MOVING FORWARD: FULFILLING OUR VISION

Sustainability Report 2025



AMMEGA GROUP

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BP-1

About this report

This report consolidates the sustainability performance of the AMMEGA Group brands (AMMEGA) for the reporting period 1 January 2025 to 31 December 2025, aligned to our financial reporting boundary and timeline. Through this report, we summarise AMMEGA's collective progress towards environmental, social and governance issues across our operations, upstream and downstream value chain activities.

As part of AMMEGA's annual disclosures, this report also outlines the implementation of the **UN Sustainable Development Goals (SDGs)** and the **UN Global Compact's Ten Principles** into our decision-making.

Please note that previously reported metrics (2024 and earlier) may be updated within this Sustainability Report to reflect ongoing improvements within our internal data management processes.

Independent Assurance

We have obtained third-party limited assurance from Ross Services Ltd for a number of metrics included within this report.

More extensive insights on AMMEGA Group's sustainability programme can be found at www.ammega.com. For further inquiries, please get in touch with contact@AMMEGA.com.

Our path to ESRS compliance

This annual sustainability report marks a defining stage in AMMEGA's journey as we begin to align our disclosures with the European Sustainability Reporting Standards (ESRS). This transition reflects our commitment to the rigorous transparency requirements of the Corporate Sustainability Reporting Directive (CSRD).

AMMEGA comes under Wave 2 of the CSRD implementation timeline. Accordingly, our first fully compliant, externally assured sustainability statement will be published in 2028, covering the 2027 Financial Year. This year's reporting process has been designed to test our data governance and establish a resilient reporting infrastructure well ahead of the regulatory deadline.

Methodology and scoping: the content of this report is grounded in our most recent Double Materiality Assessment (DMA). This process identified the sustainability areas that present the most significant impacts, risks, and opportunities (IROs) for AMMEGA and our stakeholders (see here for more information).

In line with the Phase-in provisions granted under ESRS 1, we are adopting a multi-year roadmap for disclosure. This year, we have prioritised disclosure on our key strategic pillars and most material topics, specifically those related to Climate Change (E1) and Our Own Workforce (S1), while simultaneously building the internal data systems required to report on secondary material topics in future cycles.

How to navigate this report

To ensure transparency and ease of navigation:

> **ESRS disclosure tables:** each core section begins with a table detailing the specific ESRS Disclosure Requirements (DRs) addressed.
>
> **Integrated references:** where specific data points or narratives correspond to the ESRS framework, the relevant disclosure referenceis included directly in the section title (e.g., E1–1).
>
> **Comprehensive index:** a consolidated ESRS Reference Table is located at the end of this report, providing page references for all disclosures addressed this year.

This approach ensures that our reporting is credible and data-led, providing stakeholders with a clear view of our progress as we move toward full compliance.





A message from our CEO

I am pleased to present the sixth edition of AMMEGA's annual Sustainability Report.

Environmental and social progress remains a primary driving force within our vision, mission and values – serving as both a critical shared challenge and a significant opportunity for our customers and partners worldwide.

2025 has been a year of maturity for AMMEGA's sustainability programme. From product innovations and establishing new policy frameworks, to the standardisation of ISO practices across our global sites, we are moving beyond building our foundation to mobilising impact across the value chain.

As the regulatory landscape evolves, we are adopting an increasingly comprehensive approach to data integrity. A notable shift in this year's disclosure is the inclusion of our full carbon footprint, including Scope 3 emissions, and the alignment with the European Sustainability Reporting Standards (ESRS). This focus extends across our value chain, where greater supplier accountability is already strengthening our path toward the Corporate Sustainability Reporting Directive (CSRD) and the EU Deforestation Regulation (EUDR).

This report shares AMMEGA's continued commitment to the UN Global Compact and our efforts towards the four principles of Human Rights, Labour, Environment and Anti-Corruption.

Above all, I am proud that 2025 stands as a milestone for the AMMEGA global team, marking our strongest safety performance since our inception. Through our Journey to Zero Harm, we ensure that the unique skills and diverse experiences of our people are protected, empowered and leveraged to drive our industry forward.

