

Röchling

SUSTAIN
ABILITY
REPORT
2025





ACTING FOR TOMORROW

Note: We have taken care to use gender-neutral language in our sustainability report. Where this was not possible for reasons of legibility, we have not differentiated between the genders. It is to be understood that all genders are addressed equally.

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SDGs / UN Global Compact

In its 2030 Agenda for Sustainable Development (2030 Agenda), the United Nations (UN) laid down the path for achieving worldwide economic progress in conjunction with social justice. The targets of this agenda are described in the **Sustainable Development Goals (SDGs)**. In this sustainability report, we make various references to the SDGs that align with our sustainability strategy and that we aim to pursue accordingly.



We are participants in the United Nations Global Compact. This is the world’s largest and most important initiative for responsible corporate governance. Based on ten universal principles, it pursues the vision of an inclusive and sustainable global economy for the benefit of all people, communities, and markets. We fully recognize these principles.

Foreword



As a leading global plastics processing company, we are committed to developing and implementing sustainable strategies in our key areas of action: PRODUCTS, PEOPLE, and PLANET.

The Executive Board of the Röchling Group
(from left to right): Martin Schüller, Raphael
Wolfram, Evelyn Thome, and Dr. Daniel Bühler.

PRODUCTS

Our activities are focused on innovation and quality in order to develop green and resource-efficient products. We focus on that the entire life cycle of our products – from raw material extraction and production to disposal – is sustainable. Our aim is to minimize the environmental footprint of our products through continuous research and development whilst maximizing the benefits for our customers.

PEOPLE

Our employees are the core of our company. We foster a culture of diversity and inclusion in which everyone has the opportunity to fulfill their full potential. We nurture the personal and professional development of our workforce through training and flexible working models. By constantly enhancing our health and safety measures, we demonstrate our commitment to the health and well-being of our employees.

PLANET

Protecting our planet is one of the greatest challenges of our time. We have set ambitious targets for reducing our environmental footprint. These include measures to reduce emissions, save energy, and use renewable energy. In this way, we aim to make a lasting contribution to conserving our essential natural resources.

Our sustainability strategy PRODUCTS, PEOPLE, PLANET combines environmental, social, and economic aspects. We are convinced that sustainable action is both a responsibility and an opportunity to play an active role in shaping the future. Together with our employees, customers, and partners, we aim to stay on this path and make a positive contribution for the next generations.

Raphael Wolfram
Spokesman of the
Executive Board
Röchling Group
CEO
Röchling Industrial

Dr. Daniel Bühler
Member of the
Executive Board
Röchling Group
CEO
Röchling Medical

Martin Schüller
Member of the
Executive Board
Röchling Group
CEO
Röchling Automotive

Evelyn Thome
Member of the
Executive Board
Röchling Group
CFO
Röchling Group

2.592

billion euros in sales

11,681

employees

83

locations

25

countries

The Röchling Group

The Röchling Group has been shaping industry. Worldwide. For more than 200 years. With our Automotive, Industrial, and Medical division, we transform the lives of people every day with our customized plastics: they reduce the weight of cars, make medication packaging more secure and improve industrial applications.



Röchling Automotive produces plastic solutions to make our mobility more sustainable. To this end, we use our expertise in the areas of Battery Solutions, Structural Lightweight, Aerodynamics, Propulsion, and Precision Components. This results in products that make driving easier, safer, and greener – fully in line with our vision “We Drive Sustainable Mobility”.



Röchling Industrial offers a large selection of thermoplastics and composites for technical applications. We supply our products in the form of semi-finished products such as sheets, rods, tubes, flat bars, profiles, and finished castings through to precise machined parts. They are used in almost every industry across the world. Our goal is to develop products that are a perfect fit to the requirements of each of our customers.



Röchling Medical is a trusted and preferred supplier and development partner of leading pharmaceutical, biotech, and medical device companies worldwide. We design and manufacture customized pharmaceutical packaging and drug delivery solutions, consumables for medical diagnostics, as well as sophisticated components and assemblies for medical devices under cleanroom conditions.

The three divisions are given the freedom that enables them to operate successfully in the various markets. The business models are geared towards the respective requirements, and are always conducive to the agility and enhanced competitiveness that typify family-owned companies. This is also apparent in our sustainability strategy PRODUCTS, PEOPLE, PLANET: depending on the topic, our divisions have shared and individual sustainability goals – always in keeping with the business model and the respective needs.

The holding company of the Röchling Group provides the overarching framework for the three divisions, and is based in Mannheim/Germany. The Spokesman of the Group Executive Board is Raphael Wolfram, and the Chairman of the Advisory Board is Gregor Greinert.

Executive Summary

Area	Focus Topic	Our Commitment	Division	Selected Measures and Highlights
PRODUCTS	Sustainable Products & Innovations, Circular Economy	We evolve our product portfolio to serve the sustainability requirements of our customers.		• Total share of recycled materials processed for our product range → 30 percent • Performance of life cycle assessment calculations at all plants; introduction of the “Sphera LCA for Experts®” (LCA FE) software
				• Ten million euros invested in expanding the Sustainability Center in Geeste-Dalum/Germany • More than 20 sustainable alternatives, nearly 20 LCAs, and a verified process for preparing LCAs
				• Application of Design for Sustainability principles in product development • Introduction of InnoTalks and innovation workshops with customers
	Product Quality & Product Safety	We consistently meet the quality requirements of our customers.		• Single source for KPI tracking; SAP implementation completed in 2024 • New project: “Quality North Star 2028 – Achieving Quality, Pursuing Excellence”
				• New ISO 22163 International Railway Industry Standard certification • Carry out of International Quality Day
				• Introduction of a harmonized, cross-location quality management system • All locations certified in line with the international quality standard for medical devices ISO 13485
PEOPLE	Occupational Health & Safety	We pursue the vision of zero accidents.		• Four global initiatives to promote safety in the company and reduce the number of accidents • ISO 45001 at all Automotive locations
				• New safety network “Safety Together at Röchling Industrial” • The Nentershausen location in Germany reaches the 1,000 accident-free days mark in Q2/2025
				• Action days to train apprentices in detecting hazardous situations • ISO 45001 certification at two locations and preparation for further locations
	Diversity, Inclusion & Equal Opportunity	We ensure diversity and equal opportunity in our people management.		• Planning of a network for women in leadership positions • Standardization of our global HR processes
				• New mentoring program for specialists and managers • Promotion of “girls in engineering” projects
				• Holding of culture and leadership workshops • Promotion of “girls in engineering” projects
PLANET	Attractive Workplace & Employee Development	We promote a culture of collaboration and continuous learning for the professional and personal development of our employees.		• “Work and Life” initiative with coaching on “good leadership” • Global employee survey in 2025
				• New International Management Trainee Program • Global employee survey in 2025
				• Holding of a purpose campaign • Global employee survey in 2025
	Climate Change	We systematically reduce our greenhouse gas emissions.		• SBTi commitment made and first Scope 3 balance available • Reduction of Scope 1 and 2 emissions by 30 percent. Purchase of green electricity and implementation of a photovoltaic system
				• SBTi commitment made and first Scope 3 balance available • New production hall in line with KfW standard 40 EE with photovoltaic system
				• SBTi commitment made and first Scope 3 balance available • 15 percent of the electricity purchased by our locations is green
	Responsible Use of Energy and Resources	We use energy and resources as efficiently as possible and handle them responsibly.		• Optimization measures in technical equipment: electricity saving of 500,000 kWh/a at the plants in Worms/Germany and Peine/Germany • Many locations certified in line with ISO 50001 and ISO 14001
				• Projects for heat recovery and optimization of insulation • Many locations certified in line with ISO 50001 and ISO 14001
				• Use of waste heat from machinery to heat buildings • Many locations certified in line with ISO 50001 and ISO 14001



