the respective sites. All other locations have designated data owners who oversee the compilation of sustainability indicators. These individuals receive targeted training to ensure a uniform understanding of data requirements, calculation methodologies, and reporting timelines.

To validate the accuracy and consistency of reported figures, year over year comparisons are performed for all key indicators. These values are assessed in relation to relevant production metrics to enable a thorough plausibility check and to identify potential deviations or anomalies. Supporting documents – such as invoices, consumption records, or operational evidence – are used to substantiate the reported data where applicable.

While a moderate share of the data is still collected manually, which increases the potential for human error, SIMONA is continuously working to further digitalize and standardize data collection processes across departments. These ongoing efforts aim to strengthen data quality, improve efficiency, and enhance the overall robustness of the sustainability reporting framework.

The SIMONA Sustainability Strategy – Explained Through Our Sustainability House



Global sustainable solutions

Sustainable products

Enhancing offer of sustainable products



Products contributing to a more sustainable economy



Products made of bio-based or recycled material



Products with reduced carbon footprint

Sustainable production & processes

Measuring & reducing company's footprint



Reducing carbon footprint and adapting to climate change



Preventing and recycling waste



Avoiding hazardous emissions



Safeguarding good working conditions in the supply chain

Appreciative employer

Attracting and retain motivated and talented employees



Develop employees through training and upskilling



Valuing diversity in the workforce



Promoting health management



Reducing work accidents

Sustainable culture



Think & act sustainably



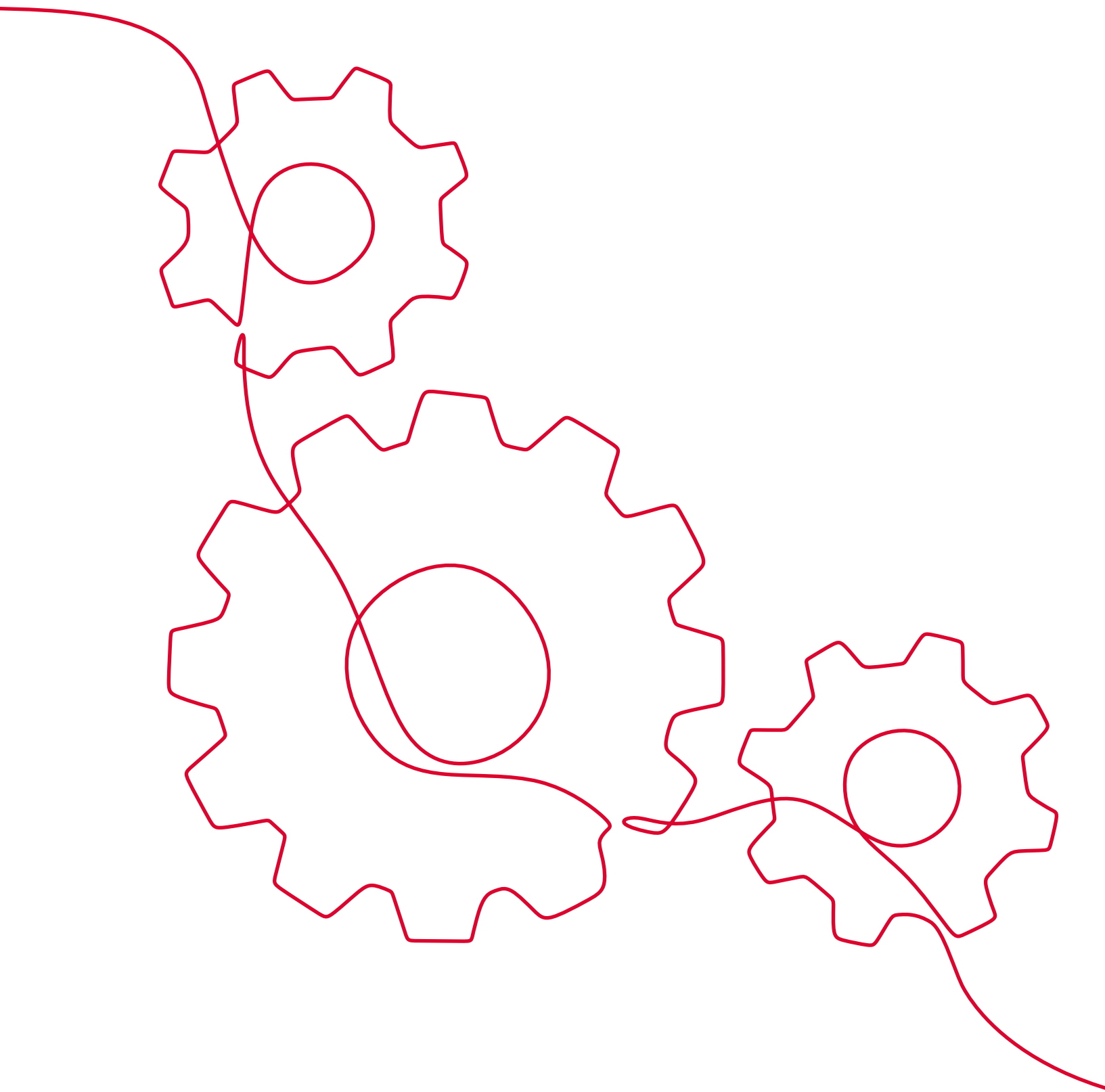
Informing and involving all employees through sustainability communication



Integrating sustainability in existing procedures



Developing work-related sustainability trainings



Strategy

[SBM-1] Strategy, business model and value chain

The SIMONA Sustainability House provides a clear and accessible framework for understanding how sustainability is anchored within our corporate strategy. It translates our long term ambitions into a coherent visual structure, illustrating how environmental and social aspects are systematically embedded across all areas of the organization. The model reflects our commitment to creating sustainable value by aligning strategic priorities, operational practices, and cultural principles under one integrated approach.

Serving both as a guiding compass and a communication tool, the Sustainability House demonstrates how SIMONA brings its sustainability vision to life – linking strategic objectives with concrete action fields and clearly defined responsibilities. It conveys the foundational elements that support our sustainability ambition, the strategic pillars that drive progress, and the overarching goals that steer our decision making. In doing so, it enables employees, customers, partners, and other stakeholders to understand how SIMONA manages sustainability holistically and transparently.

Three core pillars support the Sustainability House:

- 1. Sustainable Products** – We are continuously expanding our range of sustainable products that contribute to a more circular economy. This includes products made from bio-circular or recycled raw materials and those with a reduced carbon footprint.
- 2. Sustainable Production and Processes** – We focus on reducing the company's overall carbon footprint by increasing energy efficiency and expanding the use of renewable energy in our production. In addition, we actively work to avoid and recycle waste as part of our commitment to more sustainable operations.
- 3. Appreciation for Employees** – Motivated and committed employees are the foundation of our sustainable success. We support talent through targeted training, promote health and safety, and actively recognize the contributions of our teams.

The foundation of the house is our approach to sustainability, which encourages sustainable thinking and action in our daily work. This includes communication formats like our sustainability newsletter, the integration of sustainability into existing processes, and the development of work-related initiatives around this topic.

In doing so, we make it clear: Sustainability is not just a goal – it is an integral part of our corporate strategy and culture.

SIMONA's product sustainability strategy is focused on expanding its portfolio of environmentally friendly and resource efficient products across all product groups. These solutions are bundled under the EcoPlastIQ product line, representing SIMONA's commitment to innovative and future oriented material technologies. Advancing the circular economy remains a core pillar of this strategy, which we pursue through two complementary approaches within EcoPlastIQ.

A key priority is the development of bio-circular materials derived from renewable resources. By reducing dependency on fossil based feedstocks and lowering the carbon footprint of our products, SIMONA offers sustainable alternatives aligned with global environmental objectives. These materials are marketed under the "EcoPlastIQ bio-circular" category and are particularly well-suited for applications where customers are seeking product solutions made from sustainable materials but expect the same quality as that of conventional products made from virgin material. This is ensured by the mass balance approach applied to the bio-circular International Sustainability and Carbon Certification (ISCC)-certified raw material used in these products.

In parallel, SIMONA continues to expand the use of high quality recycled materials across its product portfolio. This approach helps reduce waste, conserve valuable resources, and extend material lifecycles. By integrating recycled content, SIMONA contributes to closing material loops – in close collaboration with customers. These solutions are classified as "EcoPlastIQ recycled" products and are ideal for applications that do not need to meet the highest regulatory standards and where the focus is on the functional use of the recycled product.

SUSTAINABILITY REPORT 2025

Importantly, each EcoPlastIQ category addresses different application needs, enabling customers to choose the most suitable sustainable option for their specific industry and performance requirements.

Both product groups share a common advantage: they significantly reduce the overall carbon footprint, helping customers achieve measurable progress toward their sustainability targets.

These measures collectively help to minimize the environmental impact of SIMONA's product portfolio while supporting the broader objective of embedding circularity, material efficiency, and climate responsibility across the full value chain.

Collaboration is a cornerstone of SIMONA's sustainability approach. We work closely with our customers to understand their specific needs and develop tailored solutions that enhance sustainability across the entire value chain. However, we recognize that meaningful and lasting progress can only be achieved through joint efforts. A sustainable transformation is not something any single company can accomplish alone – it requires coordinated action, transparent communication, and strong partnerships with all stakeholders, from raw material suppliers to end users.

While we are proud of the progress made so far, we also view this as the beginning of a long term transformation journey. Developing and implementing circular product solutions is a complex and evolving process that demands continuous innovation, targeted investments, and active collaboration across the full value chain. By working closely with suppliers, customers, research partners, and industry networks, we aim to accelerate the shift toward circularity and support the broader transition toward more sustainable materials and applications.





Dr. Jochen Hauck
COO SIMONA AG

"Our product portfolio already makes an important contribution to several key Sustainable Development Goals (SDGs). Many of our solutions enable applications that deliver clear and measurable sustainability benefits – for example, clean and safe water supply or the utilization of renewable energy. With their long service life, our products also play a crucial role in conserving resources and reducing environmental impacts over time. This makes them not only an essential part of modern sustainable infrastructure – they are part of the solution.

With our sustainable product line EcoPlastIQ, we are taking a significant step forward. By using bio-circular raw materials (EcoPlastIQ bio-circular) and high-quality

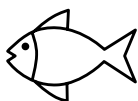
recycled materials (EcoPlastIQ recycled), we offer our customers real alternatives to conventional materials. These solutions come with a significantly reduced CO₂ footprint and help improve the sustainability performance of applications and projects in a measurable way.

Our ambition is clear: to provide solutions that not only support sustainable applications but also actively contribute to reducing emissions. By combining durable product technology with responsible material choices, we help our customers make conscious decisions – for high performance products and for a more sustainable future."

SUSTAINABILITY REPORT 2025

“Zero hunger” is the second SDG and aims to achieve a world without hunger by promoting food security.

SIMONA products for food production and processing can help to achieve this goal.



Installations for landbased aquaculture



Lining of food silos



Chain guides and conveyor belts in the food and beverage industry



Extruder screws made from SIMONA solid rods for the production of foodstuffs

The eleventh of the seventeen SDGs, “Sustainable cities and communities”, is about making cities and human settlements inclusive, safe, resilient and sustainable. Among other things, SIMONA manufactures products that can be integrated into low-emission transport development.



Battery housings for e-mobility applications



Research into alternative propulsion systems, e.g. hydrogen tanks



Equipment for public transport



Products for urban farming and urban gardening

SDG 9, “Industries, innovation and infrastructure”, seeks to build more resilient infrastructure, promote sustainable industrialisation and foster innovation. Semi-finished products and piping systems for the chemical process industry and infrastructure form an integral part of SIMONA’s core business. Offering excellent chemical resistance, SIMONA products are used in safety-critical and environmentally relevant industrial and infrastructure applications.

Thanks to their superior corrosion resistance, the materials guarantee the longest possible service life while at the same time utilising efficient and climate-friendly production technology.

In addition, the company is committed to process innovation in order to make not only the product itself but also its downstream processing more environmentally friendly. A prime example of this is the trenchless installation method, which minimises the environmental impact.



Metal surface treatment and corrosion protection in industrial applications



Products for the manufacture of chemicals and primary commodities



Drainage pipes for the drainage of railway tracks



Products for the manufacture of semiconductors and battery cell production for the automotive industry

SDGs in Connection

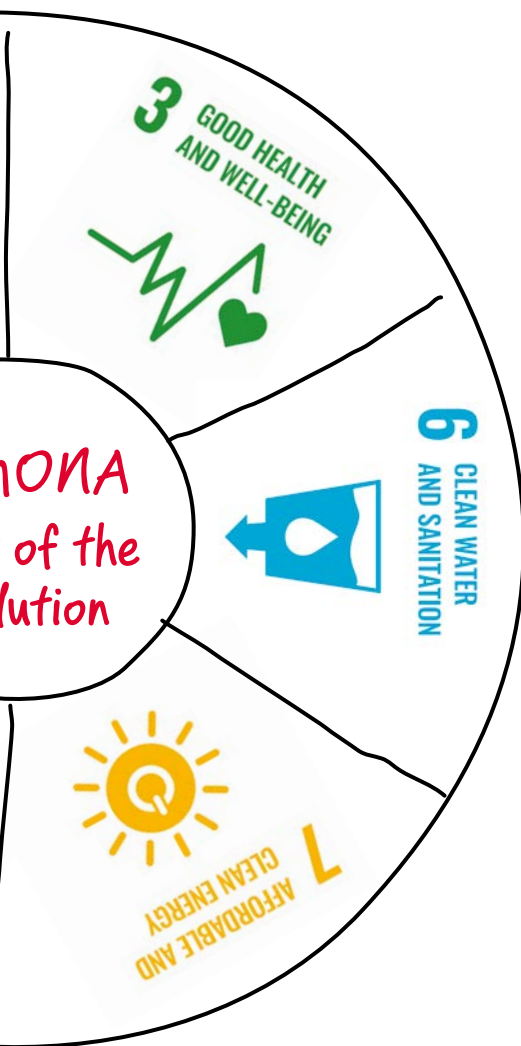


12 RESPONSIBLE CONSUMPTION AND PRODUCTION



The focus of the twelfth SDG, “Responsible consumption and production”, is on improving efficiency in the use of resources, reducing waste and thus minimising the environmental impact. SIMONA has initiated extensive changes to make its production more sustainable and manufacture products with greater sustainability in mind. Thus, it

with our Products



plays a key role in realising the above-mentioned goal. The company is not only working on new processes and technologies for the production of plastics that are more environmentally friendly, energy efficient and resource-saving but is also integrating other aspects such as the development of a closed-loop system. This includes partnerships with recycling companies such as Prezero in Germany, take-back and reworking for customers at its plant in China and the use of more sustainable commodities such as ISCC-certified materials.

The ultimate aim of SDG 3, "Good health and well-being", is to ensure healthy lives and promote well-being for all. In this context, the availability of high-quality medical products and technologies plays a crucial role.

The SIMOLIFE product group features plastic products that help to improve healthcare relating to prosthetics and orthotics.



Manufacture of orthoses



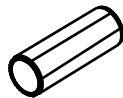
SIMONA plastics for the design of prostheses



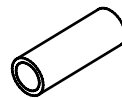
Housings for medical devices, such as CT scanners

SDG 6, "Clean water and sanitation", aims to ensure access to clean water and promote sustainable water management.