I invite you to explore these insights and welcome your continued partnership as we accelerate our progress together.

Maciej Gwóźdź
Chief Executive Officer



2025 Highlights

Achieved a **10.5% increase in the global generation of renewable energy since 2024**

Launched AMMcare Connect, our latest smart belting solution

4 Lean In groups started, with 45 women taking part

Expansion of Circle Links series with 7 new belt series – driving our circular product portfolio

Expanded supply chain visibility with our first sustainability-focused self-evaluation

72% of global manufacturing facilities are now ISO14001 certified

First full **Double Materiality Assessment** completed

First **scope 1–3 carbon footprint** shared publicly

EcoVadis Gold certified
Placing us in the top 5% of all evaluated businesses

Developed our governance procedures with a new **Conflict of Interest policy**

01

AMMEGA AT A GLANCE

SBM-1

AMMEGA at a glance / **About us**

Our vision

We aspire to be the local partner of choice for sustainable belting solutions around the globe.

Our mission

Aligning our efforts towards long-term success and positive impact, ensuring we remain a trusted, forward-thinking partner in the belting industry.

Quality

To be a global leader in product quality and local service excellence.

People

To fully enable the most dedicated, knowledgeable and creative team in the industry to continue to differentiate through innovation and services.

Efficency

To excel in management performance and operational efficiency in order to deliver sustainable value to all our stakeholders.

Digital

To drive digital as a business creator.

Our values

Five core values that shape our culture and decision-making, playing an integral role in how we work, lead, and grow.

- INSPIRE PEOPLE
- CUSTOMER CENTRICITY
- AGILITY
- RESPONSIBILITY
- ENTREPRENEURSHIP

SBM-1

AMMEGA at a glance / **What we do**

WE MOVE THE INDUSTRIES THAT MOVE THE WORLD.

CONVEYING SOLUTIONS

Bringing together the full conveyor belt ecosystem, this solution offering combines advanced technologies designed to ensure efficiency, safety and reliability in material handling. With Ammeraal Beltech as the leading brand, the portfolio includes modular, positive-driven and friction-driven belts, supporting consistent performance across a wide range of industrial applications.

POWER TRANSMISSION

Addressing the world of power transmission and metal drive components, this solution portfolio is built around performance, durability and precision. With Megadyne as the leading brand, it delivers engineered solutions that enable efficient motion, long service life and reliable operation in demanding industrial environments.

INDUSTRIAL SOLUTIONS

Focused on specialized and demanding industrial applications, this solution brings together complementary technologies. With Jason as the leading brand for hoses solutions and Green Belting as the leading brand for thermal spray solutions, it contributes to safer operations, extended equipment life and more sustainable industrial processes.

AMMEGA is a global group uniting leading brands in power transmission, conveyor belting, and fluid power. Combining global strength with local expertise, AMMEGA is a trusted partner for sustainable belting solutions – supporting our customers' global success in over 50 industries.

Our business is built around delivering advanced and customised belting solutions, layered with engineering expertise to enhance performance, safety, and sustainability. We provide products, integrated services, technical support, and digital tools that keep our customers' moving forward.

40+	Countries
6000	Employees
190	Sites
50	Industries

SBM-1 SBM-2

AMMEGA at a glance / **Our value chain**

Our global operations are built upon a robust network of suppliers, manufacturing facilities, logistics partnerships and our internal functions, ensuring we have the agility and agency required to deliver optimised belting solutions to our customers worldwide.

Embedding collaboration

As part of a complex value chain, we understand the importance for ongoing evaluation of stakeholder needs, whether their influence is felt directly or indirectly, upstream or downstream to our operations. Through various engagement channels, we identify shared risks and opportunities while supporting each stakeholder to progress across sustainability topics, build resilience and maximise our collective impact. This ongoing cycle of communication and learning is an integral part of our decision-making and continues to feed into our business strategy.