Sustainability Strategy

Our Focus Topics:

PRODUCTS

- Sustainable Products & Innovations
- Circular economy
- Product Quality & Product Safety

PEOPLE

- Occupational Health & Safety
- Attractive Workplace & Employee Development
- Diversity, Inclusion & Equal Opportunity

PLANET

- Climate Change
- Responsible Use of Energy and Resources



Our key sustainability topics were identified in 2023 in a systematic process with multiple stages:

- 1. Longlist & shortlist:** Creation of a longlist of potential sustainability topics from various sustainability standards. Condensing the longlist into a shortlist based on individual interviews with managers and external experts.
- 2. Online and expert survey:** Evaluation of the shortlist via a global online survey, to which our 11,500-plus employees were invited. Specialists and managers evaluated the topics in an expert survey.
- 3. Executive Board workshops:** The results were reflected on and evaluated in Executive Board workshops. The outcome is our strategic focus topics, which are assigned to the three fields of action: PRODUCTS, PEOPLE, and PLANET. As a company, we have the biggest influence on these topics, or these topics present the biggest opportunities and risks for our companies.
- 4. Goals and measures:** For each of these topics, working groups comprising internal experts developed goals and measures for implementation. These goals have been adopted by the Executive Board.

PRODUCTS

Our focus is on our products and therefore on our customers. We create competitive advantages for them and actively support them in achieving their sustainability goals.

Our Focus Topics



Sustainable Products & Innovations



Circular Economy



Product Quality & Product Safety

Our Commitment

- We evolve our product portfolio to help our customers meet their sustainability goals.
- We consistently meet the quality requirements of our customers.



Sustainable Products & Innovations



Circular Economy

With our sustainable products and innovations, we help our customers to meet their sustainability goals. To this end, we developed **Röchling-BioBoom®** and **Röchling-ReLoop®**, two product families for bioplastics and recycled materials respectively. One of the key aspects is strengthening the circular economy. We have different approaches for the individual requirements of our three divisions.



At Röchling Industrial, we aim to offer a sustainable alternative for each of our materials by 2035 – preferably made from recycled plastics or bioplastics.



Sustainability Center in Geeste-Dalum/Germany: ten million euros will be invested at the location by 2027.



Playground: built with Play-Tec® PCR.



www.blauer-engel.de/uz30a

Play-Tec® PCR

Play-Tec® PCR is a product in the Röchling-ReLoop® family that we developed specifically for playgrounds. Awarded the Blue Angel in the “Environmentally Friendly Recycled Plastics” category (DE-ZU 30a) and with a recycled material content of more than 80 percent, this product provides our customers with a sustainable, safe, and durable alternative.



Old fishing nets: a source for recycled products.



We also focus on the reuse of plastics that are used in maritime applications. For instance, we use old fishing nets as a source for the production of new, valuable semi-finished products.

Röchling-BioBoom®

In our Röchling-BioBoom® product family for bioplastics, we already have an ISCC PLUS certified alternative based on mass balancing for many of our key thermoplastics. For our laminated densified wood Lignostone®, we only use wood from suppliers that hold FSC® product chain certification.



Fiber-reinforced plastics for electrolyzers for separating water into hydrogen and oxygen.

In many industries, our products also advance sustainability in application. In wind turbines, they support the energy transition, for instance to improve the performance of the rotor blades. For the future technology of hydrogen, we are developing fiber-reinforced hydrogen tanks for storage and transportation. We install fiberglass-reinforced plastics in electrolyzers (pictured), in which water is separated into hydrogen and oxygen. The expansion of our sustainable product range presents a host of opportunities. However, we are also aware of the challenges: sustainability must go hand in hand with the technical properties. We are working towards this together with our customers.



At Röchling Industrial, we will disclose the environmental impact of each of our materials transparently by 2030.

To achieve this goal, we have established a third party-certified process for life cycle assessment (LCA) in line with ISO 14040/14044 in the past year. We have already prepared an LCA for 19 of our main products. Initial results are promising: our mass-balanced bioplastic Polystone® M BIO (mb) uses up to 92 percent fewer CO₂e than the fossil variant. We are using this certification and our initial results to enhance the processes. For instance, the availability of primary data in the value chain generates potential for optimization.



By 2028, recycled materials will account for at least 30 percent of all raw materials used at Röchling Automotive on average.

With Röchling ReLoop®, we are reducing the use of fossil raw materials at Röchling Automotive. We are working closely with our customers to develop components made entirely from post-consumer material. Our aim here is to promote sustainability and the circular economy. In the past year, over 26 percent of the materials used in our final components were made from post-industrial recycled material (PIR). From the current product range, we supply underbody panels, windshield washer reservoirs, air ducts, radiator grill covers, air inlet systems, and active grill shutters with a minimum recycled material content of 30 percent, in line with the specifications and requirements of the OEMs.

Our collaboration with Aquafil is one example of our capacity for innovation. Together, we have developed air filter box solutions with 30 percent fiberglass-reinforced ECONYL® – a sustainable alternative to new material without compromising on performance. We are developing a new process (D4R – Design for Recycling) and new projects that enable us



Structural lightweight component for front-wheel suspension. Lighter, smarter, and more affordable.

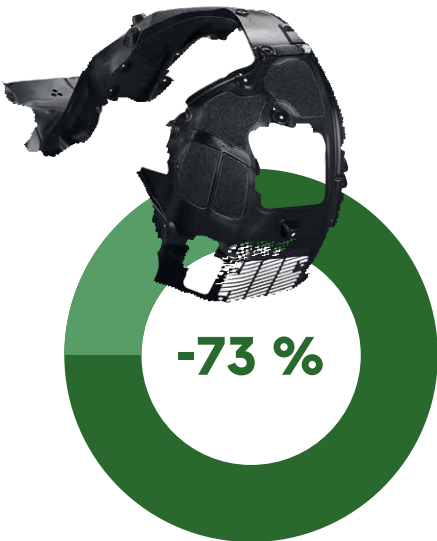
to obtain maximum value from recycled components and ensure that each part of the production cycle is more sustainable.

With the assistance of strategic partners and OEMs, we are also researching innovative solutions for D4R in order to improve recovery and recycling processes. One of our products that was developed using this approach is our Suspension Brace, which is recycled at the end of its life cycle.