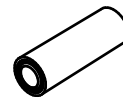
SIMONA can build on a pedigree of excellence in the field of water and wastewater treatment, desalination and drinking water production – centred around the development of technologically advanced plastic products that promote efficient water use. Plastics deployed in water infrastructure installations provide the basis for durable solutions when it comes to reliable drinking water supply and wastewater treatment. Innovative monitoring technologies help to minimise water loss and conserve resources through early detection of leaks, while our double-containment pipes offer additional safety.



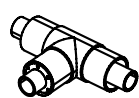
Pipes and fittings for the transport of water and wastewater



Pipes and fittings for the desalination of seawater



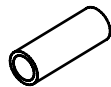
Double-containment pipe systems for environmental protection zones



Double pipe systems for transport of aggressive and environmentally hazardous substances

The seventh SDG, "Affordable and clean energy", is about ensuring access to affordable, reliable, sustainable and modern energy for all. SIMONA supports this goal by manufacturing intermediate products designed for the utilisation of renewable energy.

The use of plastics in the manufacture of renewable energy technologies helps to boost the efficiency of these systems and extend their service life.



Innovative cable ducts for wind farms



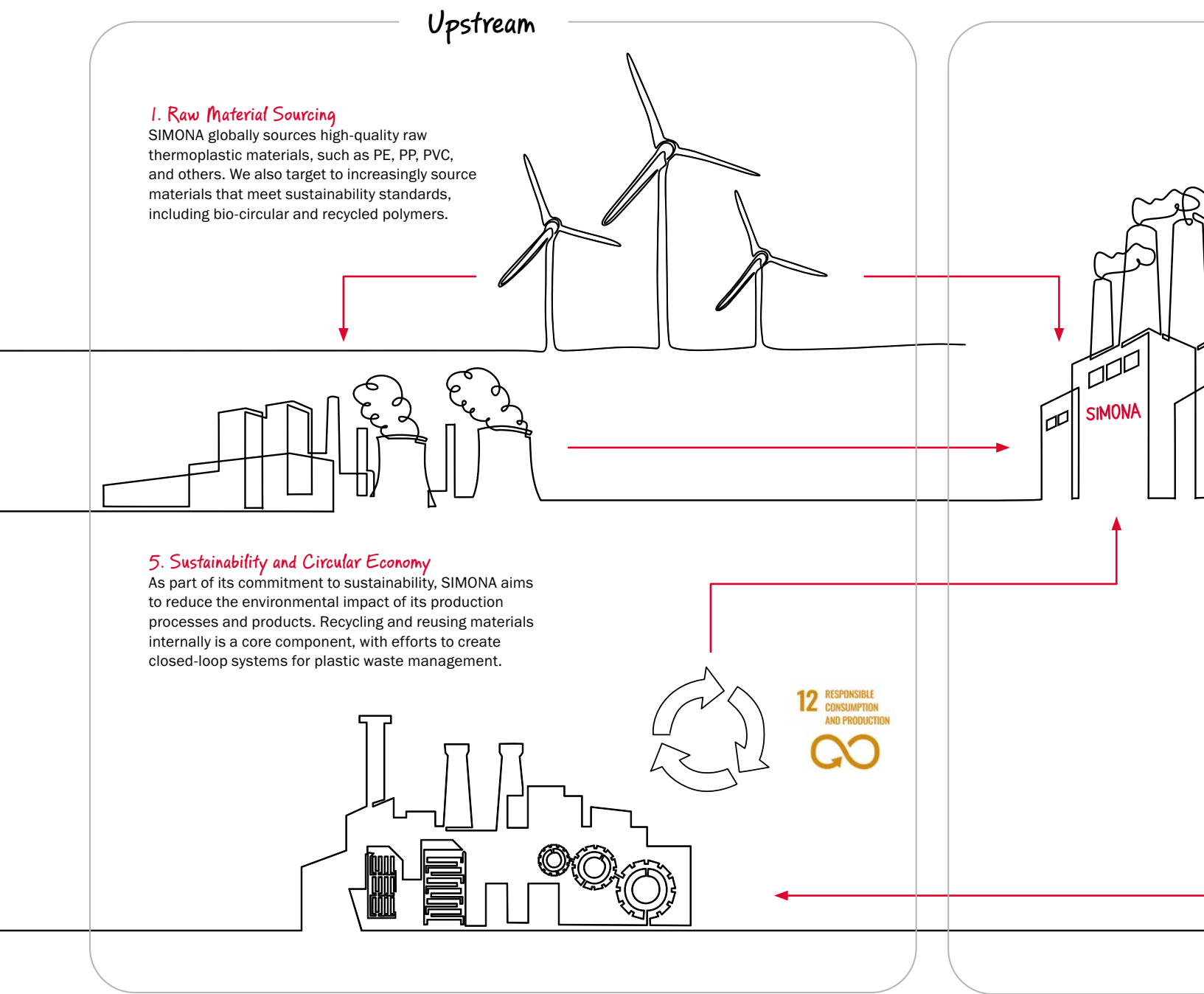
Plastic pipes for low-ex heating applications



Plastic pipes for district heating applications

SIMONA's Value Chain

We develop, produce, and market a comprehensive portfolio of thermoplastic semi-finished products, pipes, fittings, and profiles for a wide range of industrial applications. Our material portfolio includes Polyethylene (PE), Polypropylene (PP), Polyvinyl Chloride (PVC), Polyethylene Terephthalate Glycol (PETG), Polyvinylidene Fluoride (PVDF), and other high-performance specialty polymers designed to meet demanding technical requirements. Using advanced



manufacturing technologies including extrusion, injection molding, and precision machining, we deliver solutions ranging from corrosion-resistant piping systems to high-performance sheets and custom-engineered components. Our integrated value chain covers the full product lifecycle, from raw material sourcing and production

to finishing, logistics, delivery, and after-sales support. In close collaboration with customers, we develop application-specific solutions based on our technical expertise, global production network, and industry experience in chemical processing, mobility, water and environmental technology, and infrastructure.

Own Operations

2. Production

The production process includes the extrusion of plastic sheets, rods, profiles, as well as pipes and injection molded fittings. Quality control ensures that products meet stringent industry standards.

3. Customization and Fabrication

SIMONA offers fabrication services where products are customized to meet the specific needs of customers.

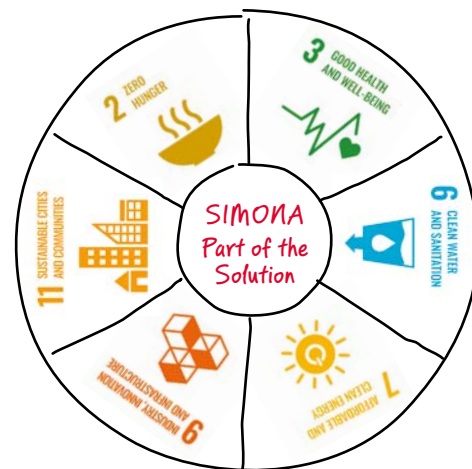
4. Sales and Distribution

SIMONA has a global sales network with regional offices and warehouses, enabling quick delivery and local customer support.

6. Customer Collaboration and Support

The company works closely with its clients to understand their specific needs, offering technical advice and solutions. SIMONA's after-sales services include ongoing support for product installation and maintenance.

Downstream

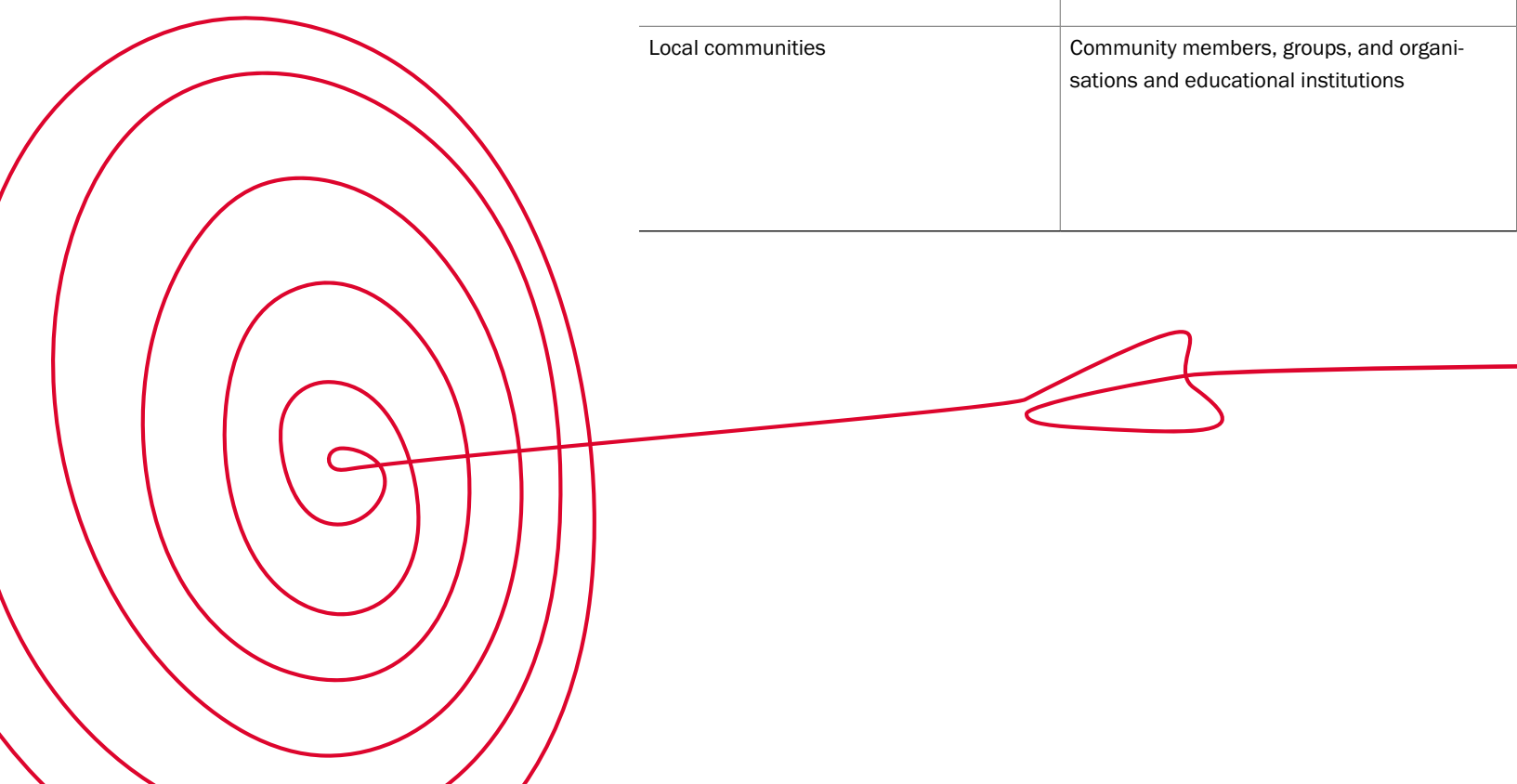


[SBM-2] Interests and views of stakeholders

Understanding the interests and perspectives of our stakeholders is a key element of effective sustainability management. Engaging with a diverse range of stakeholder groups helps us identify emerging expectations, strengthen the relevance of our strategic priorities, and ensure that environmental and social topics are addressed in a way that reflects both business needs and societal trends. This dialogue supports transparent decision making, enhances trust, and enables SIMONA to proactively respond to potential risks and opportunities across the value chain.

The table to the right provides an overview of our key stakeholder groups, the forms of engagement applied, and the resulting insights that have been incorporated into the preparation of this Sustainability Report.

Material stakeholders and their relation with strategy and /or business model	Description
Employees	A crucial asset for SIMONA, contributing to human and intellectual capital
Customers	Distributors, direct customers and end customers that drive our demand
Suppliers	Stable and economic material supply
Financial institutions	Investors and banking sector that influence access to financial capital
Local communities	Community members, groups, and organisations and educational institutions



Sub category	Engagement method	Purpose and outcome of the stakeholder engagement
Employees, Management, Management Board	■ SIMONA internal communication platform ■ Regular meetings with managers, including regular updates on accident prevention ■ Company-wide town hall meetings ■ Recurring employee satisfaction surveys ■ Annual discussions between management and employee representatives ■ Whistleblower system for anonymous reporting ■ Surveys during DMA	■ Improving communication between employees and management, both top-down and bottom-up ■ Increasing employee satisfaction and retention rates ■ Identification of material sustainability topics
Customers	■ Regular customer feedback surveys ■ Face-to-Face and online seminars ■ Training and educational sessions on product-related topics ■ Ongoing communication with customers ■ Whistleblower system for anonymous reporting ■ Surveys during DMA	■ Enhancing the technical and sustainability performance of SIMONA products ■ Meeting customer expectations and reinforcing a strong reputation ■ Driving innovation and product development through R&D ■ Identification of material sustainability topics
Suppliers	■ Internal assessments of risks, including sustainability factors ■ Whistleblower system for anonymous reporting ■ Surveys during DMA	■ Long-term relations with suppliers ■ Robust sustainability performance among suppliers ■ Identification of material sustainability topics
Banks, Investors	■ Quarterly financial results and annual reports ■ Surveys during DMA	■ Ensuring transparency and trust in disclosed financial data ■ Identification of material sustainability topics
Associations, Local communities, Universities, NGOs	■ Corporate website and social media platforms ■ Interaction with SIMONA's local offices and factory representatives ■ Sponsorships, open houses, and collaboration with educational organizations ■ Surveys during DMA	■ Contributing to job creation and local economic activity ■ Strengthening SIMONA's presence and positive impact in local communities ■ Identification of material sustainability topics

SUSTAINABILITY REPORT 2025

[SBM-3] **Material impacts, risks and opportunities and their interaction with strategy and business model**

SIMONA conducted its DMA in alignment with the structure of the ESRS, systematically addressing all relevant Topics, and Sub-Sub Topics. The assessment was carried out based on the CSRD requirements applicable at that time at the EU level, ensuring compliance with the prevailing regulatory framework. The assessment covered the entire SIMONA Group, encompassing the full value chain across all major regions in which the company operates.

In accordance with the double materiality analysis, the topics were evaluated from both an impact and a financial perspective:

- **Impact materiality** considered actual and potential negative impacts, assessed in terms of their scale, scope, and irremediable nature. Additionally, positive impacts were evaluated based on scale and scope, with potential positive outcomes further examined according to their likelihood.
- **Financial materiality** involved a qualitative assessment of actual and potential risks and opportunities that may influence SIMONA's financial performance and enterprise value.

For clarity, certain ESRS designations have been grouped into broader categories reflecting key stakeholder expectations. Each impact, risk, or opportunity is assigned to its position in the value chain (Own Operations (OO), Upstream (U), Downstream (D), or spanning the broader Value Chain (VC)) and classified as positive or negative.

The identified material topics are outlined to the right and, in the following sections of this report, are further detailed within the respective environmental and social disclosures.