Key stakeholder groups:

- Employees
- Customers
- Industry Associations
- Regulatory Authorities
- Suppliers
- Communities
- Investors and shareholders
- Logistics partners

Throughout this report, we provide specific insights into stakeholder engagement with these key groups.

UPSTREAM

- Sourcing of raw materials
- Processing of raw materials
- Transportation and logistics
- Semi-finished manufacturing

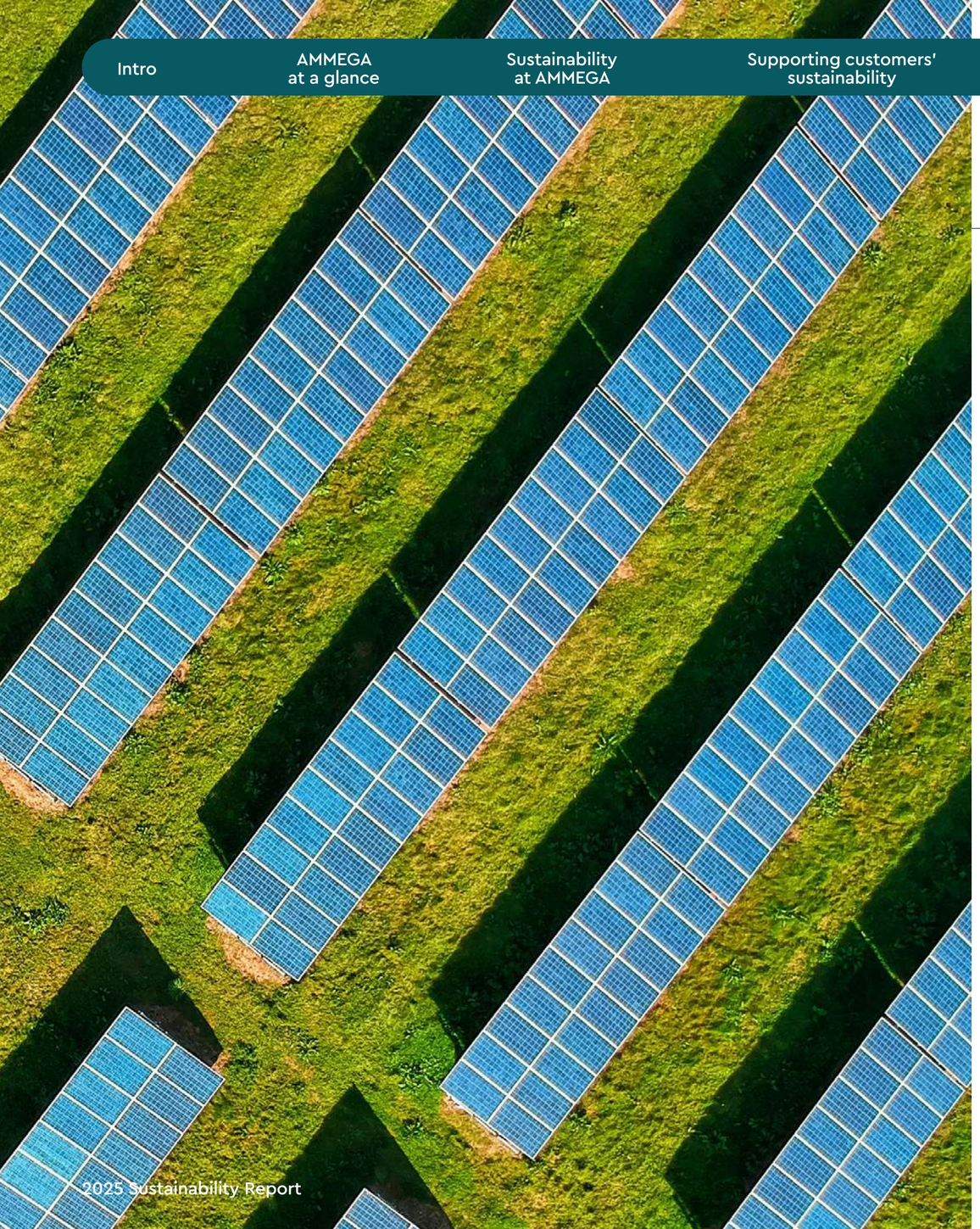
AMMEGA OPERATIONS

- R&D and product design
- Manufacturing
- Customisation
- Marketing and Sales
- Installation and maintenance
- Admin, operations, and other functions
- Transportation and logistics