At Röchling Automotive, we will improve transparency on the environmental impacts of our products by 2028.



Wheel housing liner made entirely from recycled material (PPX 9027 S0 DC) with a 73 percent reduction in CO₂e – from 3.24 kg to 0.88 kg CO₂e per component.

The impact category currently adopted at Röchling Automotive is Global Warming Potential 100 (GWP100). This defines the heat absorbed by greenhouse gases in the atmosphere as a multiple of the heat that would be absorbed by CO₂e within a hundred years.

We adopted the following method for the quantitative calculation of the life cycle inventory data with regard to its environmental impacts: CML 2001 – August 2016, Global Warming Potential (GWP 100 years). In 2025, the LCA work instructions are being used as a basis for systematic expansion of the automation processes at the 30-plus plants of Röchling Automotive.



At Röchling Automotive, we are stepping up the R&D activities for promotion of sustainable mobility.

Underbody panels are major components of a vehicle – sustainable solutions are particularly worthwhile here. We are replacing fiberglass with natural fibers and using recycled polypropylene. In accordance with ISO 14067, this reduces CO₂e by up to 40 percent and energy consumption by 80 percent. The new materials must withstand high wind loads, stone chipping, water, ice, and snow – a real challenge. In tandem with research partners and an automotive manufacturer, we have already tested their performance extensively.

ECO2Floor: vehicle underbodies made from natural fibers and recycled polypropylene.





At Röchling Medical, we aim to build up extensive expertise in sustainable product development and apply it to new developments together with our customers.

As 80 percent of the carbon footprint of products is determined in the development phase, it is all the more important to actively develop and apply solutions for shaping sustainable products in this stage. To achieve this, we use Design for Sustainability (DfS) principles, which take into account criteria such as material selection, recyclability, design or packaging.

To show our customers an example of the design, we have optimized a standard trocar on the basis of Design for Sustainability. Trocars are used in minimally invasive laparoscopic surgery in order to gain access to the abdominal cavity, thus enabling surgical instruments or a camera to be inserted in the body.

Reduction and Optimization

In a standard trocar, there are a minimum of five different materials. We make it with three (PP, PLA, and silicone), with the PLA being bio-based. Most trocars comprise at least twelve components. We have reduced this to eight, and decreased the weight by 32 percent. This reduces the number of injection molds required, and makes assembly far less complex. The components are usually glued together. Our trocar has detachable

connections, making assembly and disassembly faster, easier, and more effective. To make recycling even simpler and more user-friendly, we have clearly marked the material used on each component.



Continuous Promotion of and Insistence on Sustainability in Innovation

To stress the importance of sustainability towards our customers, and in particular the levers of sustainable development, we have introduced the concept of InnoTalks and Innovation Workshops.

InnoTalks are regular meetings in which we discuss current topics and innovations, obtain feedback, and create awareness of sustainable product development at an early stage. Innovation Workshops are targeted brainstorming sessions in which we gather ideas in tandem with our customers and develop specific action plans in order to design new products in a sustainable and functional way.

The challenges in sustainable development in medical technology and the pharmaceutical industry lie in the balance between functionality, safety, and environmental compatibility. For our experts, it is essential to develop solutions that are considering opportunities to reduce environmental impacts whilst also being impeccable in terms of functionality and safety.

Application of DfS principles means that Röchling Medical's sustainable trocar only consists of eight components.



Devising new product ideas and sustainable solutions together: in InnoTalks, we work hand in hand with our customers.



Product Quality & Product Safety

Innovative automotive construction, sophisticated medical devices, and a variety of industrial applications – the products of our divisions must meet our customers' individual requirements in terms of quality and product safety. We achieve this consistently with clearly defined processes.



Our vision at Röchling Industrial is: zero complaints.

Our Röchling Industrial products are used in a variety of industries, from mechanical engineering and railway technology to playgrounds. Each application is subject to different quality and product safety requirements. With our integrated management system, we are grouping our products into safety classes in a targeted manner so that they comply with new and existing technical regulations.

Many of our production sites are certified in line with the international standard DIN EN ISO 9001 for quality management. In product handling information sheets, we systematically inform our customers about how to use our products safely. We are constantly examining the properties of our products in our high-tech laboratories – more than 700 standards and over 350 material tests are available.

A new milestone was the certification of our location in Haren/Germany, last year and the location in Weinfelden/Switzerland this year, in line with the ISO 22163 International Railway Industry Standard. This standard promotes the implementation of quality and safety requirements related to products for railway technology.

Our international Quality Day was held last year at our location in Troisdorf/Germany. Issues such as material testing and new regulations are addressed at this annual meeting between our experts from Europe. This collaboration is a key factor in implementing new quality and safety requirements that are becoming increasingly important in many sectors.





At Röchling Automotive,
we aim for top product quality
and zero complaints.

Together, we are shaping the future of quality by furthering innovation, sustainability, and operational excellence. As a global player, Röchling Automotive launched the “Quality North Star 2028 – Achieving Quality, Pursuing Excellence” initiative in the past year. In this way, we are promoting excellence by ensuring superior performance, attaining efficiency, and focusing on our key performance indicators.

We are committed to a total quality approach, and foster a quality culture with proactive problem-solving and continuous learning. By incorporating

quality into every aspect of our business activities, we enable our employees to contribute towards process improvements and long-term success at all levels.

One key pillar of Quality North Star 2028 is QRQC Global Problem-Solving – a data-driven strategy for rapid problem-solving and prevention. This method enables real-time problem detection, a structured root-cause analysis, and rapid implementation of corrective measures in order to minimize disruption and improve product reliability. Furthermore, our implemented global quality reporting system ensures standardized real-time data for informed decisions and transparency.



With the Zeiss Metrotom 1500, we can scan products with a volume of up to 600 x 600 millimeters. In addition to the measurement reports, we are also able to perform error and thickness analyses without cutting or damaging the part. Consequently, reverse engineering is also possible.



Complaints per Million Röchling Automotive
Components

	2022	2023	2024
Target			17
Actual	27	49	44



At Röchling Medical, we are committed to top quality for greater patient safety.

Röchling Medical’s responsibility is to produce reliable, high-quality products for the safe care of patients worldwide.

To this end, at all locations, Röchling Medical maintains robust, certified quality management systems with which we put patients’ well-being and satisfaction right at the heart of everything we do. These systems define binding and effective business processes, which are also covered by

ISO 13485, the recognized international quality standard for medical devices.

Consequently, our products undergo strict quality controls and validation procedures. Deviations always lead to rectification and preventive measures to constantly ensure the conformity of our processes and products.

We introduced a harmonized, cross-location quality management system in 2025 in order to keep our certifications in place. Employees are the centerpiece of a stable system. That is why they receive regular training. The quality of our products is their top priority.



Strict quality controls ensure process and product conformity.