ESRS Standard	Material impacts, risks and / or opportunities	Classification
E1 Climate Change	Ecological footprint of our products	Negative impacts and opportunities
	Energy consumption and CO ₂ emissions within SIMONA	Negative impacts and risks
E2 Pollution	Microplastics necessary for the production of our goods	Negative impacts and risks
E3 Water and marine resources	Water use	Negative impacts and risks
	Solutions for water management	Positive impacts and opportunities
E5 Resource use and circular economy	Generation of waste in production	Negative impacts and opportunities
	Expanding circular economy activities	Positive impacts and opportunities
S1 Own Workforce	Respectful and appreciative treatment to enhance employee satisfaction and well-being as well as fostering improved decision-making	Positive impacts and opportunities
	Contribution to workforce qualification through vocational training and employee development	Positive impacts and opportunities
	Occupational health and safety	Positive impacts and risks
	Shaping of working conditions	Positive impacts and opportunities
	Fair and competitive compensation	Positive impacts and opportunities
G1 Business Conduct	Business ethics and anti-corruption	Positive impacts and opportunities

Time horizon	Location in value chain	Description and interaction with business model and / or strategy
Medium-term	VC	Product manufacturing generates CO ₂ emissions and depends on limited resources. The transition to more sustainable raw material alternatives with lower carbon emissions remains a challenge; however, improving product carbon footprints through resource-efficient design and alternative materials can increase product attractiveness, strengthen customer trust, and capture growing demand for sustainable solutions.
Short-term	OO	Failure to reduce emissions could lead to higher operating costs, regulatory constraints, and a decline in competitiveness. Addressing these risks through energy efficiency measures and increased use of renewable energy is crucial to maintaining customer trust, investor confidence, and compliance with evolving regulations.
Short-term	U and OO	Almost all raw materials used for production at SIMONA fall under the definition of microplastics. Due to incidental leakage in our own operations, SIMONA contributes to a potential negative impact on the environment as microplastics could be emitted into nature. Regulatory restrictions on microplastics may require adjustments in raw material sourcing and product development to ensure compliance and maintain market position. As a certified member of Operation Clean Sweep and related dedicated measures, SIMONA limits the exposure of microplastics to the environment.
Medium-term	OO	Water is used in plastic extrusion processes, mainly to cool the products. Access to water in water-stressed areas could lead to an operational risk by limiting production capacity and negatively impacting the environment. These risks can be mitigated by investing in water efficiency measures and implementing closed-loop water systems to minimize consumption.
Short-term	D	SIMONA contributes to the safe water supply with its portfolio of solutions for efficient and effective water management. By providing durable and high-quality products for water infrastructure, SIMONA supports sustainable resource management, enhances resilience against water scarcity, and strengthens its market position in infrastructure markets.
Short-term	OO	SIMONA's production processes generate non-reusable waste, contributing to a negative environmental impact. Reducing waste through process optimization, increased material efficiency, and recycling initiatives is essential to minimize ecological footprint and enhance efficiency.
Short-term and medium-term	VC	Continuous improvement of internal processes and closing material cycles, including collaboration with customers, enhances resource efficiency and reduces waste. A stronger focus on the circular economy lowers reliance on virgin materials, decreases disposal costs, and creates potential cost savings. Additionally, an expanded circular-based product portfolio meets growing demand for sustainable solutions, strengthens SIMONA's market position, and improves its reputation as a responsible industry leader.
Short-term	OO	A positive, diversified work environment strengthens employee retention, productivity, and decision-making quality, contributing to business stability and long-term success. However, balancing gender representation in manufacturing is challenging due to working conditions, which may limit diversity.
Short-term	OO	Investing in employee qualification and development enhances workforce skills, supports internal career growth, and strengthens operational efficiency. This contributes to long-term business success by securing key competencies, improving employee retention, and reinforcing SIMONA's position as an attractive employer.
Short-term	OO	Good occupational safety prevents workplace accidents, reduces absenteeism, and enhances employee satisfaction. However, insufficient safety can lead to productivity losses and financial costs. SIMONA mitigates these risks through continuous training and preventive programs.
Short-term	OO	Providing fair, safe, and supportive working conditions enhances employee well-being, motivation, and productivity. It strengthens workforce retention, reduces absenteeism, and improves overall company performance while reinforcing SIMONA's reputation as a responsible employer.
Short-term	OO	Ensuring fair compensation and attractive benefits strengthens SIMONA's position as an employer, facilitating recruitment and retention of skilled employees.
Short-term	VC	SIMONA upholds ethical, transparent, and corruption-free business practices, strengthening customer trust and social responsibility. High compliance standards minimize legal and financial risks while supporting sustainable growth and the company's commitment to fair, responsible corporate governance.

Impact, risk and opportunity management

[IRO-1] Description of the processes to identify and assess material impacts, risks and opportunities

SIMONA conducts its DMA in line with CSRD principles. The assessment is based on a structured, multi-layered process designed to identify the company's material sustainability Impacts, Risks, and Opportunities (IROs) from both an impact- and financial-materiality perspective.

The first DMA was carried out in 2023. Since then, the process has been reviewed annually and updated whenever significant developments arise – whether related to strategic priorities, regulatory changes, or evolving stakeholder expectations.

The identification of IROs began with an in-depth assessment of SIMONA's business model, industry context, and regulatory environment. This included evaluating supply chain dependencies, monitoring developments in relevant markets, and conducting peer benchmarking. The analysis served as a foundation for understanding the external and internal factors that could influence SIMONA's sustainability performance.

In the DMA, two complementary perspectives were taken into account: the outward impact of our business activities on sustainability aspects, and the inward financial implications of sustainability factors on our company.

- **Impact materiality** considered how our operations affected the environment, society, and the economy. In our assessment, we examined both actual and potential negative impacts, taking into account their scale, scope, and the extent to which they were irreversible. Positive impacts were also evaluated based on their scale and scope, with potential positive impacts additionally assessed in terms of their likelihood.

- **Financial materiality** focused on how sustainability-related risks and opportunities could influence SIMONA's financial performance and enterprise value. We conducted qualitative assessments to identify and evaluate current and potential risks and opportunities that might affect our long-term success.

Engagement with our stakeholders is a central component of our sustainability strategy, which was also taken into account during the development of the materiality assessment process. We actively involved a wide range of internal and external stakeholder groups – including employees, customers, suppliers, investors, and representatives of local communities – in identifying and prioritizing the IROs.

This structured and inclusive approach ensured that a wide range of perspectives was taken into account, reflecting both business priorities and societal expectations. Through surveys, interviews, and ongoing dialogue, we gathered valuable insights that helped us assess what mattered most to those directly or indirectly affected by our operations. These insights formed a solid foundation on which we could continue to build, serving as the starting point for subsequent reviews and ongoing refinement of our materiality assessment over time.

To evaluate our IROs, we applied a holistic approach that assessed sustainability related risks and opportunities across the entire value chain. This value chain based perspective ensured that IROs were not examined in isolation but understood within the broader context of interconnected business activities, dependencies, and stakeholder relationships. The assessment was structured into three main categories:

- **Upstream risks:** These include issues such as the responsible sourcing of raw materials, supplier compliance with environmental and social standards, and potential exposure to geopolitical instability. We pay particular attention to supplier due diligence and traceability, as early-stage decisions often have significant downstream effects.

- **Operational risks:** This category covers risks that arise within our own operations, such as climate-related risks (e.g. extreme weather events, transition risks), energy consumption, emissions, and compliance with evolving environmental regulations. We also assess risks related to operational efficiency, technological innovation, and workforce health and safety.
- **Downstream risks:** These involve aspects related to the use phase of our products, customer expectations regarding sustainable performance, recyclability, and the end-of-life treatment of materials. Product stewardship and the circularity of materials play a key role in this area.

Each category was examined to capture both direct and indirect sustainability impacts, taking into account the likelihood, severity, and potential long term consequences of each identified risk.

Materiality of impacts was assessed using a structured scoring methodology. Four dimensions were considered:

- **Scale, Scope, and Irremediability**, each rated on a scale of 1 to 5
- **Probability**, rated on a scale of 0 to 5

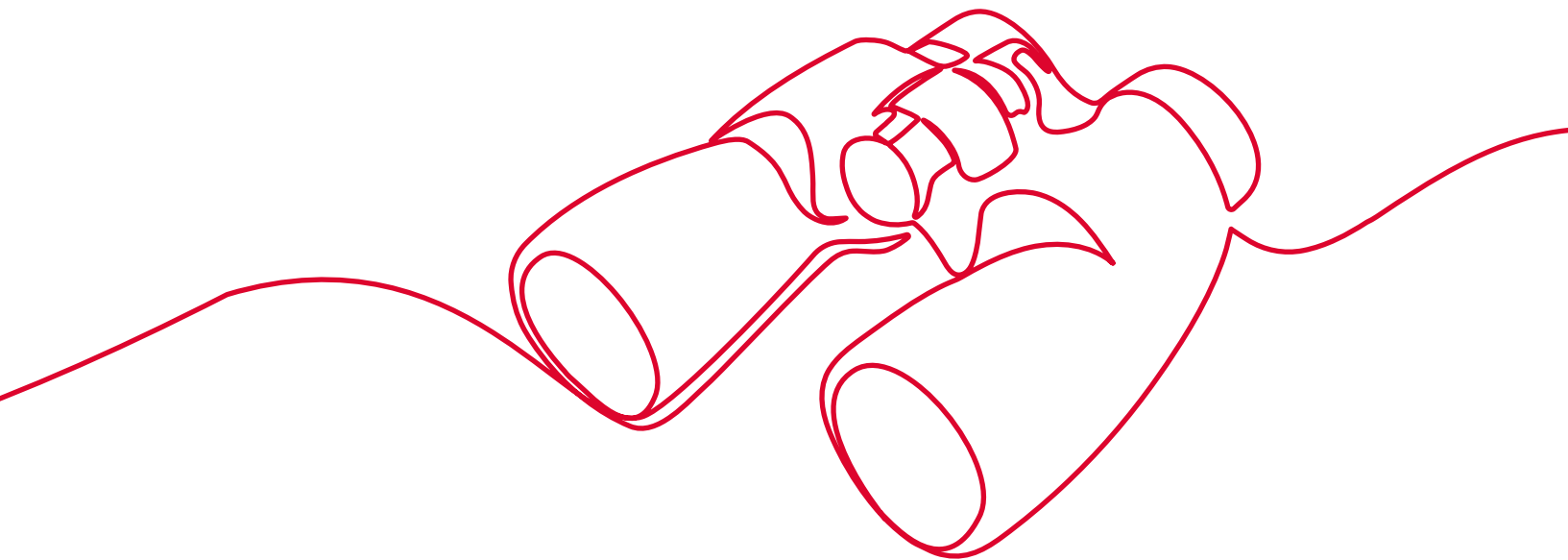
As part of the annual review cycle, the DMA was reassessed in 2024 by the Global Sustainability Board to ensure that all identified impacts, risks, and opportunities remained valid and up to

date. This review involved a systematic examination of whether significant changes had occurred in SIMONA's internal or external environment – such as developments in markets or industries, shifts in societal expectations, or strategic adjustments within the company – that could introduce new risks or opportunities.

The Board also revisited stakeholder perspectives to determine whether evolving expectations, new feedback, or public discussions could influence the relevance of specific sustainability topics. Finally, the materiality of each topic was reassessed to verify whether its environmental, social, or financial significance had increased, decreased, or remained stable, and whether any new topics had emerged or previously material ones had diminished in relevance.

Through this structured and comprehensive assessment, SIMONA ensured that the DMA continued to function as a dynamic and decision relevant tool, aligned with the company's evolving business landscape and stakeholder environment.

Each identified impact, risk, or opportunity is categorized according to its position within the value chain and then marked as either positive or negative. The identified IROs are subsequently addressed within the relevant ESRS standards, ensuring a clear alignment between the assessment results and the reporting requirements.







Environment

EI – Climate change

SIMONA's thermoplastic products are designed for long-lasting and efficient use across a wide range of applications. Our production generates GHG emissions and we are actively working to better understand and reduce our climate impact. Our goal is clear: we aim to be part of the solution to climate change by aligning our products and processes with the requirements of a low-carbon future.

[SBM-3] Material impacts, risks and opportunities and their interaction with strategy and business model

SIMONA operates in a sector where production processes are inherently energy-intensive and associated with GHG emissions. These environmental impacts are influencing our strategic and operational priorities. We are taking steps to reduce resource consumption and emissions by optimizing production processes, improving material efficiency, expanding the use of recycled content, and integrating sustainability considerations into procurement and investment decisions. These measures contribute to managing transition-related risks, meeting stakeholder expectations, and supporting the company's long-term competitiveness.

Material impacts, risks and/or opportunities	Classification	Time horizon	Location in value chain	Description and interaction with business model and/or strategy
Ecological footprint of our products	Negative impacts and opportunities	Medium-term	VC	Product manufacturing generates CO ₂ emissions and depends on limited resources. The transition to more sustainable raw material alternatives with lower carbon emissions remains a challenge; however, improving product carbon footprints through resource-efficient design and alternative materials can increase product attractiveness, strengthen customer trust, and capture growing demand for sustainable solutions.
Energy consumption and CO ₂ emissions within SIMONA	Negative impacts and risks	Short-term	OO	Failure to reduce emissions could lead to higher operating costs, regulatory constraints, and a decline in competitiveness. Addressing these risks through energy efficiency measures and increased use of renewable energy is crucial to maintaining customer trust, investor confidence, and compliance with evolving regulations.

Michael Schmitz
CFO SIMONA AG



At SIMONA AG, sustainability is not only an ecological priority but also a decisive factor in responsible financial management. Understanding the potential impacts of climate related changes at an early stage is essential for reliable planning, sound investment decisions, and the long term stability of our business model.

The effects of climate change influence every part of the value chain – from raw material availability to production processes and customer markets. Climate risks are becoming increasingly significant for all stakeholders. That is why we thoroughly assess both physical climate risks and regulatory developments that may affect our operations. This insight creates transparency, reduces uncertainty, and strengthens our financial resilience.

It is our responsibility to prepare early and set the right course for the future. Those who understand tomorrow's risks are best positioned to seize today's opportunities. This is what we are committed to: acting with foresight, with determination, and with the ambition to ensure that SIMONA remains robust, sustainable, and resilient for the years ahead.

SUSTAINABILITY REPORT 2025

[IRO-1] Description of the processes to identify and assess material climate-related impacts, risks and opportunities

Climate-related Risk and Opportunity Assessment

During the reporting period, SIMONA conducted a comprehensive analysis to assess material climate-related risks and opportunities for its production sites worldwide. The objective of this analysis was to systematically identify potential impacts of climate change and to integrate them at an early stage into corporate decision-making and governance processes.

Both physical climate risks – such as acute and chronic effects of changing climatic conditions – and transition risks arising from the shift toward a low GHG economy were assessed. These include, among others, regulatory developments, market changes, technological transformation, and potential changes in the social and economic environment.

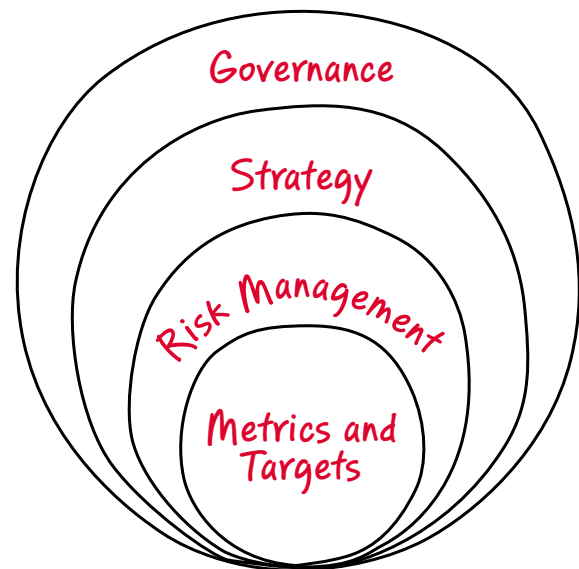
Methodological Approach

In assessing climate related risks and opportunities, SIMONA has been guided by the framework of the TCFD. The TCFD provides an internationally recognized structure for understanding how climate change and the transition to a more sustainable economy can influence a company's strategic, financial, and operational performance.