DOWNSTREAM

- Transportation and logistics
- Product use
- Product recycling
- Product landfilling
- Maintenance and repair

02 SUSTAINABILITY AT AMMEGA



Sustainability at AMMEGA / **An update from our CSO**

Global automation, driven with sustainability in mind

Sustainability is a continuous strategic journey and a long-term investment in our future. By moving beyond compliance toward intentional, value-driven decision-making, we are realising our vision of being **the local partner of choice for sustainable belting solutions** in an evolving global market. This vision is defined by two fundamental elements:

> **Resilient partnerships:** To build and maintain trusted relationships with our customers and suppliers, navigating shared challenges and opportunities
>
> **Purposeful innovation:** To engineer products and services that deliver safety and quality, while minimising negative environmental impacts

Throughout 2025, this evolution gained significant momentum. Within our belting portfolio, we saw increased market traction for solutions engineered with environmental and social impact at their core, such as our CircleLinks range. Businesses are increasingly aware of the value of investing in sustainable performance to achieve their own commercial and environmental goals. Because of this trend, we have committed to doubling the market presence of our AMMdurance rPet solutions throughout 2026.

To ensure our future growth is both resilient and responsible, we completed a Double Materiality Assessment (DMA) in alignment with the Corporate Sustainability Reporting Directive (CSRD). Leveraging these DMA findings, we have further refined our strategic priorities to focus on: **supporting customers' sustainability progress, reducing our footprint, cultivating safe, thriving teams** and **doing business responsibly.**

Amidst geopolitical turbulence and shifting tariffs, our **global-for-local** model remains the key to AMMEGA's long-term resilience. By integrating global expertise with a network of localised partnerships, we can continue to deliver high-performance belting solutions while mobilising better outcomes for our people, our customer and our planet.

We welcome you to learn, share and challenge our progress as we continue along this journey.



Michael Wilhelmer
Chief Sustainability Officer

SBM-1

Sustainability at AMMEGA / Our 2030 Sustainability Strategy

While sustainability has always been a guiding principle for our operations, 2025 marked a pivotal evolution in how we manage sustainability progress. We developed AMMEGA's formal Sustainability Strategy to channel our progress, establishing targets, approaches and behaviours that will ensure we continue moving forward.

This strategy is built upon four strategic pillars, identified through our Double Materiality Assessment (DMA), extensive stakeholder consultation, and broader industry context.

Within each pillar, we have set ambitious 2030 targets, to direct our focus on delivering progress against AMMEGA's most material issues.

Aligned to UN Sustainable Development Goals (SDGs): We align our commitments, targets and actions to seven priority UN SDGs, ensuring that our progress is developed in line with a globally recognised framework:



2030 Targets

Supporting customers' sustainability

Sustainable Belting Solutions	Develop product carbon footprints (PCFs) for key product lines across Conveyor Belting and Power Transmission

Reducing our footprint

Climate Impact	Validate our scope 1, 2 and 3 carbon reduction targets with the Science Based Targets initiative (SBTi), working with partners across AMMEGA's value chain to define these ambitions
	10% of energy consumption from self generated renewables
Environmental management	Achieve ISO 14001 compliance across 100% of manufacturing locations

Cultivating safe and thriving teams

Health & Safety	Reducing our total injury frequency rate, with a Lost Time Injury frequency rate (LTIFR) of less than 0.5
	Achieving ISO 45001 H&S certification across 100% of our manufacturing locations
Employee Engagement, Diversity & Belonging	Achieve 4.2 for 'Inclusive Workplace' score in our annual Eletive survey
	30% female managers across the organisation

Maintaining responsible business practices

Business Ethics and Compliance	95% of relevant employees have completed training on our Code of Conduct (completed biennially)
	95% of relevant employees have received training on cyber security and data protection
Sustainable Procurement	100% of higher risk suppliers to have mitigating actions in place
	Following the SBTi validation of our carbon reduction targets, we will set a goal for a percentage of AMMEGA's key suppliers to have SBTi-aligned ambition

GOV-1

Sustainability at AMMEGA / **Managing sustainability progress**

AMMEGA's sustainability programme is governed by a framework of policies, procedures and accountability mechanisms for internal and external stakeholders.