Number of Certified Production Locations in the Röchling Group

	2024
ISCC Plus	12
ISO 13485	9
ISO 22163	1
ISO 15378	2
ISO 9001	35
IATF 16949	26

Sustainability Along the Life Cycle

Every product consumes resources and impacts the environment. Consequently, sustainability is not simply a matter of the raw material used. It is also about use in the customer's application, the lifetime, and the treatment at the end of the product life cycle.

In our three divisions, we focus on improving sustainability, from product development to end of life, with various measures.

1 | Product Development

Key question: How are we making our products more sustainable?

Division-specific approaches, e.g.:

- Recycled materials and bioplastics
- Design for Sustainability
- Environmental footprint (PCFs/LCAs)
- Scope 3 balance
- Collaboration with customers and suppliers

2 | Production

Key question: How do we save valuable resources and reduce our own greenhouse gas footprint in our production?

Division-specific approaches, e.g.:

- ISO 14001 and ISO 50001
- Scope 1 & 2 balance
- Green electricity
- "Zero Pellet Loss" initiative

4 | End of Life

Key question: How do we promote recycling as a processing option?

Division-specific approaches, e.g.:

- Take-back programs with customers
- In-house recycling processes
- Design for Recycling

3 | Use Phase

Key question: How do we promote sustainability in our customers' applications?

Division-specific approaches, e.g.:

- Assistance with the development of products such as electric cars, fuel-efficient vehicles, safe medical treatment, wind turbines, hydrogen technology, public transport
- Meeting defined quality and safety standards



Interview

A Holistic Development Approach

In medical technology and the pharmaceutical industry, the requirements for the use of bioplastics or recycled materials regarding patient safety are particularly high. Therefore, Röchling Medical focuses on Design for Sustainability (DfS). Erika Unjaev, Head of Innovation, tells us about this.

Ms. Unjaev, what role does DfS play at Röchling Medical in terms of making production more sustainable in medical technology and the pharmaceutical sector?

Regulatory requirements and extremely high standards for safety, sterility, and functionality are making it harder to use conventional sustainable materials. DfS is more than just the use of recycled or bio-based materials. It covers the holistic material approach that is applied as early as the development phase of pharmaceutical and

medical devices. Material-relevant principles, such as the use of fossil-based plastics with the lowest possible carbon footprint and the elimination of critical raw materials like BPA or phthalates as well as materials that are harmful to health and the environment, give rise to promising levers that can be used for optimizations in terms of product sustainability.

Where can you start here?

Along with the use of more environmentally friendly materials, design also has a major influence on a product's carbon footprint. In addition to approaches to reducing and combining components, methods for applying a modular design or simple separation into components are being implemented to promote the circular economy. Of course, the opportunities for applying various approaches differ depending on customer

requirements and component complexity. We raise awareness of sustainable product solutions in an open customer dialog. To achieve this, we always develop a plastic-compatible design that enables resource-preserving and efficient production processes.

How important is DfS to customers?

Sustainable product development is becoming increasingly important to them, too. Open dialog allows us to make customers aware that sustainable products are also feasible in our sensitive industry.

PEOPLE

Our focus is on our more than 11,500 employees. We are continuously working to create a future-oriented, safe, and diverse work environment.

Röchling

Our Focus Topics



Occupational Health & Safety



Diversity, Inclusion, & Equal Opportunity



Attractive Workplace & Employee Development

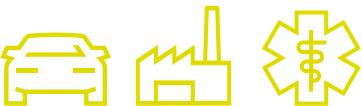
Our Commitment

- We pursue the vision of zero accidents.
- We promote diversity and equal opportunities in our people management.
- We promote a culture of collaboration and continuous learning for the professional and personal development of our employees.



Occupational Health & Safety

The health of our employees is a top priority for us. With this in mind, we have set a “zero accidents” goal. In line with their individual requirements, our three divisions are implementing a variety of measures to optimize workplace safety and promote health.



50 percent reduction of the Lost Time Injury Rate in our three divisions by the end of 2026 compared to 2023.

Lost-Time-Injury-Rate (LTIR)

The Lost Time Injury Rate (LTIR) states the number of workplace accidents per million working hours. All workplace accidents with at least one day lost are included in the statistics here. At our locations, we are taking a variety of measures to improve workplace safety.



Lost Time Injury Rate in the Röchling Group

	2023	2024
Automotive	19.6	9.7
Industrial	28.9	30.7
Medical	31.9	18.4

Formula: Total number of workplace accidents* 1,000,000/hours worked



New: the Safety Network has been established at Röchling Industrial in the past year.



Safety together at Röchling Industrial

We have established a Safety Network at **Röchling Industrial** in the past year with the motto **Safety Together at Röchling Industrial (STaRI)**. Its members are experts from the DACH region who are responsible for occupational health and safety at their location. They meet regularly and, for instance, devise preventive measures geared towards the areas where accidents mainly occur at our locations. The network complements the existing structures in accordance with DIN ISO 45001, which governs the integration of occupational health and safety at companies. Some locations of the network have already been certified in line with this standard for six years.



1,000 days
without an
accident



365 days without an accident at the Röchling Automotive location in Itupeva/Brazil.

At **Röchling Automotive**, our experts perform an extensive analysis of the accident situation and conduct a survey on environment, health, and safety (EHS) at each location.

At our Automotive locations, we organize annual EHS surveys in which our employees can take part – more than 3,000 of them responded to the most recent one. We also hold a “global safety week” with coordinated actions such as fire safety training and healthy eating in the canteens. We arrange four health initiatives per plant and issue an EHS newsletter every year.

30 of our Automotive locations are certified in line with DIN ISO 45001, the standard for occupational health and safety. As a result, we ensure that workplace health and safety is systematically integrated in all our business processes and awareness of safety and ergonomics is increased. In addition, we implement health measures at Röchling Automotive in the context of “Responsible Care”, a global initiative in the chemical industry to improve EHS standards.

A special figure: the Industrial location in Nentershausen/Germany, reached the 1,000 accident-free days mark in the second quarter of 2025.

Röchling Industrial was honored with the “Schlauer Fuchs” award by the German Employers’ Liability Insurance Association for Wood and Metal last year for its Germany-wide health campaign “Your journey to personal health”. This award is presented for outstanding projects in the field of occupational health and safety. More than 1,400 employees at eleven German-speaking locations took part and learned about topics such as back health, tripping hazards at work, and healthy nutrition.

At **Röchling Medical**, individual concepts have been implemented at the individual locations to inform, train, and involve employees. The locations in Neuhaus am Rennweg and Brensbach/both Germany are closely aligned with DIN ISO 45001 standard. There are regular action days, at which practical examples relating to occupational health and safety are discussed.



Employees are actively involved in prevention at the Medical location in Rochester/USA. As part of the “If you see it, say it” initiative, they are encouraged to point out sources of danger.



Number of Certified
Production Locations
in the Röchling Group

	2024
ISO 45001	41

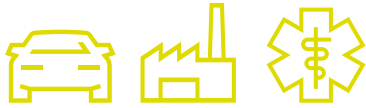


Diversity, Inclusion & Equal Opportunity



Attractive Workplace & Employee Development

We regard diversity, inclusion, and equal opportunities as essential to social and economic progress. Recognizing, nurturing, and developing our employees' potential is highly important to us. An attractive working environment with motivated, qualified, and curious employees is of fundamental importance in securing our future.