While SIMONA does not yet apply the TCFD recommendations as a full, standalone disclosure, the framework serves as an important point of orientation:

- Structuring the analysis of climate-related risks and opportunities, ensuring a consistent and comprehensive approach
- Assessing strategic implications for the business model and long-term positioning
- Further developing internal processes in governance, risk management, and performance metrics
- Strengthening decision making by integrating climate related factors into planning and management routines

By aligning with key TCFD principles, SIMONA ensures that climate related considerations are addressed systematically and proactively – laying a solid foundation for future enhancements in climate reporting and strategic development.



Methodology for Assessing Physical Climate Risks

To evaluate how climate change may affect SIMONA's operations in the future, a structured physical climate risk assessment was carried out. The analysis was based on internationally recognized scientific scenarios and tools to ensure a robust, forward-looking understanding of potential climate impacts across our global sites.

To assess future climate developments, four scenario ranges developed by the Intergovernmental Panel on Climate Change (IPCC) were applied, including the Shared Socioeconomic Pathways SSP12.6, SSP24.5, SSP37.0, and SSP58.5. These scenarios span a spectrum from strong climate policy action to continued high emission pathways.

Physical climate risks were evaluated using site level assessment tools that covered a broad set of acute and chronic climate hazards – such as drought, heat stress, wildfires, flooding, sea level rise, and storm events. The assessment considered 28 climate dimensions across categories related to temperature, wind, water, and mass movement hazards.

Methodology for Assessing Transition Climate Risks and Opportunities

To understand how the transition to a low carbon economy may affect SIMONA's business model, a comprehensive assessment of transition related climate risks and opportunities was conducted across all operations.

Risks and opportunities were evaluated based on existing internal analyses, including water risk assessments, the corporate GHG inventory, and the DMA. Cross functional and globally staffed workshops involving all business units – including Operations, R&D, Sales, Procurement, Finance, and other national and international departments – enabled the structured identification and classification of transition risks in line with the TCFD framework.

This collaborative approach provided a robust and globally aligned basis for integrating climate related risks and opportunities into SIMONA's ERM framework, ensuring that strategic, operational, and market developments linked to the climate transition are systematically reflected in decision making.

Assessment Results Climate Risk Analysis

Physical Climate Risks

The physical climate risk assessment provides an overview of how climate-related changes may affect SIMONA's globally distributed production sites in the future. Due to their different geographic locations, the sites are exposed to varying degrees of physical climate risks.

In this assessment, acute physical hazards refer to short-term, extreme weather events that can occur suddenly and disrupt operations – such as heatwaves, flooding, storms, or wildfires. Chronic physical hazards, by contrast, develop gradually over longer periods and may influence sites and processes in a more sustained way. Examples include steadily rising temperatures, long-term shifts in precipitation patterns, or increasing baseline water stress.

Both acute and chronic physical hazards can influence the conditions at our sites and the people working there – either through short-term disruptive events or through long-term climatic changes. The insights from this assessment help SIMONA to better understand potential future impacts and to proactively consider resilience measures across its global footprint.

Transition Climate Risks and Opportunities

As part of our climate-related risk and opportunity assessment, SIMONA has systematically examined potential impacts arising from the transition toward a low carbon economy. Transition risks and opportunities can result from changes in regulatory frameworks, market dynamics, technological developments, and stakeholder expectations. To better understand how these developments may influence our business model, our value chain, and our long-term strategic direction, we conducted a detailed analysis across four key areas: Policy and Legal, Markets, Technology, and Reputation.

This structured approach enables us to identify both challenges – such as new regulatory requirements or shifts in customer demand – and opportunities, including innovative materials, efficiency improvements, and strengthened market positioning. By integrating these insights into our strategic planning, SIMONA aims to proactively manage transition related climate risks while leveraging the potential for sustainable growth.

Policy and Legal

Regulatory developments are becoming an increasingly important external factor for SIMONA. As climate related policies and legal frameworks evolve, they can influence SIMONA's business environment in various ways. Rising requirements – such as CO₂-related pricing mechanisms, material regulations, and expanding reporting obligations – may lead to additional cost considerations and greater operational complexity.

At the same time, the dynamic and heterogeneous regulatory landscape across global markets requires a high degree of strategic adaptability. Political shifts and evolving long-term policy pathways can introduce planning uncertainty, making it essential for SIMONA to continuously monitor developments and integrate regulatory trends into strategic decision making.

By proactively engaging with upcoming regulations and embedding compliance into SIMONA's business processes, SIMONA aims to navigate these changes responsibly while identifying opportunities to strengthen our position in a transitioning economy.

Markets

Market-related transition risks for SIMONA arise from evolving customer expectations, shifting demand patterns, and changes in upstream supply markets. ESG transparency, product footprints, and sustainability ratings are becoming increasingly relevant in customer dialogues and market positioning. At the same time, demand for more sustainable materials is developing heterogeneously, as customers continue to place strong emphasis on cost efficiency and high technical performance.

On the supply side, the availability of sustainable raw materials remains limited and subject to price volatility and quality fluctuations, particularly in a tightening regulatory environment. This dynamic can influence procurement conditions and requires flexible sourcing strategies.

In addition, financial markets are placing greater weight on credible sustainability performance when evaluating access to capital.

For SIMONA, these market developments highlight the importance of aligning product innovation, procurement, and customer engagement with the needs of a transitioning economy while carefully managing uncertainties in demand and supply.

Transition Climate Risks

Technology

Technology related transition risks for SIMONA arise primarily from the need to adapt production processes and product development to meet future climate and sustainability requirements. Advancing decarbonization and the development of more sustainable product solutions may require targeted investments and a gradual transformation of existing technologies.

In this context, SIMONA faces various operational challenges, including the integration of new materials, maintaining consistent product quality, and building the data capabilities needed to track technological progress and emissions reduction. At the same time, the technological landscape is evolving quickly, requiring continuous monitoring of innovation trends to ensure long-term competitiveness.

As the demand for specialized technical expertise grows across the industry, securing and developing qualified talent will also play an important role in supporting the technological transition. By addressing these aspects proactively, SIMONA aims to ensure that technological change becomes a driver of resilience and innovation.

Reputation

Reputational aspects of the climate transition relate primarily to how SIMONA is perceived by stakeholders with regard to transparency, credibility, and progress in sustainability. As public and industry expectations toward the plastics sector continue to evolve, clear communication and reliable data are becoming increasingly important for maintaining trust.

In this context, SIMONA aims to demonstrate the authenticity of its sustainability efforts through transparent reporting, consistent performance, and continuous dialogue with customers, employees, and investors. Reputational factors can influence areas such as employer attractiveness, customer relationships, and access to capital, underscoring the importance of credible and proactive sustainability management.

Opportunities

For SIMONA, the transition toward a more sustainable economy offers a significant opportunity to further evolve the business model and strengthen long-term value creation. By proactively aligning operations, products, and supply chains with future climate and market requirements, SIMONA can position itself as a more resilient, efficient, and innovative company.

Operationally, the transformation offers SIMONA the opportunity to enhance resource efficiency, improve cost structures, and strengthen energy resilience by gradually shifting toward more sustainable processes and energy sources. Commercially, the transition enables SIMONA to explore new growth potential by developing solutions that respond to evolving customer expectations and emerging sustainability requirements across various sectors. These opportunities are supported by a deeper understanding of end customer needs and the increasing relevance of sustainability as a differentiating factor in the market.

Strengthening the supply chain through diversification and circular approaches can further enhance security of supply and flexibility, helping to safeguard production and competitiveness in a dynamic environment. Together, these initiatives reinforce SIMONA's ability to create sustainable value, enhance brand positioning, and secure long-term profitability in a changing market landscape.

Next Steps

Building on the insights gained from the climate risk analysis, SIMONA is now moving into the next phase: developing targeted measures to strengthen the resilience of its production sites, minimize climate related risks, and leverage opportunities associated with the transition to a low carbon economy. This includes translating the identified risks and opportunities into concrete strategic and operational actions that support long-term value creation.

As part of this process, the results of the analysis are being integrated into existing management and decision-making structures to ensure that climate considerations are addressed systematically over time. In addition, all climate related risks and opportunities are being incorporated into SIMONA's ERM framework, where they will be continuously monitored, effectively managed, and aligned with long-term strategic planning.

[E1-1] Transition plan for climate change mitigation

SIMONA's climate mitigation approach applies to all of our production sites worldwide. The overarching targets and transition plan are approved by the Management Board, guided at a strategic level by the Energy and Sustainability Department, and implemented operationally by the local site management teams.

The targets set by SIMONA are in line with the Paris Climate Agreement and are compatible with limiting of global warming to one and half degrees Celsius.

SIMONA joined the Science Based Targets initiative (SBTi) in 2024 and committed to a science based CO₂ reduction pathway. At the beginning of 2025, our climate targets were formally validated by the SBTi, confirming that our reduction ambitions meet global climate science requirements.



SIMONA's Transition Plan for Climate Mitigation

As with nearly all manufacturing companies, Scope 3 emissions represent the largest share of SIMONA's overall carbon footprint.

Within Scope 3, raw materials are the dominant contributor and thus play a decisive role in shaping SIMONA's total emissions profile. In 2025, this category accounted for approximately 75.1% of all emissions.

To address this impact, we have set the goal of reducing Scope 3.1 emissions (purchased raw materials) by 51.6% per kilogram of product by 2030 compared with 2022. This target relies on close cooperation along the value chain and on expanding the use of bio-circular and recycled raw materials. We are fully aware that this transformation comes with significant challenges. While the direction is both necessary and meaningful, the practical implementation is complex and requires new partnerships, technological advancements, and the alignment of multiple

SUSTAINABILITY REPORT 2025

stakeholders. Nevertheless, we remain committed to pursuing this ambitious goal with determination. Step by step, we are driving progress forward – because despite all the obstacles, the path toward using alternative raw materials is crucial to achieving our long-term climate goals.

For our own operations, we aim to reduce Scope 1 and Scope 2 emissions by 42 % by 2030, relative to the 2022 baseline. As a global company with 12 production sites, we are committed to implementing these measures consistently across all locations and continuously strengthening our efforts to reduce GHG emissions. We are already on a strong trajectory toward achieving these targets, supported by ongoing initiatives to increase the share of renewable energy across our sites. This steady shift toward green energy not only lowers operational emissions but also reinforces our long term commitment to sustainable and climate conscious production.

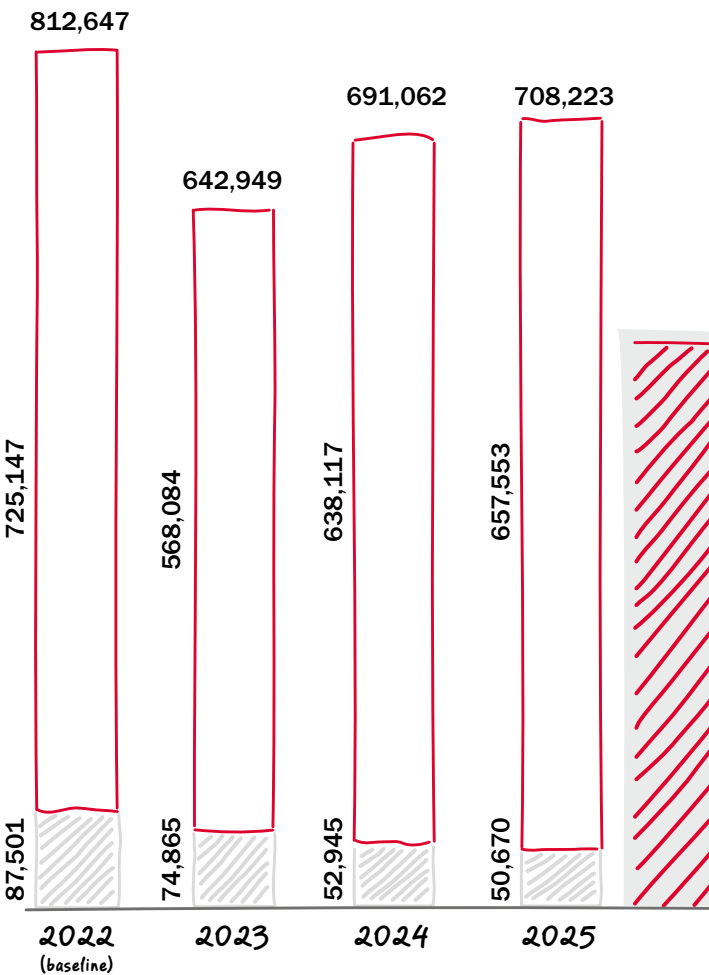
To support these goals, we operate energy management systems certified to ISO 50001 at our facilities in Germany and the Czech Republic. These systems enable us to systematically increase energy efficiency and optimize production related energy use. In parallel, we are expanding the share of renewable energy across the Group.

Environmental management systems certified to ISO 14001 are also in place at our sites in Germany, the Czech Republic, Türkiye, and at SIMONA Boltaron in the United States. These systems provide a structured framework for identifying, monitoring, and minimizing environmental impacts throughout our operations.

Further reductions in emissions are achieved by integrating recycled and bio-circular raw materials into our manufacturing processes. This lowers the environmental footprint across the entire value chain and supports the development of more sustainable product solutions. In addition, several SIMONA facilities operate take back programs that allow customers to return production scrap, enabling valuable materials to be recycled and fed back into our processes – an important contribution to circular resource management. Beyond this, there are already concrete examples of SIMONA sites investing in expanded recycling capabilities. For instance, the SIMONA Boltaron site has implemented dedicated recycling infrastructure, strengthening our ability to recover materials and further advancing circularity across their product portfolio.

These activities form part of an ongoing transformation. Over the coming years, we will continue advancing our climate mitigation measures to achieve our targets and strengthen our contribution to global decarbonization.