Across each strategic pillar, sustainability impacts, risks and opportunities are addressed by different governance bodies through various mediums. This includes a combination of Group-led policies, to provide a foundation of consistent high standards, with local management systems to empower regional teams and allow flexibility in addressing their specific operational needs. This balance ensures responsible decision-making remains both globally aligned and locally relevant.

Developing capabilities across each stakeholder group is integral to the success of AMMEGA's governance efforts. Through training and engagement programmes, we are focused on ensuring that every employee and partner has the tools necessary to effectively mitigate risks and ensure ethical and compliant behaviours.

GOV-2

Incentives and remuneration
Sustainability incentives are integrated into performance plans across the business. All employees have annual safety and compliance targets, with specific members of senior leadership also having objectives related to the expansion of sustainable belting solutions.

Developing sustainability capabilities
In addition to general training on various environmental, social and governance topics, we are exploring different opportunities for developing internal capabilities and technical skills. This includes an upskilling session for the GEC, to discuss AMMEGA's strategic sustainability priorities and provide additional context.

GOV-1

Our Governance Structure

SUPERVISORY BOARD

Oversight on the management, administration and general affairs of AMMEGA Group, as well as maintaining and developing company policies and procedures.

GROUP EXECUTIVE COMMITTEE (GEC)

COMPLIANCE COMMITTEE

Providing general oversight of compliance risks and opportunities, with specific actions cascaded to regional and local teams.

ESG COMMITTEE

Meeting each month to discuss short- and long-term initiatives and progress.

DIVERSITY COMMITTEE

Responsible for mobilising diversity and belonging initiatives, in line with our Group strategy and local action.

REGIONAL HEALTH & SAFETY

Regional leaders collaborate each month to analyse AMMSafe data, determine necessary actions and develop best practice across the organisation.

LOCAL TEAMS AND DEPARTMENTS

Supporting direct implementation of initiatives at a local and functional level (including Legal, HR, Procurement), tailored to unique requirements.

IRO-1

Sustainability at AMMEGA / **Our Double Materiality Assessment**

In 2025, AMMEGA conducted a Double Materiality Assessment (DMA) to understand material ESG topics across our value chain. To complete this assessment, we engaged with individuals to represent our key stakeholder groups.

As a result of the DMA, we have identified 16 material sub-topics which will be addressed in our 2030 Sustainability Strategy to ensure we actively manage all material impacts, risks and opportunities (IROs) to the business.

Our full IROs can be found here.

Key for IRO Type

- (+) Positive Impact
- (-) Negative Impact
- (*) Opportunity
- (!) Risk

SBM-3

Material sub-topics and relevant value chain stage

MATERIAL TOPIC	SUPPLY CHAIN	AMMEGA	CUSTOMERS	RECYCLERS	IRO TYPE
Climate Change (E1)	Climate Change mitigation Climate Change adaptation Energy				(-) (*) (-) (!) (+) (-) (!)
Pollution (E2)	Air Pollution				(-)
Circular Economy (E5)	Resource inflows	Waste	Resource outflows		(-) (*) (*) (*) (-)
Own workforce (S1)		Working conditions Equal treatment and opportunities Other work-related rights			(+) (-) (*) (!) (+) (*) (-)
Workers in the Value Chain (S2)	Working conditions Equal treatment and opportunities Other work-related rights		Working conditions Equal treatment and opportunities Other work-related rights		(-) (-) (-)
Governance (G1)	Supplier engagement & management	Cyber security Corporate Culture			(+) (*) (+) (*) (-) (*)

IRO-1

Sustainability at AMMEGA / **Double Materiality Assessment Process**

Our approach

We used an external sustainability consultancy to conduct AMMEGA's Double Materiality Assessment (DMA) which followed a three-step process in line with the EFRAG Materiality Implementation Guidance.[1]

1. UNDERSTAND CONTEXT

To understand AMMEGA's business context for the assessment, we completed the following activities as inputs to the process:

Landscape: to develop a foundational understanding of the business, we detailed our core business model, strategy, external landscape and resource dependencies.