We promote diversity and equal opportunity in our people management.

Our collaboration is shaped by a variety of nationalities and cultures. A diverse and open society is entirely natural to us. Back in 2019, and again last year, we signed up to the "Made in Germany – Made by Diversity" campaign, along with initially more than 40 German family-owned companies. In this campaign, we stand up together for tolerance and openness. 155 companies are now involved.

Leadership Guideline

Equal opportunities require the removal of barriers in order to enable fair access to careers. Mentoring, flexible working hours, and development programs help everyone to fulfill their potential. That is why this fair and sound approach is anchored in the Röchling Leadership Guideline.

At **Röchling Industrial**, an International Management Trainee Program is starting this year for the first time. Extensive onboarding and international project assignments will prepare

the trainees for a managerial role.

At **Röchling Automotive** and **Röchling Medical**, we have begun to standardize HR processes worldwide in order to ensure transparency and clarity, uniform and fair assessment criteria, and equal development opportunities.

The holding of culture and leadership workshops is a key element at **Röchling Medical**. Based on our Leadership Guideline, we have jointly

developed a set of behavioral anchors that serve as a guide for our day-to-day activities. These anchors help not only our managers, but also the entire workforce build a respectful and constructive working culture. In the workshops, real-life leadership situations are used as a basis for reflecting on and concretizing them.



By 2030, women’s
quota in management
positions of 25 percent.

The proportion of women in management positions in our three divisions was between 14 and 27 percent. One challenge as a manufacturing company is the fact that many production jobs are still mainly done by men. Consequently, we need targeted measures to see more women in management positions.



Launched last year: mentoring program at Röchling Industrial.



Women in Management Positions
in the Röchling Group

	2024
Automotive	19 %
Industrial	14 %
Medical	27 %

As of August 31, 2024

Röchling Automotive commenced planning of a network for women in leadership positions last year, which is to be launched this year. Starting at our plant in Worms/Germany, we aim to bring women with different backgrounds together in order to promote networking between them and hone their individual skills.

Röchling Industrial introduced a mentoring program last year. This is a form of one-to-one support that involves an experienced employee (mentor) passing on their knowledge and experience to an employee with less experience (mentee). The first program intake comprises seven tandems – three tandems have a female specialist or manager as the mentee.

Röchling Industrial and **Röchling Medical** are cooperating with regional schools to promote careers guidance for school children. “Girls in engineering” projects are among the focal points. In these projects, school girls with an interest in engineering are given insight into industrial careers.



We promote a culture of collaboration and continuous learning for the professional and personal development of our employees.

Training

To meet the challenges of globalization, digitalization, and acceleration of the working world and help our employees do their jobs as effectively as possible, we provide a variety of training opportunities. Topics that matter particularly to us are leadership, internationality, and cross-divisional insights into our company.

Within the Röchling Group, we established a Leadership Academy this year to further the development of our managers and our leadership culture. The concept is aligned with our managers' needs and the current challenges of modern leadership.

Educational Qualifications

We offer more than 20 apprenticeships and dual study programs. Around 200 apprentices work at our German locations.

Employee Survey

To gain findings on our employees' satisfaction and use them as a basis for instance for deriving measures to enhance the organization and working conditions, we are conducting the first global and group-wide employee survey this year.



Educational qualifications and dual study programs: innovative environment with future-proof products.



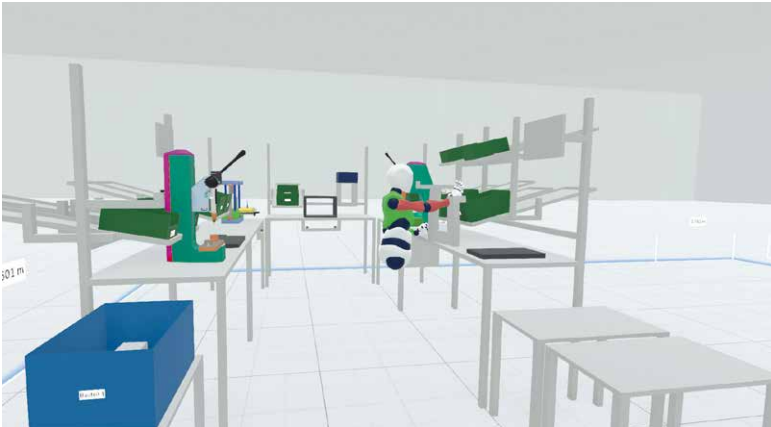
Age Distribution in 2024
in the Röchling Group

Age (in years)	< 20	20 – 29	30 – 39	40 – 49	50 – 59	> 60
% of employees	1.6 %	15.7 %	27.9 %	25.3 %	21.8 %	7.7 %

Reporting date: HC December 31, 2024

Attractive Workplace

At **Röchling Medical**, we provide specific opportunities to drive home the meaning of our work and strengthen our corporate culture. For instance, our purpose campaign focuses on the contribution that our work makes to society. At all locations, posters and articles on the intranet show how our products support health care – and can save lives.



Röchling Medical uses virtual reality to optimize workstations and make them more ergonomic.

Röchling Medical uses virtual reality proactively to design and optimize ergonomic workstations. By simulating real-life working conditions, it is possible to reduce strain, prevent injuries, and create a more productive working environment. Our approach is focused on setting the optimum sequence of work processes in order to reduce physical strain.

Röchling Automotive has established a development program for shift supervisors at its German locations. In conjunction with the “Work and Life” initiative, we provide them with coaching on good leadership.

Röchling Industrial promotes mental health: for instance, at the location in Haren/Germany, there is “RedeZEIT” (“Time to Talk”); a counseling service for employees who are stressed in their private and professional lives.



Grace He

Interview

Women Bring a Variety of Perspectives and Expertise to the Company

A variety of perspectives and expertise bolsters the success of teams and companies. Women in leadership positions boost creativity and teamwork with their approach. They inspire other women to pursue their career goals, and promote equality. For these reasons, Röchling is keen to increase the proportion of women in leadership positions. One of them is Grace He, Director of the Engineering Center China in Kunshan at Röchling Automotive. She is responsible for 64 employees in China, Japan, and South Korea.

Ms. He, what is your strategy for putting women into leadership positions?

I try to boost women and encourage them to recognize their capabilities and see their strengths. Many women think that they need to be well

prepared before they can take on a leadership role. Feedback is a good way of helping others to build up self-confidence.

Creating a fair working environment also encourages women to get involved.

What advice do you give women about being able to take on a responsible position at a male-dominated company?

1. Keep on training, in career skills as well as leadership qualities.
2. Look for a mentor who can pass on experience and tips for your development.
3. Take on challenges and be bold in showing your expertise and value.

What special skills do women in leadership positions have that set them apart from men?