SIMONA's Transition Plan



In tCO2eq (market-based)

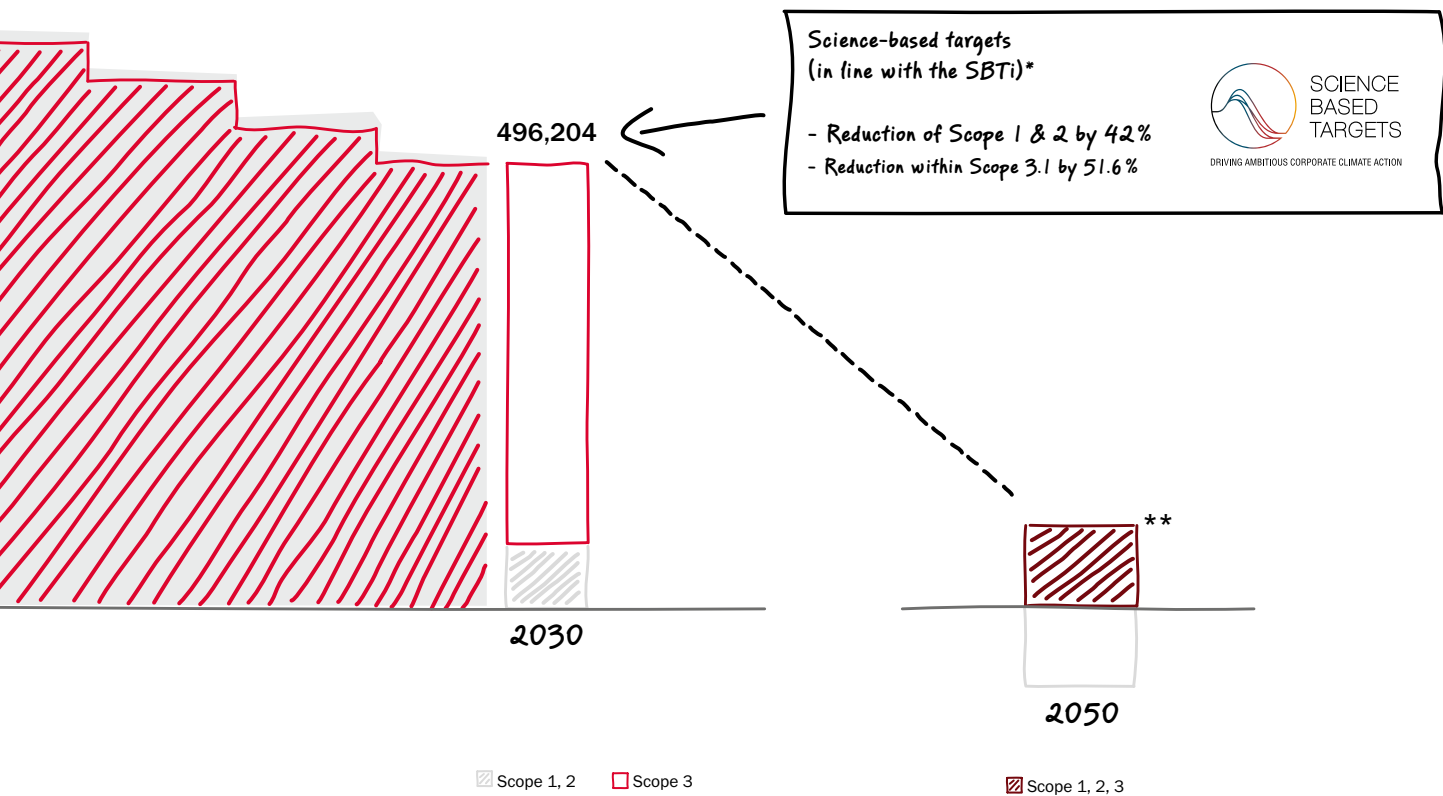
- Scope 1 and 2 emissions are subject to an absolute reduction target, although the target is expressed as a percentage.
- Our Scope 3 target is formulated as an intensity-based target. The calculation of the required reduction is therefore based on the assumption that production volumes remain at the same level as in the base year 2022.
- ** Residual emission will be neutralized in accordance with the net-zero criteria of the SBTi.

How does SIMONA want to achieve the reduction by 2030?

Energy efficiency: Optimization of SIMONA's production sites and administrative buildings to reduce energy consumption and lower Scope 1 and 2 GHG emissions. This includes improving production processes (e.g., preventing leakages, heat recovery), upgrading equipment (e.g., installation of solar panels, use of electric forklifts, implementation of more energy-efficient machinery), and enhancing facility infrastructure (e.g., roof renovations, improved insulation).

Raw materials: Reduction of Scope 3 GHG emissions by promoting circular economy principles. Key focus areas include the development of new bio-circular and mechanically recycled products, as well as the implementation of programs and infrastructure to reclaim waste from SIMONA customers for reintegration into production processes. We actively advocate for the necessary advancements in the development of lower-carbon raw materials through a continuous and collaborative dialogue with our suppliers.

Renewable energy: Increasing global renewable energy supply, including sourcing electricity from certified renewable energy providers through Power Purchase Agreements (PPAs) or green energy tariffs, plays a central role in reducing operational emissions. In addition, SIMONA is actively expanding on site renewable energy generation at its own facilities – for example through photovoltaic (PV) projects at several production sites.



SUSTAINABILITY REPORT 2025

[E1-3] Action and resources in relation to climate change policies

Progress on the Climate Transition Plan

Our commitment to reducing emissions and achieving net zero by 2050 remains unchanged. Over the course of 2025, we further strengthened our climate transition efforts – improving energy efficiency, increasing our use of renewable energy, and expanding the use of recycled and sustainable raw materials across our operations.

Energy Efficiency in Operations

At our German sites, we initially developed a comprehensive transition concept to systematically evaluate opportunities for improving energy efficiency within our production processes. The goal was to identify targeted measures that reduce energy consumption and emissions while supporting our long term net zero pathway. The insights gained from this work were subsequently shared across all sites and functions.

In 2025, we continued to build on this foundation. Comparable transition plans have now been implemented at SIMONA production sites worldwide, supporting a coordinated approach across the Group. Based on the collective findings, a portfolio of measures has been defined for implementation through 2030. To maintain progress, our Energy Management team regularly reviews and updates these measures, introducing additional actions where necessary to further improve energy performance and reduce environmental impacts.

Promotion of Renewable Energy

In 2025, we continued to expand the use of renewable energy across the SIMONA Group. Twenty-three percent of our global energy consumption now comes from renewable sources, marking a notable increase compared with the previous year. Our sites in Norway and Türkiye continue to operate entirely on certified green electricity. Our newly acquired site, Electroplast in the Netherlands, also runs on 100 % renewable power. Since 2023, our German sites have sourced electricity from wind parks through a PPA, supporting a more decentralized and sustainable energy supply.

At our facility in China, in addition to the solar-panel-covered parking lots, we have further intensified our efforts by covering a portion of our electricity consumption with green energy certificates. Our PV initiatives also advanced. In 2025, the PV systems at our site in China generated 230 MWh of electricity, all of which was used on site. At SIMONA America Industries (SAI) in the United States, the PV installation, which was completed and commissioned early last year, generated 2,100 MWh.

The expansion of on site PV capacity continued across the Group, and at the beginning of 2026, the new PV system at our site in the Czech Republic was brought online, adding further renewable generation capacity to our network. The positive effect of this additional installation will be reflected in our next report.

Use of Sustainable Raw Materials

At SIMONA Group, we continue to strengthen our focus on sustainable and circular raw materials. In the EMEA region, we have been collecting customer production waste for more than a decade as part of selected partnership projects. Building on this long-standing experience, we introduced the structured SIMO-CYCLE take-back system in Germany in 2024 and have since

continued to expand its scope. The system enables customers to return production scrap, which is then mechanically recycled and processed into new products under the “EcoPlastIQ recycled” line. These materials offer a significantly lower carbon footprint and actively support the circular economy.

In the U.S., we further advanced our circularity efforts in 2025 with the opening of a dedicated recycling center at SIMONA Boltaron, in Newcomerstown (Ohio). This new facility enables SIMONA Boltaron to reprocess plastic materials to high standards and return them to production, thereby reducing waste and supporting closed loop material cycles. Additionally, PMC in the U.S. continues to operate a take back system that allows us to collect and recycle production waste from our customers locally.

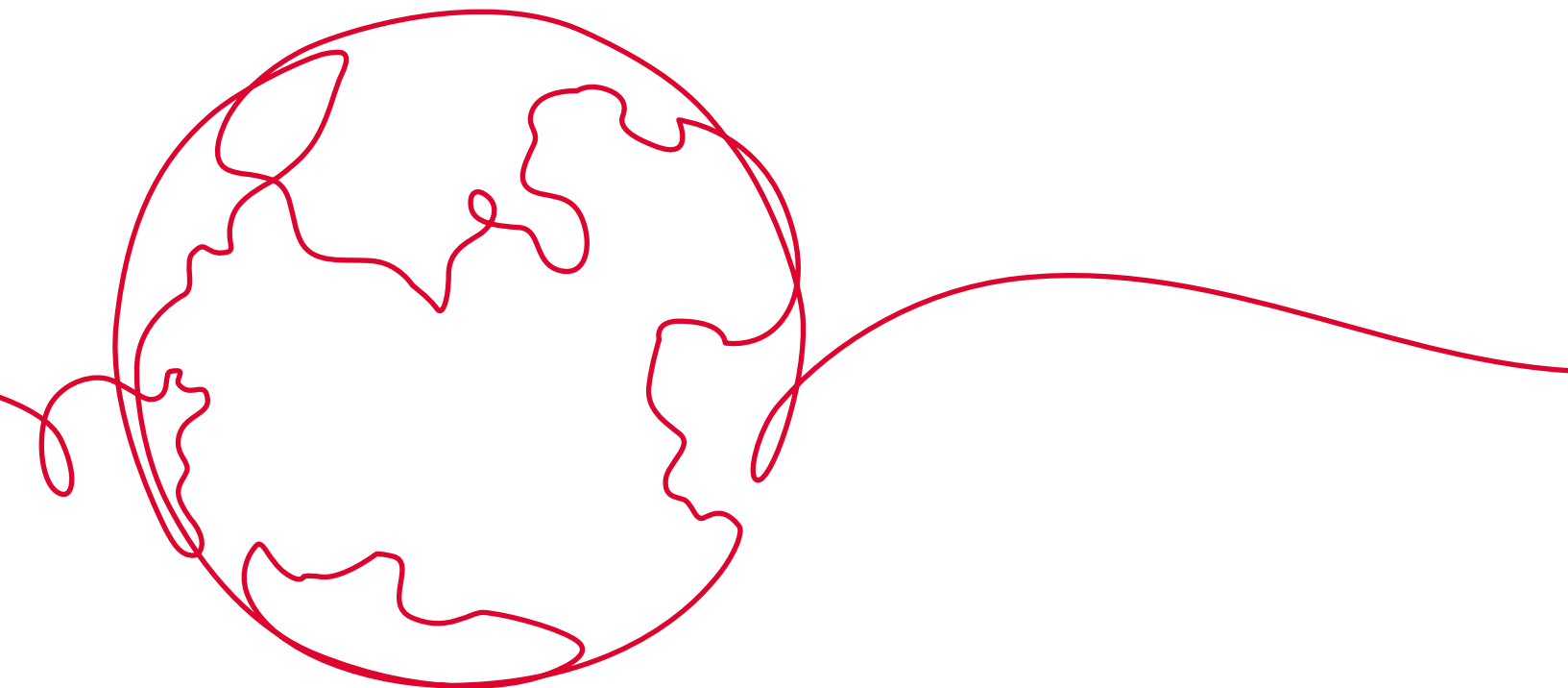
Furthermore, our sites in Kirn, Ringsheim, and Türkiye remain ISCC PLUS certified, enabling the continued use of bio-circular raw materials sourced in line with ISCC standards. In 2025, we further expanded the application of these materials within our product portfolio. Products manufactured with bio-circular inputs are marketed under the “EcoPlastIQ bio-circular” label and offer a significantly reduced CO₂ footprint compared to conventional alternatives, supporting our ongoing efforts to advance circular and climate friendly solutions.

Collaboration Along the Value Chain

Achieving our climate goals is only possible in close cooperation with our partners across the value chain. In 2025, we therefore continued to deepen our dialogue with our most important suppliers to gain a clearer understanding of their climate ambitions and the measures they are pursuing. These exchanges also help us assess the availability of lower carbon and alternative raw materials, enabling us to integrate more sustainable options into our own product portfolio.

It is encouraging to see that almost all of our suppliers and customers have recognized the importance of this transition and are actively working on solutions of their own. The ongoing exchange with partners along the value chain is not only essential for transparency and alignment but also highly motivating for our continued work. At the same time, it is clear that many companies are currently facing a wide range of challenges as they navigate this transformation. Openly discussing shared goals and taking each step collaboratively remain crucial to driving meaningful and lasting progress.

We remain committed to long term, trusted partnerships and actively foster cross company collaboration. This close cooperation is an essential foundation for driving progress and supporting the transition toward a climate neutral economy.



SUSTAINABILITY REPORT 2025

[E1-4] Targets related to climate change mitigation and adaption

SIMONA's targets related to climate change mitigation:

- By 2030, reduce by 42 percent absolute GHG emission (CO2eq) in Scope 1 and 2 (baseline 2022)
- By 2030, reduce by 51.6 percent absolute GHG emission (CO2eq) in Scope 3 category 3.1 (baseline 2022)

Since early 2025, the SIMONA Group has been recognised as a validated member of the SBTi, underscoring our commitment to climate action based on scientific evidence. Through this framework, we aim to substantially reduce CO₂ emissions across our value chain and contribute to global efforts to limit temperature rise.

To pursue these goals, we continue to improve the energy efficiency of our production processes, increase the use of recycled and bio based raw materials, and strengthen the sustainability of our supply chains. Together, these measures support our contribution to climate protection and the transition toward a more resource efficient and low carbon future.

For Scope 1 and Scope 2 emissions, we continued to advance our decarbonisation efforts and achieved a 42% reduction in 2025 compared with our 2022 baseline. This means we have already reached the defined targets for these scopes. We intend to build on this momentum as we further reduce our environmental footprint, and our results show that we remain broadly in line with our planned reduction pathway.

For Scope 3 emissions, the targets are more challenging. We are closely following market developments, staying in active dialogue with our suppliers, and expanding our efforts to bring more sustainable products to the market. Achieving these reductions is only possible through cooperation across the entire value chain, making close collaboration and transparency essential. While we recognise that this transformation presents significant challenges, we remain committed to our long term ambitions and continue to keep this goal firmly in view. With this collaborative approach, we aim to continue moving forward and maintain steady progress in the coming years.

[E1-5] Energy consumption and mix

Energy consumption and mix

From non-renewable sources

Fuel consumption from coal and coal products
Fuel consumption from crude oil and petroleum products
Fuel consumption from natural gas
Fuel consumption from other fossil sources
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources

Total consumption from fossil sources

Share of fossil sources in total energy consumption

Total consumption from nuclear sources

Share of consumption from nuclear sources in total energy consumption

From renewable sources

Fuel consumption for renewable sources, including biomass
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources
Consumption of self-generated non-fuel renewable energy

Total renewable energy consumption

Share of renewable sources in total energy consumption
--

Total energy consumption

Accounting Policies

Energy Consumption

Energy consumption is calculated based on utility invoices received. The reporting period covered by the invoices includes the full calendar year 2025.

Non-renewable energy includes all energy sources that cannot be clearly identified as originating from renewable resources. Nuclear energy is delivered via the public electricity grid; however, we are currently unable to determine the exact share of nuclear energy at each individual production site.

	Unit	2025
	MWh	0
	MWh	4,431
	MWh	38,211
	MWh	0
	MWh	98,679
	MWh	141,321
	%	77
	MWh	-
	%	-
	MWh	0
	MWh	39,713
	MWh	2,296
	MWh	42,009
	%	23
	MWh	183,330

With regard to renewable energy, we account for volumes acquired through Renewable Energy Certificates (RECs) for our production sites in Türkiye, Norway and Czech Republic, as well as volumes secured through PPAs with wind energy providers for our sites in Germany. Additionally, on-site renewable energy generation is considered, such as the electricity produced by the PV system installed at our production site in China.

As our operations fall within a so-called high climate impact sector, we disclose energy and GHG intensity relative to net revenue. High climate impact sectors are defined as those listed in NACE Sections A to H and Section L, which include, for example, agriculture, manufacturing, and construction. The manufacture of plastic products is classified under Section C: Manufacturing, and therefore falls within this category.

Energy intensity per net revenue	Unit	2025
Total energy consumption from activities in high climate impact sectors per net revenue	MWh/MEUR	317

GHG intensity per net revenue	Unit	2025
Total GHG emissions (location-based) per net revenue	tCO ₂ eq/MEUR	1,243
Total GHG emissions (market-based) per net revenue	tCO ₂ eq/MEUR	1,226

Accounting Policies

Energy Intensity

Energy intensity per net revenue was calculated by dividing total energy consumption in MWh by net revenue in MEUR.

Revenue refers to the total revenue reported in the Consolidated Financial Statements.

GHG Intensity

GHG intensity (location-based) per net revenue was determined by dividing total location-based GHG emissions in tons by net revenue in MEUR.