Value chain: we mapped out our value chain with upstream, downstream and own operations activities.

Stakeholders: based on our value chain, we utilised a decision tree to identify relevant stakeholders to be engaged in the Assessment process.

Identification of relevant ESG topics: to identify sector and entity-specific topics potentially relevant to AMMEGA, 120 internal documents were reviewed, eight industry peers analysed, ten suppliers and customers reviewed and three sustainability frameworks were leveraged (SASB, MSCI and EcoVadis). These topics were further screened to determine the relevance of sustainability matters to AMMEGA. As a result, only the relevant topics were carried over to into step (2).

2. IDENTIFICATION OF IMPACTS, RISKS, AND OPPORTUNITIES (IROS)

37 subtopics were carried over into the IRO brainstorm. This involved desktop research and engagement with internal stakeholders from across our business via workshops and interviews. As this was our first DMA, we engaged with internal stakeholders as a proxy for affected stakeholder groups.

To identify potential negative impacts, we considered specific activities and high-risk geographies in the supply chain – ensuring that our DMA was comprehensive and targeted.

This enabled us to develop a long list of 143 actual and potential impacts, risks and opportunities across our value chain.

3. MATERIALITY ASSESSMENT

We assessed the identified IROs based on predefined assessment criteria (as per ESRS).

Methodology: all IROs were scored on a Likert scale of 1 – 5. For actual impacts, materiality was based on severity; for potential impacts, this was based on the combination of likelihood and severity (including scale and scope, and irremediability for negative impacts). For financial risks and opportunities, materiality was calculated with a combination of financial magnitude and likelihood.

Materiality thresholds: once all IROs were assessed, the IROs scored at or above the threshold of a 4 were deemed as material. Any sustainability topics with at least one impact, risk or opportunity above the threshold were considered material.

Mapping material IROs: material IROs were consolidated and mapped to the relevant sustainability topic. This formulated our final 6 material topics and 16 subtopics.



1. EFRAG Double Materiality Guidance, dated May 31, 2024 ('IG-1')

03 SUPPORTING CUSTOMERS' SUSTAINABILITY

SUSTAINABLE BELTING SOLUTIONS

A core measure of AMMEGA's sustainability success is the value it creates for our customers.

Within our portfolio, we have strategically developed belting solutions that deliver specific environmental and social benefits — aligning intentional design with our customers' commercial and sustainability goals. By combining technical expertise with deep stakeholder engagement, we continue to innovate across the full product lifecycle without compromising on safety or quality.

2030 Targets:

- Develop product carbon footprints (PCFs) for key product lines across Conveyor Belting and Power Transmission

UN SDGs:

Goal 9: Industry, Innovation and Infrastructure

ESRS Topics covered in this section:

E5-1 E5-2

Sustainable Belting Solutions / **Our Sustainable Belting Solutions framework**

E5-2

OUR APPROACH

We have identified **five core elements** that define AMMEGA's process to designing and manufacturing sustainable belting products and services. This framework covers the full product lifecycle: from raw material sourcing, operational efficiencies and lifespan, through to the end-of-life treatment of physical assets.

Currently, we utilise this framework to identify and manage environmental and social impacts across our product portfolio – while leveraging our technical expertise to create bespoke solutions for our clients' specific needs. This ensures continued momentum toward AMMEGA's broader sustainability commitments.

In 2026, we look to formalise the integration of this framework across our product development processes. Our ambition is to embed sustainability at the point of conception, ensuring that environmental and social impacts are considered from product conception through to commercialisation.