Firstly, women have great empathy with people and are more sensitive to their emotions, which can boost teamwork and give decisions a more human dimension. These leadership qualities meet the needs of the younger generation, who have higher requirements in terms of a safe and comfortable working environment. Secondly, women are generally more resilient, especially when faced with challenges. They can stay calm and rational to find a solution.

PLANET

Our focus is on our environment. We are continuously reducing our environmental footprint.

Our Focus Topics



Climate Change



Responsible Use of
Energy and Resources

Our Commitment

- We systematically reduce our greenhouse gas emissions.
- We use energy and resources in our processes as efficiently as possible and handle them responsibly.



Climate Change

Sustainable use of energy and a reduction in greenhouse gas emissions are an established part of our strategy. In our “Sustainable Energy” project, our divisions are developing measures to source green energy, increase self-supply, and boost efficiency. Reporting of greenhouse gases is carried out in line with the Greenhouse Gas Protocol, an international standard.



We systematically reduce our greenhouse gas emissions.

Our three divisions signed up to the Science Based Targets Initiative (SBTi) this year. We are thus committed to scientifically sound climate targets. The SBTi is collaboration between the Carbon Disclosure Project (CDP), the United Nations Global Compact, the We Mean Business Coalition, the World Resources Institute (WRI), and the World Wide Fund for Nature (WWF).

Companies that sign up to the SBTi will have their climate targets examined in an independent validation process. The latest scientific findings are used for the assessment so that the climate goals are aligned with the Paris Agreement. Having committed to the SBTi, our divisions further develop their current targets and have them validated by the SBTi.

The current targets:

Röchling Automotive:
Scope 1 & 2 – reduction of 80 percent by 2030 and 100 percent by 2040.

Röchling Industrial:
Scope 1 & 2 – reduction of 50 percent by 2030.

Röchling Medical:
Scope 1 & 2 – reduction of 100 percent by 2035.

The current base year 2019 is being developed further as part of the SBTi process in the divisions.

We are implementing a variety of measures to reduce our Scope 1 & 2 greenhouse gases. Since last year, we have been covering around ten percent of our electricity needs for our German locations with green electricity from wind farms in Germany.

Completed:
Commitment to SBTi near-term target in all divisions.

Next Step:
Further development of our climate targets in line with SBTi.



New hall at the Industrial location in Haren/Germany: photovoltaic system with an output of one megawatt peak.



New photovoltaic systems: Automotive location at Chonburi/Thailand.

In addition, we source green electricity at the **Industrial locations** in Weinfelden/Switzerland, Oepping/Austria, Bocairent/Spain, and Allingåbro/Denmark. To expand our own generation of renewable energy, we built a new production hall with a photovoltaic system with an output of one megawatt peak at the Industrial location in Haren/Germany, last year. It complies with KfW standard 40 EE. Heat pumps are also part of the concept. Consequently, most of the electricity needed by the new hall can be provided by renewable energy. Photovoltaic systems are also in operation at our German Industrial locations Geeste-Dalum, Ruppertsweiler, and Burgrieden as well as in Vadodara/India, Oepping, and Bocairent.

We also promote the use of renewable energy sources at **Röchling Automotive**. The use of photovoltaic systems has become a key part of our strategy. Several of our sites are currently supplied with solar energy. For instance, our plants in Chonburi/Thailand, Kunshan/China, and Gijzegem/Belgium meet 15 percent of their energy requirement with solar energy. This year, we are exploring the possibility of installing photovoltaic systems at our plants in Germany, too. The current CDP rating of C shows that we are actively addressing our climate risks and implementing specific measures at Röchling Automotive.

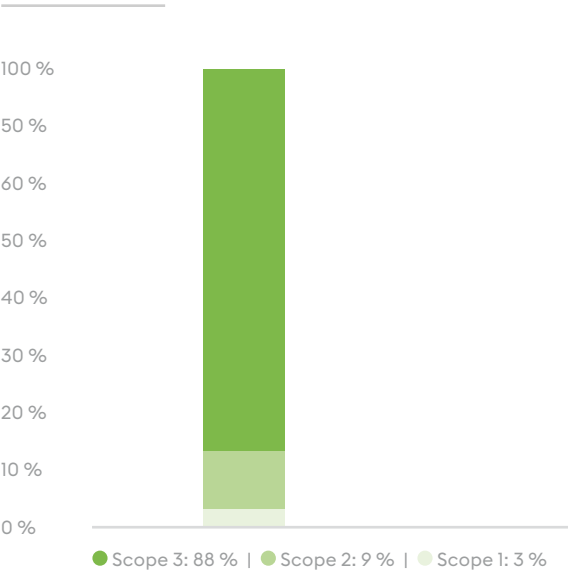
At **Röchling Medical**, 15 percent of the electricity purchased for our locations this year will be green. To meet our climate targets, we will continue to expand our purchasing of green electricity in the years ahead.

First Scope 3 balance

The first balance of our Scope 3 emissions (see chart) is a major step towards enhancing our climate strategy. In the past year, we have prepared a group-wide Scope 3 balance for 2023 in line with the Greenhouse Gas Protocol.

Across the group, purchasing of our goods and services accounts for the bulk of Scope 3 emissions (see chart). In the next step, as part of the SBTi process, we are developing a Scope 3 reduction target for each division and identifying relevant potential. To this end, we are stepping up dialog with our suppliers for a more sustainable supply chain.

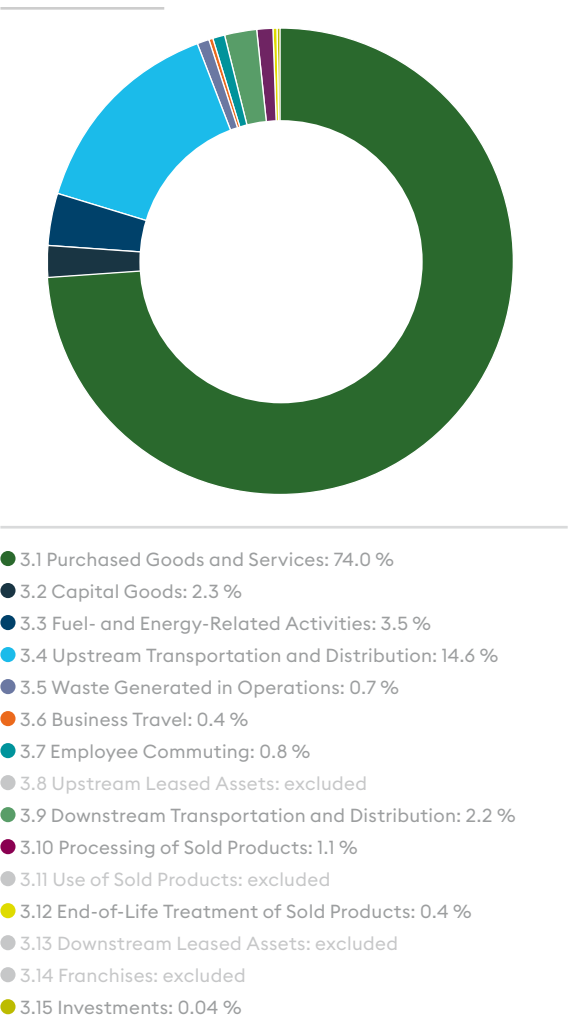
Scope 1, 2, 3 Röchling Group | 2023 (Market-Based)



In conjunction with a company specializing in climate balancing, the initial process in Scope 3 comprised the following steps: (1) Method development and identification of relevant categories, (2) Activity data was gathered at location level in Excel or a software package, depending on the category; (3) Aggregation and linking of activity data with emissions factors (e.g. DEFRA, MLC, Supply Chain Greenhouse Gas Emission Factors v1.3); (4) Plausibility check of calculated data; (5) Finalization of the GHG balance.

