

WEGMANN GROUP

Sustainability Principles

in the

Wegmann Group

General principles

In all our actions and business decisions, we adhere to the currently applicable legislation at all times. We conduct our business with integrity and in accordance with ethical principles taking into account our internal rules and regulations.

As a company that is orientated towards sustainable business operations, we consider all existing environmental legislation and guidelines as well as human rights legislation to be minimum standards that are to be observed at all times and, if possible, exceeded.

Environmental principles

Climate and energy

CO₂ emissions make a decisive contribution to global warming and climate change. For this reason, we strive to minimize the impact of our activities on the environment and to reduce CO₂ emissions and other harmful emissions at our production sites and in our supply chain.

Water, air and ground

We are actively committed to the resource-conserving consumption of water. By taking suitable measures, we strive to prevent risks for the quality of water. Likewise, we do our utmost to completely avoid potential contamination of the air and the ground or to limit it to the absolute minimum level necessary.

Raw materials and circular economy

We consider the conservation of natural resources for future generations to be of vital importance. To this end, we endeavor to implement resource-conserving procurement, use and recycling of natural resources during the development, manufacture and marketing of our products.

Our objective is to only use those raw materials whose extraction, production, transport, trading, processing and export do not contribute directly or indirectly to human rights violations, health and safety problems, environmental pollution or compliance breaches.

Waste and chemicals

For the purpose of sustainable business practices, we endeavor to minimize the waste produced within the scope of our operative activities. If the avoidance of waste is not feasible, it must be disposed of in accordance with all applicable regulations.

We are aware of the risks that arise when using hazardous materials, chemicals and substances and strive to minimize these risks. We recognize the Minamata Convention, the Stockholm Convention and the Basel Convention.

Human rights principles

Prohibition of child labor, forced labor and slavery

We do not tolerate any form of child labor, forced labor or slavery. We ensure that child labor, forced labor or other forms of modern slavery are prohibited in our own business operations and at our suppliers.

Freedom of association and the right of collective bargaining

We recognize the global basic right to form employee representative bodies and to conduct collective bargaining to regulate working conditions. Active involvement in a union may not be used as justification for unjustified discrimination or retaliatory measures.

Protection against discrimination

We do not tolerate any form of unequal treatment in employment relationships, for example due to national or ethnic origin, social background, health status, disability, sexual orientation, age, gender, political opinion, religion or ideology.

Right to appropriate remuneration, health and safety

We are committed to ensuring the payment of appropriate remuneration as well as to the adherence to the applicable workplace regulations with regard to working hours, remuneration, social benefits, and health and safety standards.

Rights of local communities

We respect valid local, national, international and traditional land, water and resource rights, in particular, to protect the rights and the natural resources of local communities and indigenous peoples throughout the supply chain.

Responsibility for this document lies with:

Wegmann Unternehmens-Holding GmbH & Co. KG

Maisacher Straße 144

82256 Fürstenfeldbruck

Germany

The document was created on October 24, 2025 and most recently amended on October 24, 2025.