GHG intensity (market-based) per net revenue was calculated in the same way: total market-based GHG emissions in tons were divided by net revenue in MEUR.

tCO₂eq (tonnes of CO₂ equivalent) is a standard unit that expresses the climate impact of all GHGs in terms of the amount of CO₂ that would cause the same warming effect.

SUSTAINABILITY REPORT 2025

[E1-6] Gross Scope 1, 2, 3 and total GHG emissions

		Retrospective				Milestones and target years	
	Unit	2022 (Base year)	2024	2025	% vs. Base year	2030	Annual % target/ Base year
Scope 1 GHG emissions							
Gross Scope 1 GHG emissions	tCO2eq	12,196	8,427	8,404	-31%	7,073	-5%
Percentage of Scope 1 from regulated emission trading schemes	%						
Scope 2 GHG emissions							
Gross location-based Scope 2 GHG emissions	tCO2eq	52,746**	53,929**	52,313	-1%		
Gross market-based Scope 2 GHG emissions	tCO2eq	75,305**	44,518**	42,266	-44%	43,677	-5%
Significant scope 3 GHG emissions							
Gross Scope 3 GHG emissions	tCO2eq	725,147	638,117	657,553	-9%		
Category 1: Purchased goods and services	tCO2eq	542,040	468,640	493,565	-9%	262,348	-6%*
Category 2: Capital goods	tCO2eq	4,056	6,069	3,426			
Category 3: Fuel- and energy-related activities (not included in Scope1 or Scope 2)	tCO2eq	13,410	12,753	12,851			
Category 4: Upstream transportation and distribution	tCO2eq	9,960	8,751	11,308			
Category 5: Waste generated in operations	tCO2eq	825	1,531	994			
Category 6: Business travel	tCO2eq	214	708	294			
Category 7: Employee commuting	tCO2eq	1,523	1,597	1,688			
Category 9: Downstream transportation	tCO2eq	27,080	24,899	19,633			
Category 10: Processing of sold products	tCO2eq	119,507	107,084	107,295			
Category 12: End-of-life treatment of sold products	tCO2eq	6,531	6,086	6,500			
Total GHG emissions							
Total GHG emissions location-based	tCO2eq	790,088	700,474	718,270	-9%		
Total GHG emissions market-based	tCO2eq	812,647	691,062	708,223	-13%		

* Our Scope 3 target is formulated as an intensity-based target. The calculation of the required reduction is therefore based on the assumption that production volumes remain at the same level as in the base year 2022.

** As additional green energy certificates were purchased retrospectively for our German sites for 2024, and more accurate supplier energy-mix data became available, Scope 2 emissions have been adjusted retrospectively for the previous reporting years.

Accounting Policies

Scope 1 and 2

Scope 1 and 2 emissions are calculated for all production sites worldwide, covering direct emissions from fuel combustion (Scope 1) and indirect emissions from purchased electricity and heat (Scope 2). Distribution sites with only office operations are excluded, as they fall well below the materiality threshold of 5 %.

To ensure accuracy and consistency in the reporting of Scope 1 emissions, we use the most current, market-standard database values available at the time of calculation.

Scope 2 emissions are calculated using both the location-based and market-based approaches. The market-based method includes purchased electricity contracts, such as our PPA in Germany, to reflect actual energy sourcing.

Scope 3

For our Scope 3 calculation, the focus was limited to the categories that are relevant to SIMONA within the 15 defined categories.

Within the Scope 3 calculation, the primary focus was placed on emissions from our production sites. Only for category 3.9 (Downstream Transportation and Distribution) the largest national and international warehouses were included in the assessment as well.

Scope 3.1 – Purchased Goods and Services

We calculated emissions by analyzing all upstream emissions from purchased goods and services, covering both production-related and non-production-related items. Where possible, we used supplier-specific emission factors; in other cases, we relied on average data from recognized databases or applied spendbased approaches when detailed input data was not available.

Scope 3.2 – Capital Goods

Emissions were assessed for upstream activities related to purchased capital goods, which are long-term assets used in manufacturing, services, or logistics. The calculation followed a spend-based approach, multiplying the economic value of capital goods purchased during the reporting year by relevant emission factors. Emissions from leased assets were excluded, as their energy consumption is already accounted for under Scope 1 and 2.

Scope 3.3 – Fuel- and Energy-related Activities (not Included in Scope 1 or Scope 2)

This category covers emissions from the production of purchased fuels and energy not included in Scope 1 or 2. Data was collected as part of the GHG inventory process for Scope 1 and 2. Since direct fuel combustion and electricity consumption are already reported in those scopes, Scope 3.3 only includes upstream emissions related to fuel and energy production, calculated using corresponding emission factors.

Scope 3.4 – Upstream Transportation and Distribution

SIMONA assessed emissions from the transportation and distribution of purchased goods between Tier 1 suppliers and company sites as part of Scope 3.4, considering the distance traveled and the modes of transport used. Emissions were calculated using a weight- and distance-based methodology. Tonne-kilometres were derived from supplier transport distances and purchase volumes, serving as the basis for emission estimates across transport modes including ship, rail, and truck.

Scope 3.5 – Waste Generated in Operations

Emissions from the disposal and treatment of operational waste, including solid waste and wastewater, were assessed. Waste was categorized by type, with specific treatment methods applied for all site wherever data was available. When such information was not available, statistical data was used to make an estimate. Emission factors were assigned per treatment method and country, considering recycling, incineration (with and without energy recovery), and landfill.

Scope 3.6 – Business Travel

Emissions from business travel using third-party transportation were calculated based on flight data from SIMONA AG. Flights were categorized into short-haul (under 3,500 km) and long-haul (over 3,500 km) and multiplied by Well-to-Wheel (WTW) emission factors from DEFRA. For other locations, emissions were estimated using an intensity factor based on SIMONA AG's air travel emissions per Full-time Equivalent (FTE) employee, extrapolated to white-collar employees at other sites. Other travel modes were excluded due to data limitations.

Scope 3.7 – Employee Commuting

Emissions from employee commuting were calculated based on statistical data on commuting distances, workdays, and transportation modes. White-collar employees were assumed to work from home 50% of the time, while blue-collar employees worked fully on-site. Emissions were determined based on commuting distances and transport modes, with home-office emissions calculated separately.

Scope 3.9 – Downstream Transportation and Distribution

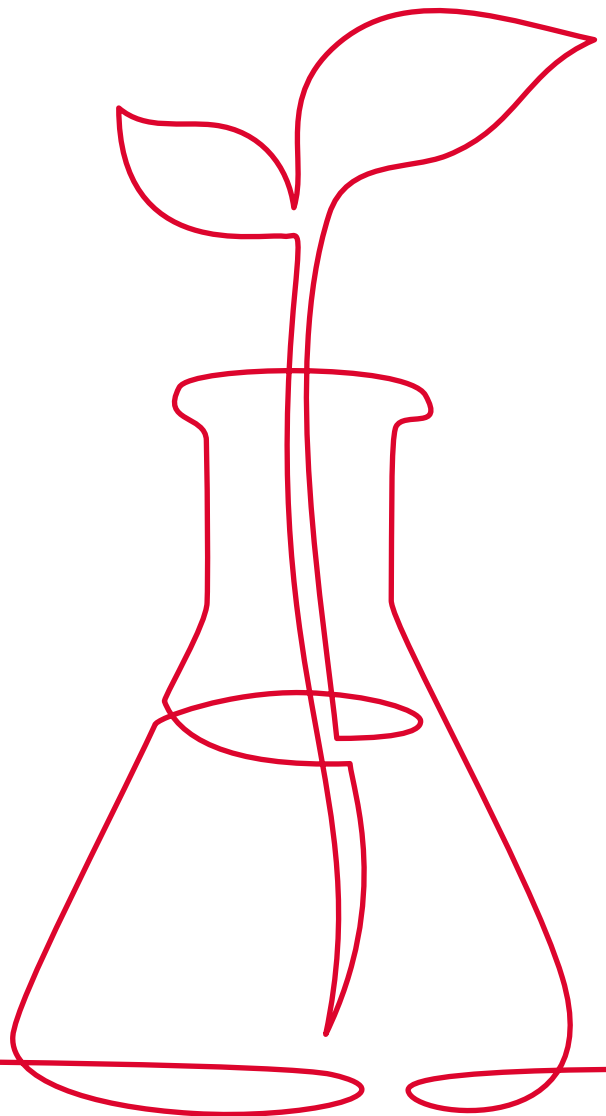
Emissions from transporting sold products to customers were assessed. Distances from SIMONA sites to customers were calculated, with missing data extrapolated. Emissions were determined separately for different transport modes using WTW emission factors from the GLEC framework.

Scope 3.10 – Processing of Sold Products

Emissions from the further processing of SIMONA's sold intermediate products by third parties were included. All sold products were classified as intermediate products. Major subsequent processing steps such as thermoforming, welding, and gluing were estimated based on sold quantities, with emissions calculated using ecoinvent emission factors. Where specific data was unavailable, assumptions were made.

Scope 3.12 – End-of-Life Treatment of Sold Products

Emissions from the disposal and treatment of sold products at the end of their life cycle were assessed. Products were categorized by type, and regional statistics were used to determine the share of recycling, incineration, and landfill. Emissions were calculated by multiplying product quantities with the respective emission factors from ecoinvent database.



E2 – Pollution

Producing plastics requires polymer based raw materials, which can pose environmental risks – especially in the form of microplastic emissions. With regulatory frameworks advancing internationally and within the EU, pollution has been classified as a material issue for SIMONA. This encompasses the accidental release of microplastics during manufacturing and material handling. SIMONA works proactively to avoid such emissions and is continuously enhancing its prevention measures.

[SBM-3] Material impacts, risks and opportunities and their interaction with strategy and business model

Microplastics may inadvertently be released into the environment during the handling and processing of polymer materials. At SIMONA, we work actively to prevent such emissions through targeted operational controls and preventive measures. The table below presents the key outcomes of our assessment, outlining central aspects of microplastics management as well as related risks and opportunities.

Material impacts, risks and /or opportunities	Classification	Time horizon	Location in value chain	Description and interaction with business model and /or strategy
Microplastics necessary for the production of our goods	Negative impacts and risks	Short-term	U and OO	Almost all raw materials used for production at SIMONA fall under the definition of microplastics. Due to incidental leakage in our own operations, SIMONA contributes to a potential negative impact on the environment as microplastics could be emitted into nature. Regulatory restrictions on microplastics may require adjustments in raw material sourcing and product development to ensure compliance and maintain market position. As a certified member of Operation Clean Sweep and related dedicated measures, SIMONA limits the exposure of micro plastics to the environment.

[E2-4] Pollution of air, water and soil

In the reporting year, SIMONA continued its annual assessment of microplastic volumes used in production. In 2025, approximately 155,000 metric tons of microplastic-based raw materials – primarily polymer granules – were procured for manufacturing. Based on our monitoring and process evaluations, microplastic emissions from production remain very low and are considered negligible in relation to the total volume processed. This assessment is supported by established process controls and strict material-handling protocols implemented across all operational sites.

Accounting Policies

To account for microplastic use, all raw material inputs are systematically reviewed against the EU definition of microplastics (<5 mm, insoluble, synthetic polymers). Data is sourced from procurement records and verified using material specifications. Quantities are consolidated across all SIMONA factories under operational control.

E3 – Water and marine resources

Water is viewed from two essential perspectives at SIMONA. On the one hand, it is a critical resource within our own production processes, particularly for cooling during manufacturing. On the other hand, SIMONA's products play an important role in ensuring reliable water supply across a wide range of applications. Together, these perspectives underline both our responsibility in using water efficiently and our contribution to supporting secure water infrastructure globally.

[SBM-3] Material impacts, risks and opportunities and their interaction with strategy and business model

Water is vital to SIMONA's manufacturing processes, where it is primarily used for cooling. At the same time, our product solutions contribute to reliable water management systems, reinforcing our alignment with SDG 6 (Clean Water and Sanitation). Given the importance of water within both our operations and our value chain, water related impacts, risks and opportunities form an essential part of our environmental management. In the next section, we disclose our key water metrics and explain how water efficiency is managed across SIMONA. The table below summarizes our assessment and outlines how we optimize water consumption while addressing associated risks and opportunities.

Material impacts, risks and/or opportunities	Classification	Time horizon	Location in value chain	Description and interaction with business model and /or strategy
Water use	Negative impacts and risks	Medium-term	OO	Water is used in plastic extrusion processes, mainly to cool our products. Access to water in water-stressed areas could lead to an operational risk by limiting production capacity and negatively impacting the environment. These risks can be mitigated by investing in water efficiency measures and implementing closed-loop water systems to minimize consumption.
Solutions for water management	Positive impacts and opportunities	Short-term	D	SIMONA contributes to the safe water supply with its portfolio of solutions for efficient and effective water management. By providing durable and high-quality products for water infrastructure, SIMONA supports sustainable resource management, enhances resilience against water scarcity, and strengthens its position in infrastructure markets.

[E3-4] Water consumption

Water consumption from own operations	Unit	2025
Total water consumption in areas at water risk, including areas of high-water stress	m ³	-
Total water recycled and reused	m ³	4,639,100
Total water stored and changes in storage	m ³	-
Water intensity	m ³ /MEUR	8,291
Total water consumption	m³	4,789,023

Accounting Policies

Water Consumption

Water consumption is defined as the total volume of water withdrawn from all sources, including both towns water and process water. While towns water is metered and recorded across all sites, process water from alternative sources is either calculated based on pump capacity or estimated, depending on the site-specific circumstances.

Water Consumption in Areas of Water Stress

Site classification in relation to water stress is based on the Water Risk Atlas published by the World Resources Institute (WRI). According to the assessment, among the 11 SIMONA production sites, the facilities in Kirn (Germany) and Stadpipe (Norway) are situated in areas with the lowest risk category, classified as “low,” while the others are located in areas with “low to medium” water stress. Although this does not currently pose a direct risk to operations, SIMONA remains committed to reducing water consumption and conserving this essential natural resource.

Recycled Water

No process wastewater is generated that requires treatment and reuse within SIMONA’s production activities. Therefore, actual water recycling as defined by reuse of treated wastewater does not take place. The reported figure under “recycled water” solely refers to the volume of river water withdrawn at the Kirn site, used for cooling purposes, and subsequently returned to the river Nahe in its original condition.

Total Water Stored and Changes in Storage

This metric is not applicable to the SIMONA Group, as no water is stored at any production site. Accordingly, no data is reported under this category.

Performance indicators

Water management performance indicator	Unit	2025
Water usage efficiency including areas of high-water stress	liter/ton	318

Accounting Policies

Water Usage Efficiency

SIMONA defines “liters per ton material produced” [liter/ton] as indicator for efficiency in terms of water usage. “Liters” is towns water input; “ton material produced” describes the quantity of material output fit for sale.

E5 – Resource use and circular economy

SIMONA contributes to a more circular plastics industry by offering durable, long lasting and recyclable products. In addition, we are continuously expanding the use of sustainable alternative raw materials – specifically bio-circular feedstocks and high quality mechanically recycled materials – to further support the development of closed loop systems across the value chain. Through these measures, we help conserve resources, reduce waste, and advance the transition toward a more circular and climate conscious plastics industry.

[SBM-3] Material impacts, risks and opportunities and their interaction with strategy and business model

SIMONA produces robust thermoplastic products that are largely recyclable and designed for long-term use across a wide range of applications. In line with our commitment to advancing circularity, we are working to further minimize production waste and expand circular economy activities throughout the value chain. These efforts include the return and recycling of plastic materials, the use of alternative and more sustainable raw materials, and the development of closed loop solutions in cooperation with our customers.