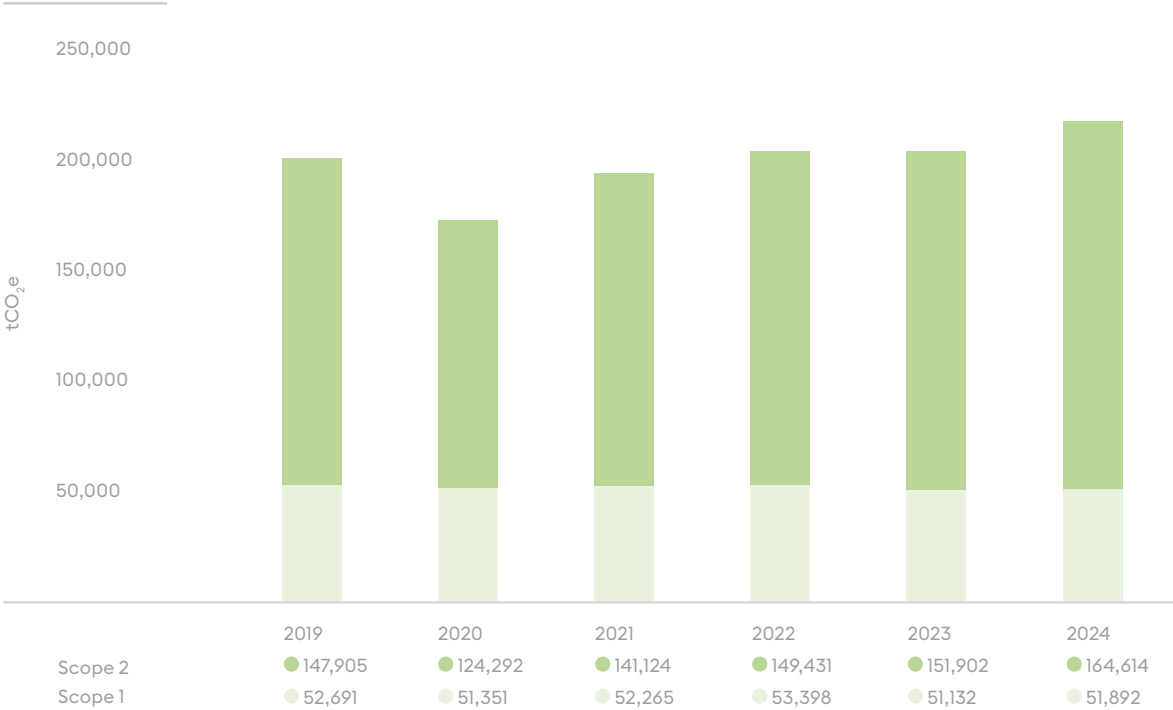
As for all companies, availability of data for Scope 3 was a challenge. Where availability of data had been restricted to date, qualified assumptions were made and extrapolation methods applied. With the ongoing preparation of the 2024 balance, we are working to further optimize the methodology.

Breakdown of Scope 3 Röchling Group | 2023





Scope 1 & 2 Greenhouse Gas Emissions
in the Röchling Group (Market-Based)



The process comprises: (1) Gathering of activity data at location level via a software; (2) Aggregation and linking of activity data with emissions factors (e.g. DEFRA, MLC, IEA); (3) Regular plausibility check of calculated data; (4) Finalization of the GHG assessment.

Recalculation: In line with our recalculation policy, adjustments to the balance were made compared to our GHG balance previously published in the 2023 Sustainability Report. The reasons for these adjustments were more precise data, identified errors, and updated emissions factors.



Responsible Use of Energy and Resources

The efficient and responsible use of resources is firmly anchored in our corporate policy. Our divisions pursue individual priorities and measures in keeping with the requirements in their markets.



**We use energy and resources
in our processes as efficiently
as possible.**

Many of our locations are certified in line with the international standards DIN EN ISO 14001 and DIN EN ISO 50001 for responsible use of energy and resources. DIN EN ISO 14001 specifies requirements for the environmentally friendly alignment of operational processes. DIN EN ISO 50001 sets out requirements for the design of an energy management system.

For energy management, we record and systematically assess the consumption of all energy sources such as electricity, gas, and oil, through to compressed air and fuels. On this basis, we set energy-saving targets and take measures to increase energy efficiency.

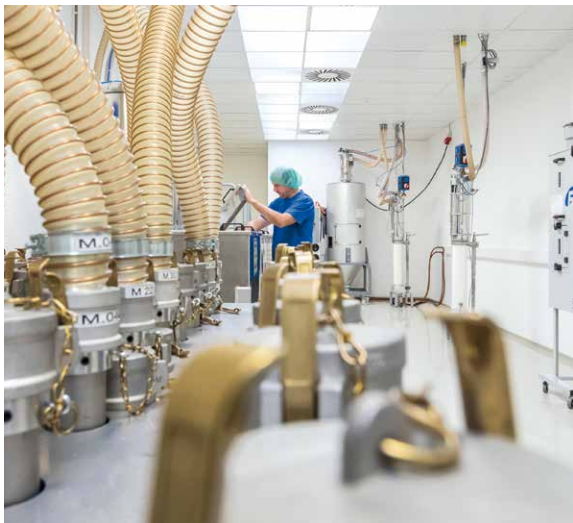
In the past year, **Röchling Industrial** focused among other on projects for heat extraction and further optimization of insulation in our systems and pipelines.

At **Röchling Automotive**, we increased the cooling water temperature from 17 to 20 degrees, thus making outdoor cooling more efficient. We also further optimized the detection of leaky pipes and the use of compressed air. At our locations in Worms and Peine/both Germany, we reduced electricity consumption by around 500,000 kWh/a through various measures. This enabled us to cut our CO₂e emissions by around 234.5 metric tons.

One key energy-saving measure at **Röchling Medical** is the use of waste heat from machinery to heat buildings. For instance, 226 metric tons of CO₂ emissions were prevented at Neuhaus am Rennweg/Germany, by replacing district heating with waste heat. We also installed a cold storage system there to reduce peak electricity demand. The extinguishing water tank for the sprinkler system is used as a cold storage device – the water

is cooled to a low temperature at night and used to supply the production lines with cooling water during the day.

In our view, one of the most important action areas in terms of our resources is the conservative use of raw materials in the manufacturing process. This especially includes the proactive use of plastic residues so that they can be avoided or returned to the value chain via a recycling process.



Material station at Röchling Medical: raw material is conveyed in a closed loop.



Responsible use of raw materials: firmly anchored in our corporate policy.

One key element at **Röchling Industrial** is the expansion of our Sustainability Center in Geest-Dalum/Germany (see interview on p. 36). Here, we take back offcuts from our customers and process them into new valuable raw materials.

At **Röchling Automotive**, the proportion of recycled materials in our products is more than 30 percent. Some of these products are actually made entirely from recycled substances. This year, we took a major step and created an extensive database with all technical and mechanical properties and prices of the materials that we use. This internal platform enables us to be constantly ready and respond to market requirements whilst ensuring that every decision is geared towards the optimum sustainable solution.

The use of recycled materials at **Röchling Medical** remains almost impossible for regulatory reasons. This makes responsible use of plastics through optimized product design and the avoidance of plastic residues all the more important. The German Medical locations in Neuhaus am Rennweg and Brensbach are aligned with the “Zero Granulate Loss” initiative of the German Association

for Plastics Packaging and Films. Another way of reducing the volume of virgin material required is to return unavoidable plastic waste from extrusion blow molding straight back to production in a closed loop. This is done wherever the production specifications allow and the customers agree.



**Number of Certified
Production Locations
in the Röchling Group**

	2024
ISO 14001	46
ISO 50001	19



Interview

The Mega Topic of the Future

Plastics recycling helps to conserve valuable fossil resources and therefore protect our planet. We are systematically closing recyclables loops with the Röchling Sustainability Center (RSC) of Röchling Industrial in Geeste-Dalum/Germany. At present, more than 3,000 tons of offcuts from our own production along with returns from our customers are processed there and put back into the production process as recycled material. Röchling Industrial is currently investing around ten million euros to expand the location's capacity. As well as modern sorting systems, this also involves the purchase of several shredders as well as grinding and production systems. The head of the Röchling Sustainability Center is Heiner Englisch.

Mr. Englisch, how long has the Röchling Sustainability Center in Geeste-Dalum been up and running, and what sustainability goal are you pursuing with it?

We launched the project in 2020. The topic matters so much to us

that we wanted a dedicated location for it. In 2021, we started production at a facility covering a thousand square meters on a 6,000 square meter site. It has proved so successful that we are having to expand already, investing ten million euros. We offer to take back our customers' plastic in order to increase the proportion of recycled material in our products. In doing so, we are closing the recyclables loop, saving valuable resources, and thus protecting our planet.

How have customers responded to the RSC?

The initial requests to return plastics came from our customers. We thought about how we could do this in an organized way, combined our various disposal contracts, and created a standard contract. We sent it to our customers, asking whether they wanted us to look after their offcuts. The response from the customers was so great that it surprised us to a certain extent. By returning the plastic and increasing the proportion of recycled material

in the products, they can reduce their carbon footprint: with our sustainability activities, we help them to achieve their own sustainability goals.

How much virgin material can you save with this recycled material?

Last year, we processed more than 3,000 tons. We would like to reach 10,000 tons. Even several years ago, our returns rate for recycled materials in our press department stood at 20 percent. Thanks to the RSC, it is now 35 percent. In the extrusion department, we aim to reach a rate of 25 to 30 percent. However, we also have products that are made entirely from recycled material. Overall, though, our customers must also get on board and request products with a high proportion of recycled material.

Compliance

“Speak Up” Whistleblower Platform

Röchling’s whistleblower platform “Speak Up” gives employees and the general public the opportunity to report illegal or unethical conduct within the company and the supply chain anonymously. Typical issues are corruption, fraud or breaches of the Code of Conduct or of obligations relating to human rights or the environment. Tip-offs can be submitted in writing or by telephone. “Speak Up” is available in more than 60 languages in the “Responsibility” section of our homepage www.roechling.com.

Röchling encourages people to report incidents without fear of reprisal. Employees need to have no concerns about disciplinary measures if reports have been submitted in good faith, even if the tip-off subsequently proves to be inaccurate. There will be no negative consequences for the whistleblower.

Training and Preventive Measures

Each year, employees do an e-learning course called “Compliance Basics”, which raises awareness of compliance-related issues. Trained employees detect misconduct more easily and report incidents via “Speak Up”.

Last year, we received around 20 relevant tip-offs that disclosed misconduct and resulted in HR measures and process optimizations. These were spread across our three divisions and all regions.

The management is informed by the Human Rights Officer at least once a year. The Human Rights Officer reports every quarter at the meetings of the Röchling Board Sustainability and directly to the CFO of the Röchling Group in order to ensure a continuous flow of information.

Values by Which We Are Measured

As a family-owned company, we are committed to being a reliable and fair partner that adheres to the law and contracts as a matter of course. We measure ourselves by this commitment, and are happy for others to measure us by it, too. Our Röchling Code of Conduct states this commitment and sets out specific non-negotiable minimum requirements. The Code of Conduct is available here:

<https://www.roechling.com/responsibility/code-of-conduct>





Show What's Possible. Especially Now.

roechling-stiftung.de/en

Show what's possible. This is the slogan for the work of the non-profit Röchling Foundation from 2024 to 2026. In an age of uncertainty caused by overlapping crises, the Röchling Foundation aims to promote the kind of thinking and actions that the Röchling family has embodied for eight generations: focusing on the opportunities. Daring to make a difference.

Show what's possible. The Röchling Foundation has launched a special funding program with this name. We are looking for initiatives and projects that inspire and enable people and organizations to make a habit of avoiding plastic waste and to play an active role in a circular future.

The path to a circular society needs a new narrative: one that is motivational rather than preachy, practical rather than theoretical, with no finger-wagging, geared towards opportunities rather than waste. So the **Show what's possible**

program is not just about the direct impact of the funded projects. It's about an attitude.

More than 130 civil society organizations have applied. The foundation's Board of Trustees has selected eight of them. They range from the refill truck, which makes sustainable consumption possible for poor people in Nicaragua, to an initiative to reduce the number of disposable products in German hospitals.

Along with its funding role, the Röchling Foundation still sees its role as to bring people together and build bridges towards a totally circular economy. It stimulates discussion with it.

POLYPROBLEM reports. The latest edition, entitled "Mind the Gap", describes the so-called intention-behavior gap and its effects on plastic waste avoidance. The POLYPROBLEM stakeholder dialogs are regarded as important forums for debate at the interface with

business, politics, science, and civil society. And with Plastic Treaty Futures, the Röchling Foundation has helped to create a data-driven tool that provides key facts for negotiating a global plastics treaty under the auspices of the United Nations.

Whether funding-related or operational, all activities of the Röchling Foundation are based on the principle of thinking about and actively supporting environmental and social progress together. In doing so, we **show what's possible**.



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ACTING FOR TOMORROW