The environmental attributes of our products – especially their durability and recyclability – are increasingly important in meeting market expectations while reducing our overall environmental footprint. At the same time, strengthening circular practices helps unlock new business opportunities and reduces regulatory and resource related risks. The following section outlines the key IROs SIMONA has identified in relation to resource use and circular economy initiatives.

Material impacts, risks and/or opportunities	Classification	Time horizon	Location in value chain	Description and interaction with business model and/or strategy
Generation of waste in production	Negative impacts and opportunities	Short-term	OO	SIMONA's production processes generate non-reusable waste, contributing to a negative environmental impact. Reducing waste through process optimization, increased material efficiency, and recycling initiatives is essential to minimize ecological footprint and enhance efficiency.
Expanding circular economy activities	Positive impacts and opportunities	Short-term and medium-term	VC	Continuous improvement of internal processes and closing material cycles, including collaboration with customers, enhances resource efficiency and reduces waste. A stronger focus on the circular economy lowers reliance on virgin materials, decreases disposal costs, and creates potential cost savings. Additionally, an expanded circular-based product portfolio meets growing demand for sustainable solutions, strengthens SIMONA's market position, and improves its reputation as a responsible industry leader.

[E5-4] Resource inflows

Material inflows in 2025 by weight in production	Unit	2025
Total weight of products and materials used	ton	161,444
The weight of reused or recycled components	ton	13,237
% of the total material use	%	8

Accounting Policies

Tracking of Sustainable Inflows

At SIMONA Group, sustainable material flows are documented across all production sites. Sustainable inflows encompass various categories, including: External regrind/customer buy-back, bio-circular materials (ISCC PLUS-certified), recycled materials procured from suppliers, and bio-based materials sourced from suppliers. These categories are systematically recorded to ensure comprehensive tracking. Packaging materials are not included in this assessment.

The calculation is conducted at the point of product dispatch and does not consider changes in recyclability due to downstream processing, customer usage, or end-of-life treatment. The proportion is updated as needed, in response to changes in product composition, production processes, or recyclability criteria.

Amount of Waste

Efficient resource use remains a central priority for SIMONA. Conserving raw materials and energy not only supports our environmental ambitions but also contributes to cost efficiency, particularly given rising prices for materials and waste disposal.

Waste prevention at the source remains central to our approach. To achieve this, we have established comprehensive processes that enable closed-loop systems directly within our production operations, ensuring that our primary focus is on avoiding waste before it occurs.

While certain waste streams are inherently linked to our manufacturing processes and cannot be fully eliminated, we place equal emphasis on reusing and recycling materials wherever possible. To support this, we operate a robust waste-management system that ensures systematic separation of waste types, continuous monitoring of volumes and composition, and the identification of the most suitable recycling or disposal pathways. This structured approach enables us to minimize environmental impacts and make efficient use of resources throughout the entire production chain.

In 2025, the proportion of non recycled waste also decreased significantly, reflecting the effectiveness of our continued efforts.

[E5-5] Resource outflows

Proportion of recyclable products in the total output of products:

- 99.82% of the products manufactured by SIMONA are recyclable when they leave the production facility

Accounting Policies

Proportion of Recyclable Products

The proportion of recyclable products refers to the share of SIMONA's total production volume that consists of products classified as recyclable at the time they leave the production site.

A product is considered recyclable if its material composition and design enable it to be processed through commonly available recycling technologies, based on current industry standards. The classification is determined using internal product data, material specifications, and available supplier documentation.

SUSTAINABILITY REPORT 2025

Waste generated in 2025		
A. Waste for recovery	Unit	2025
A.1. Hazardous waste	kg	605,475
A.1.1. Preparation for reuse	kg	0
A.1.2. Recycling	kg	587,696
A.1.3. Other recovery operations	kg	17,779
A.2. Non-hazardous waste	kg	3,945,985
A.2.1 Preparation for reuse	kg	16,625
A.2.2. Recycling	kg	3,272,709
A.2.3. Other recovery operations	kg	656,651
Total waste for recovery (A.1. + A.2.)	kg	4,551,460
B. Waste for disposal		
B.1. Hazardous waste	kg	57,494
B.1.1. Incineration	kg	49,918
B.1.2. Waste to landfill	kg	7,450
B.1.3. Other disposal operations*	kg	126
B.2. Non-hazardous waste	kg	910,884
B.2.1. Incineration	kg	188,251
B.2.2. Waste to landfill	kg	702,853
B.2.3. Other disposal operations	kg	19,780
Total waste for disposal (B.1. + B.2.)	kg	968,378
The total percentage of non-recycled waste	%	18
Total amount of waste generated (A.1. + A.2. + B.1. + B.2)	kg	5,519,838

Accounting Policies

SIMONA classifies its waste data in accordance with EU standards. Effective waste management is essential for enhancing resource efficiency and protecting the environment. The following outlines the key methods applied for the treatment and disposal of waste:

Disposal by incineration: Waste is burned in specialized facilities to reduce volume and minimize landfill use.

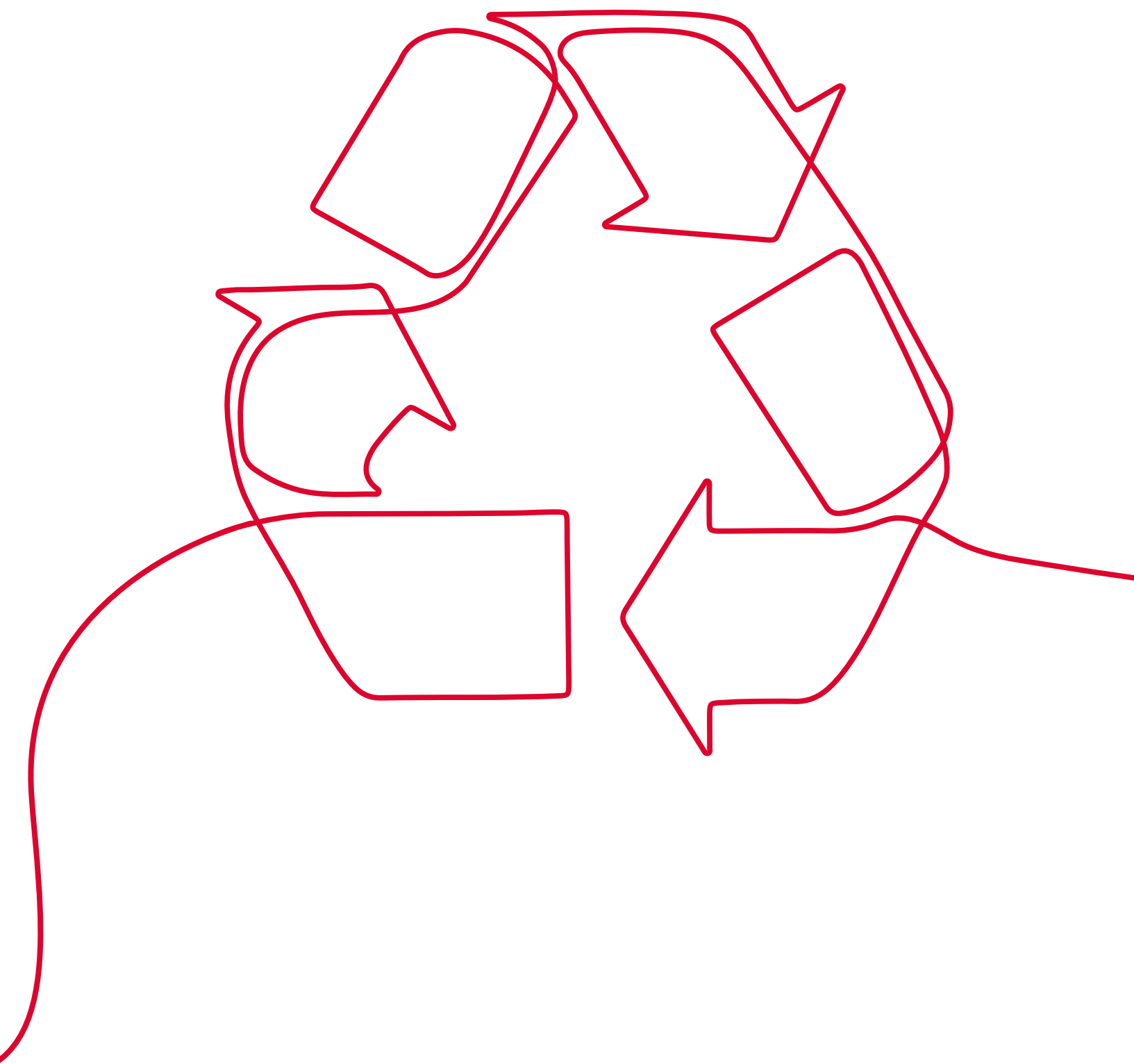
Disposal by landfilling: Waste is deposited in designated landfill sites when no recycling or recovery options are available.

Disposal, other methods: Includes alternative disposal methods not covered by incineration or landfilling, such as chemical or biological treatment.

Preparation for reuse: Waste materials are processed to be used again in their original form without significant alterations.

Recycling: Waste materials are reprocessed into new raw materials or products, reducing the need for virgin resources.

Recycling, other methods: Includes energy recovery and specialized or advanced recycling techniques that do not fall under conventional material recovery processes.







Social

SI – Own workforce

As an internationally active company, SIMONA is dedicated to fostering a safe, inclusive, and respectful workplace. In line with our guiding principle “a company like a friend”, we strive to support employees in both their personal and professional growth at all our sites. Our corporate culture is defined by trust, teamwork, and long-standing, dependable relationships – elements that form the backbone of a committed and resilient workforce.

[SBM-3] Material impacts, risks and opportunities and their interaction with strategy and business model

Our employees are not only the driving force behind SIMONA's operational performance but also play a central role in shaping the company's transformation and sustainability agenda. Their perspectives, concerns, and expectations are essential in defining and continuously refining our objectives – especially with regard to social responsibility, innovation, and organizational resilience.

Material impacts, risks and/or opportunities	Classification	Time horizon	Location in value chain	Description and interaction with business model and/or strategy
Respectful and appreciative treatment to enhance employee satisfaction and well-being as well as fostering improved decision-making	Positive impacts and opportunities	Short-term	OO	A positive, diversified work environment strengthens employee retention, productivity, and decision-making quality, contributing to business stability and long-term success. However, balancing gender representation in manufacturing is challenging due to working conditions, which may limit diversity.
Contribution to workforce qualification through vocational training and employee development	Positive impacts and opportunities	Short-term	OO	Investing in employee qualification and development enhances workforce skills, supports internal career growth, and strengthens operational efficiency. This contributes to long-term business success by securing key competencies, improving employee retention, and reinforcing SIMONA's position as an attractive employer.
Occupational health and safety	Positive impacts and opportunities	Short-term	OO	Good occupational safety prevents workplace accidents, reduces absenteeism, and enhances employee satisfaction. However, insufficient safety can lead to productivity losses and financial costs. SIMONA mitigates these risks through continuous training and preventive programs.
Shaping of working conditions	Positive impacts and opportunities	Short-term	OO	Providing fair, safe, and supportive working conditions enhances employee well-being, motivation, and productivity. It strengthens workforce retention, reduces absenteeism, and improves overall company performance while reinforcing SIMONA's reputation as a responsible employer.
Fair and competitive compensation	Positive impacts and opportunities	Short-term	OO	Ensuring fair compensation and attractive benefits strengthens SIMONA's position as an employer, facilitating recruitment and retention of skilled employees.

We acknowledge that sustainable business success is rooted in stable employment relationships, strong occupational safety standards, and a culture of mutual trust. These elements are key contributors to employee satisfaction and long-term retention, while also strengthening SIMONA's ability to adapt in a changing regulatory and market landscape.

In line with ESRS 2, our reporting covers all individuals in our workforce who may be materially affected by the company's activities. This includes both employees and non employees across all occupational groups, from white collar to blue collar roles. We provide comprehensive workforce disclosures to ensure that potential material impacts on these individuals are transparently addressed.

The following section describes how SIMONA identifies and assesses the most significant IROs associated with our workforce – forming the basis for responsible and forward looking human capital management.

[S1-1] Policies related to own workforce

We pursue a comprehensive approach to managing the material IROs associated with our own workforce. At the core of this approach lies our **Global Risk Policy**, which provides the framework for identifying, evaluating, and handling risks that may affect our employees. Oversight and ongoing refinement of the policy are ensured by a dedicated Risk Manager, who is responsible for implementing timely and appropriate measures to mitigate workforce related risks. The policy applies to all employees across all locations and encompasses both overarching risk management processes and specific measures tailored to particular workforce groups.

Another essential element of our corporate policy is the **SIMONA Group CoC**, which defines our fundamental commitments to upholding human and labor rights across the organization. It serves as an ethical compass for employee behavior and ensures fair treatment and full protection of individual rights. The CoC underlines the importance of respectful conduct, equal opportunities, and the right to a safe and healthy work environment.

To encourage transparent dialogue and strengthen collaboration with our workforce, we conduct a **Global Engagement Survey** every two years. This survey helps us assess employee satisfaction and identify areas where improvements may be needed. Based on the findings, we define targeted measures and track their implementation to further enhance working conditions and motivation.

As part of our human rights responsibilities, we have implemented a **Whistleblower Hotline** and reporting system that enables employees and external stakeholders throughout our value chain to anonymously report violations, human rights concerns, or compliance issues. This mechanism allows us to detect potential cases early and respond promptly.

We are equally committed to combatting human trafficking, forced labor, and child labor – principles clearly embedded in our CoC. All employees are required to sign and comply with this code, ensuring that every aspect of our working conditions reflects the highest ethical standards and fundamental human rights.

The CoC places a strong focus on Diversity, Equity and Inclusion. It states that discrimination of any kind – whether based on gender, age, race, ethnic or national origin, religion, ideology, sexual orientation, gender identity, disability, or any other characteristic – is strictly prohibited. We are convinced that the diversity within our workforce drives creativity, and that by valuing this diversity, every employee contributes to SIMONA's success.

Alongside the mandatory requirement for all employees to sign the CoC, annual training sessions are required to continuously strengthen awareness of inclusion, diversity, and anti-discrimination practices.

Workplace safety is another key priority for the company. We have established a comprehensive accident prevention strategy based on continuous incident reporting, detailed root cause analysis, and the implementation of preventive measures. Reducing workplace accidents is part of our global and regional BSC system and is directly linked to managerial incentive structures. Through robust internal safety protocols and ongoing training, we ensure the highest level of occupational safety.

Collectively, these measures support our aim of creating a work environment grounded in respect, fairness, and inclusion, while proactively addressing risks and challenges.

SUSTAINABILITY REPORT 2025

Group policy	Description	Scope
SIMONA Global Risk Policy	The Global risk policy ensures that risk management is carried out comprehensively and systematically throughout the organization, identifying, assessing, and managing potential risks across all areas of operation.	This policy of SIMONA AG applies to all global business areas and subsidiaries of the company. The key affected stakeholder groups are the company's own employees, business partners, and local communities. This policy ensures that risk management is carried out comprehensively and systematically throughout the organization, identifying, assessing, and managing potential risks across all areas of operation.
SIMONA Code of Conduct	The CoC sets clear standards for ethical behavior, ensuring that all actions and decisions align our values and legal requirements. The CoC is designed to foster a culture of integrity, transparency, and respect across all operations, guiding employees and partners in maintaining the highest standards of professionalism and accountability.	The CoC of SIMONA AG applies to all employees worldwide and business partners.

[S1-2] Processes for engaging with own workers and workers’ representatives about impacts

We attach great importance to the active involvement of our workforce and their representatives to ensure that employees’ perspectives are systematically integrated into decisions and activities aimed at managing actual and potential impacts. This engagement takes place through a broad range of structured and recurring communication and dialogue formats.

In Germany, the Works Council plays a central role by representing employee interests and contributing these perspectives at the Supervisory Board level. Employees also have the opportunity to engage directly with the management team through regular Jour Fixe meetings with the Works Council as well as through quarterly Fireside Talks. These informal sessions offer a confidential space for employees to raise issues and discuss topics directly with members of the Executive Board.

Global Townhall meetings represent another key element of our engagement approach. They bring together representatives from all SIMONA locations and are held at least once a year to share important company developments, foster transparent communication, and gather feedback from across the organization. Our

global engagement surveys, conducted every two years, provide a wider platform for employees to share their views on a broad range of topics. Additionally, annual performance and development discussions offer employees an individual opportunity to address personal concerns or suggestions.

The CEO, in the role of Chair of the Executive Board, holds overall responsibility for overseeing these communication processes. This includes providing strategic direction and supporting the effective implementation of employee engagement activities across the organization. The CEO also plays a key oversight role in making sure that feedback generated through engagement mechanisms is properly evaluated within the organization and that relevant insights are incorporated into corporate decision making processes, contributing to the ongoing development of SIMONA’s strategy.

In line with our strong commitment to human rights and ethical conduct, we adhere to the principles outlined in the SIMONA Group CoC. This code defines our core values and expectations regarding the fair and respectful treatment of all employees and forms the basis for our internal policies and behavioral standards throughout the entire organization.

We assess the effectiveness of our engagement processes through regular surveys and long term trend analysis. These evaluations help us determine whether implemented measures are achieving their intended impact and where adjustments may be required. Progress on engagement related measures is monitored globally and integrated into the company's BSC system, thereby linking fulfilment directly to management bonus structures.

We remain committed to continually taking all employees' perspectives into account and proactively identifying and addressing potential inequalities.

[S1-3] Processes to remediate negative impacts and channels for own workforce to raise concerns

To ensure that employees can raise concerns or report issues with confidence, a range of communication channels is available. A central element is the whistleblower hotline, which allows employees to submit reports anonymously. The hotline is operated by an external provider, guaranteeing full anonymity for anyone using the system. In addition, at sites with an established Works Council, employees may also address concerns directly through this representative body. Both channels are available around the clock, offering straightforward and confidential access at any time.

There is no uniform procedure for handling grievances, as the nature of complaints varies significantly and often requires case specific approaches. Reports submitted via the whistleblower hotline trigger defined follow up actions by the Compliance Officer, who is responsible for addressing the matter within a specified timeframe. The system records whether these actions have been completed as required.

The effectiveness of these channels is ensured through continuous monitoring of incoming reports and the associated response measures. If deadlines for necessary actions are approaching or missed, the whistleblower system issues automated reminders, helping to ensure timely and appropriate resolution of all cases.

To promote awareness and trust in our reporting channels, we provide easily accessible information about the whistleblower hotline and complaint system on our intranet as well as the official SIMONA website. Moreover, these mechanisms are highlighted during our annual training sessions, reinforcing their availability and underscoring our commitment to transparency and accountability.

Although a formal non retaliation policy specific to these channels is not in place, the option to submit complaints anonymously already ensures a high level of protection against potential repercussions. Through these measures, we aim to foster a safe and trusting environment in which employees can voice their concerns without fear of negative consequences.



SUSTAINABILITY REPORT 2025

[S1-6] Characteristics of the undertaking's employees

Overview of SIMONA's employees in headcount broken down by gender, region, and contract type.

Employee headcount by gender	Unit	2025
Male	number	1,575
Female	number	306
Other	number	0
Not reported	number	0
Total		1,881

Employee headcount in countries where SIMONA has at least 50 employees representing at least 10 % of its total number of employees

Country	Unit	2025
Germany	number	908
USA	number	371

Employee headcount by contract type, broken down by gender	Unit	Female	Male	Other	Not reported	Total
Total employees	number	306	1,575	0	0	1,881
Permanent employees	number	290	1,458	0	0	1,748
Temporary employees	number	16	112	0	0	128
Non-guaranteed hours	number	0	5	0	0	5

Accounting Policies

Headcount

The headcount is reported as per a specific record date, which corresponds to the last day of the reporting period. The data is generated through the HR systems of the respective companies within SIMONA.

The headcount represents the total number of employees within the company, regardless of their working hours or type of employment. Each individual is counted as one – whether employed full-time, part-time, or on a temporary basis.

[S1-7] Characteristics of non-employees in the undertaking's own workforce

Non-employee headcount by type	Unit	2025
Self-employed workers in own workforce	number	9
People provided workers in own workforce	number	60
Total		69

Accounting Policies

Self-employed Workers in Own Workforce

When referring to this category of non-employees in own workforce, we comment on the number of self-employed people and people provided by entities which are primarily engaged in employment activities that are part of our workforce. These individuals directly work for the company but are not classified as traditional employees. It includes freelancers for example. The number of non-employees is reported in headcount and reflects the status as of the end of the reporting period.

People Provided Workers in Own Workforce

This refers to individuals who are employed by an external staffing agency but work temporarily for the company. They are not directly employed but perform tasks under its supervision and within SIMONA's operations for a limited period of time (Temporary Agency Workers).

[S1-9] Diversity metrics

The following diagrams show the gender distribution in top management and a breakdown of employee numbers by age group, helping to assess workforce demographics, identify trends, and support diversity and inclusion initiatives.

Gender distribution in top management level	Unit	2025
Female	number	14
Female	%	18
Male	number	66
Male	%	83
Other	number	0
Not reported	number	0

Employee headcount by age group	Unit	2025
Under 30 years old	number	332
Under 30 years old	%	18
Between 30 and 50 years old	number	970
Between 30 and 50 years old	%	52
Over 50 years old	number	579
Over 50 years old	%	31

Accounting Policies

Gender Distribution in Top Management Level

For the purpose of this analysis, "Top Management" includes individuals on the first and second management levels below the Global Management Team (GMT), provided they hold responsibilities with an international scope. Additionally, specialists with international tasks are considered part of this category. Any new inclusion in the Global Executive list requires formal approval by the GMT.

SUSTAINABILITY REPORT 2025

[S1-11] Social protection

Social protection systems differ across the countries in which we operate, reflecting the respective national frameworks and regulations. Within our company, however, social protection is understood as comprehensive support for employees during essential life circumstances such as illness, unemployment, workplace injuries or disability, parental leave, and retirement. Depending on the location, this support is provided either through public social security schemes or complemented by company specific benefits. Together, these measures underscore our commitment to ensuring the well being and financial stability of our workforce.

[S1-14] Health and safety metrics

Health and safety figures	Unit	2025
Own workforce (own employees and non-employees)		
Fatalities in own workforce as result of work-related injuries and work-related ill health	number	0
Recordable work-related accidents for own workforce	number	25
Rate of recordable work-related accidents for own workforce	%	7.5
Own employees		
Cases of recordable work-related ill health of employees	number	0
Days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health related to employees	number	451

Accounting Policies

Accidents involving both permanent employees and temporary contractors are documented. Although accidents involving external visitors are not included, they are nevertheless recorded and thoroughly investigated.

Fatalities refer to work-related accidents that result in the death of an employee or contractor. These are the most severe type of incidents and are subject to thorough investigation to prevent recurrence and improve overall safety

Work-related Ill Health

Work-related ill health refers to any illness or health condition that is caused or aggravated by workplace activities, exposure, or conditions. This includes both physical and mental health issues that develop over time due to occupational hazards, such as exposure to harmful substances, repetitive strain, or work-related stress. Reported cases include illnesses officially recognized as work-related under national health and safety regulations.

Work-related Accidents

We define a reportable accident as an accident that occurs either at the workplace or on the way to work and results in an incapacity to work for more than three consecutive days or, in severe cases, in death. The day of the accident itself is not included in the count of lost workdays.

Rate of Recordable Work-related Accidents for Own Workforce

The rate of recordable work-related accidents is calculated based on the number of cases in relation to the total hours worked by the own workforce, expressed per million hours worked. Total working hours are estimated by multiplying the headcount by an average of 1,720 hours per year, reflecting standard full-time schedules adjusted for vacation, public holidays, and sick leave.

Within the SIMONA Group, every reportable accident is systematically documented and analyzed through a structured quarterly evaluation process. This evaluation aims to identify potential risks, implement corrective measures, and enhance workplace safety.

[S1-17] Incidents, complaints and severe human rights impacts

Incidents, complaints and severe human rights impacts	Unit	2025
Incidents of discrimination and harassment	number	0
Complaints filed through channels for people in own workforce to raise concerns	number	0
Complaints filed to National Contact Points for OECD Multinational Enterprises	number	0
Amount of material fines, penalties, and compensation for damages as result of violations regarding social and human rights factors	EUR	0
Severe human rights issues and incidents connected to own workforce	number	0
Severe human rights issues and incidents connected to own workforce that are cases of non respect of UN Guiding Principles and OECD Guidelines for Multinational Enterprises	number	0
Amount of material fines, penalties, and compensation for severe human rights issues and incidents connected to own workforce	EUR	0

This category covers work-related incidents, complaints, severe human rights impacts within the workforce, as well as any fines, sanctions, or compensation payments that occurred during the reporting period.

We conducted a thorough review across the entire SIMONA Group and can confirm that no such incidents or violations occurred during the reporting period.

Accounting Policies

Incidents of Discrimination and Harassment

No incidents of discrimination or harassment were reported during the period. Any future confirmed cases will be recorded through the SpeakUp Line and reported accordingly.

Complaints Filed

No complaints were filed through the SpeakUp Line or Organization for Economic Co-operation and Development (OECD) National Contact Points. Future complaints will be recorded in the relevant categories such as work environment and health and safety.

Fines, Penalties, and Compensation for Damages

No financial payments for fines, penalties, or compensation related to damages as a result of violations regarding social or human rights factors were made. Any future payments will be recorded and reported.

Confirmed Severe Human Rights Incidents Connected to Own Workforce

No confirmed severe human rights incidents involving employees have been reported. Any future incidents will be assessed for severity and documented.

Severe Human Rights Incidents Connected to Own Workforce and Non-Respect of United Nations Guiding Principles on Business and Human Rights (UNGPs) and OECD Guidelines

No severe human rights incidents involving non-compliance with UNGPs or OECD Guidelines were reported. Any future incidents will be evaluated and included in the report.

Fines, Penalties, and Compensation for Severe Human Rights Incidents Connected to Own Workforce

No financial payments related to severe human rights incidents involving employees were made. Any future payments will be recorded and reported.





Governance

G1 – Business conduct

[SBM-3] Material impacts, risks and opportunities and their interaction with strategy and business model

SIMONA is committed to acting with integrity in everything we do and to upholding ethical standards and legal requirements across all our global operations.

SIMONA identified business ethics and anti corruption as a material priority, underscoring the importance of integrity and fairness in all business activities. By upholding strong compliance standards, SIMONA strengthens stakeholder confidence and supports sustainable, responsible growth.

Material impacts, risks and/or opportunities	Classification	Time horizon	Location in value chain	Description and interaction with business model and/or strategy
Business ethics and anti-corruption	Positive impacts and opportunities	Short-term	VC	SIMONA upholds ethical, transparent, and corruption-free business practices, strengthening customer trust and social responsibility. High compliance standards minimize legal and financial risks while supporting sustainable growth and the company's commitment to fair, responsible corporate governance.

[G1-1] Business conduct policies and corporate culture

SIMONA's business conduct is guided by its globally applicable CoC, which forms the foundation of ethical behavior, legal compliance, and responsible corporate governance across all locations. The Code outlines clear expectations regarding integrity, anti corruption, respectful cooperation, and accountability, ensuring that employees at every level act in accordance with SIMONA's values and regulatory duties.

The CoC is deeply connected to SIMONA's corporate culture, which is shaped by close working relationships, mutual respect, and the belief that "a company like a friend" fosters both personal commitment and professional excellence. This culture – rooted in trust, open dialogue, shared enjoyment, and passion for success – drives the global SIMONA family and strengthens responsible behavior as a natural part of daily work.

To reinforce this ethical culture, SIMONA provides confidential channels for raising concerns, including an independently operated whistleblower hotline and the option to contact local Works Councils. These channels enable employees to report issues securely and without fear of reprisal. They are designed to protect anonymity where requested, while still allowing concerns to be reviewed and addressed promptly.

Through these structures, SIMONA promotes a strong ethical culture while ensuring that responsible conduct remains central to its long term success.

[G1-3] Prevention and detection of corruption and bribery

SIMONA maintains a zero-tolerance stance toward corruption, bribery, kickbacks, and any form of improper advantage. The CoC prohibits offering, granting, demanding, or accepting benefits that could influence business decisions, and applies equally to employees and third-party representatives acting on SIMONA's behalf. Employees are expected to seek guidance from their supervisor or relevant departments (Legal, HR, Finance) or the Compliance Officer whenever there is uncertainty about legal or ethical requirements. Violations of the CoC or applicable laws may lead to disciplinary action, including termination of employment, as well as civil or criminal consequences.

Preventive Measures & Reporting Channels

SIMONA fosters a proactive compliance culture through clear behavioral expectations, accessible guidance, and well-defined reporting options. Preventive mechanisms include a globally applicable CoC, which sets out the fundamental ethical and legal standards guiding SIMONA's business activities worldwide. The Compliance Manager provides ongoing oversight, supported by internal guidelines and organizational measures designed to prevent compliance-related risks – such as approval procedures and the four-eyes principle.

Employees can raise concerns through various channels, including supervisors, works council (where installed), relevant departments, the Compliance Officer, and the confidential whistleblower system. Detection and follow-up are reinforced through transparent communication, a strong speak-up culture, and the availability of compliance information on SIMONA's website and intranet. Confirmed cases of misconduct lead to proportionate disciplinary and corrective measures, ensuring adherence to ethical standards.

Communication & Employee Awareness

Clear communication is central to SIMONA's ethical culture. All SIMONA employees have received the CoC and signed to confirm their understanding and commitment to comply with it. This obligation is reinforced by applicable legislation as well as internal policies and company guidelines. Compliance-related information, including the CoC and governance practices, is accessible online to employees and external stakeholders, reinforcing transparency and consistent understanding across all locations.

Oversight & Reporting to Governance Bodies

Compliance topics, including adherence to ethical conduct expectations, are reported to the CEO on a monthly basis, enabling early risk identification and ensuring continued alignment with legal and ethical requirements. SIMONA continuously strengthens its compliance structures, integrating preventive, control, and corrective elements to uphold integrity and meet evolving regulatory expectations.

[G1-4] Incidents of corruption or bribery

Recurring controls take place as part of Group audits to assess whether requirements and directives are being met in Germany and abroad. Another key component of control in respect of compliance-related infringements is the possibility of notifying the Compliance Officer, in confidence, of potential departures from rules as well as associated risks. In 2025, SIMONA recorded no convictions, fines, or public legal cases related to anti-corruption or anti-bribery laws.

Incidents of corruption and bribery	Unit	2025
Convictions for violation of anti-corruption and anti-bribery laws	number	0
Amount of fines for violation of anti-corruption and anti-bribery laws	EUR	0

Accounting Policies

Incidents of Corruption and Bribery

The metric covers all instances in which a SIMONA legal entity has been formally convicted of violations related to anti-bribery or anti-corruption laws. It also includes any fines or sanctions imposed on the company as a result of enforcement actions taken by authorities in connection with such compliance breaches.

Together towards a
responsible future.

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