CIRCULARITY

Rethinking our approach to resource use with intention; minimising the use of virgin materials, increasing recyclability and developing end-of-life solutions for discarded or waste belts.

LONGEVITY

Engineering more robust, longer-lasting solutions by reducing friction – maximising product lifespan while delivering carbon, resource and cost savings.

AMMDURANCE RPET
Whisper weave technology removes potential build up of materials, extending long-term endurance and improving energy efficiency.

OPERATIONAL USE

Addressing in-service impacts with minimised energy use, reduced noise, improved cleaning and smart support systems to manage downtime and avoid disruption.

SOLIFLEX PRO
Combining a homogenous plastic layer with a unique tracking solution, Soliflex PRO eliminates the fraying of material or the build-up of dirt – making the belt easier to clean, reducing water use and downtime, all while meeting international Food Grade standards.

MATERIALS

Transitioning to alternative materials for improved environmental impacts - such as bio-based, recycled or low carbon fabrics, polymers or components.

POLYKETONE (POK)
Manufacturing POK generates 67% fewer carbon emissions than polyamide (PA), without reduction in belt performance – as well as having a lower friction coefficient to provide additional energy savings.

ENERGY TRANSITION

Integrating our belting solutions and technology across key industries that are driving the 'green transition' through renewable and low-carbon energy.

Sustainable Belting Solutions

E5-1

Policies & Procedures

We maintain a robust governance framework through a suite of policies that manage our sustainable belting products and services across both our supply chain and internal operations:

Upstream accountability:
Our Responsible Sourcing Policy defines AMMEGA's expectations for suppliers and partners regarding environmental impact, health and safety, human rights and ethics.

Operational excellence:
The manufacturing of our belting solutions is governed by formalised procedures outlined in our Environmental and Health & Safety Policies, ensuring global compliance with high standards.

Additional policies can be found via our website.

E5-2

Sustainable Belting Solutions

"Personally I have nothing but compliments to the system as it has made my life a million times easier and takes the stress out of ordering the belts, as all the information is accessible at the touch of a button.

It also proved useful during an audit as all the conformity statements are accessible and demonstrate awareness and control over our site and food safety protocols."

Richard Askey
Country Style Foods Ltd
AMMcare Customer

OPERATIONAL USE

Meet our Smart Belting Solutions

AMMcare Connect & AMMcare Essentials

Our responsibility extends far beyond the delivery of a belt. We are transforming customer partnerships through smart belting solutions, designed to maximise transparency, efficiency and product longevity.

In 2025, we scaled these solutions to help customers navigate environmental variables that directly influence energy consumption and wear – including using digital sensors on all belts to measure environmental factors like temperature. By providing these insights, we're giving confidence to the long-term belt performance, and continuing to be a strategic partner for our customers' diverse needs.

Launched in 2025, **AMMcare Connect** utilises intelligent sensors and RFID technology to provide real-time conveyor belt monitoring. By tracking critical parameters – including belt slippage, mis-tracking, speed, vibrations, belt surface and ambient temperatures – customers can proactively address performance anomalies before they escalate.

With real-time alerts and seamless integration with Microsoft Azure, this solution can be integrated directly into our customers' operational processes, helping to prevent unplanned downtime, reduce wasted resources and support long-term belt efficiency.

AMMcare Essentials bridges the gap between customer operations and AMMEGA expertise. By scanning a simple QR code, users gain instant access to:

> **Critical data:** Technical datasheets, certifications, and specifications unique to their installation.
>
> **Direct support:** Instant messaging with AMMEGA specialists for rapid inquiry resolution and replacement ordering.

E5-2

Sustainable Belting Solutions

CIRCULARITY

Taking control of circular belting solutions

Circle Links

Circle Links represents a significant evolution of AMMEGA's sustainable belting solutions, addressing a primary environmental challenge for our business – the transition to circular resource models. Originally developed for the corrugated industry, the platform expanded in 2025 to support applications in all industries by offering 7 new modular products tailored to end-of-line applications without direct food contact.

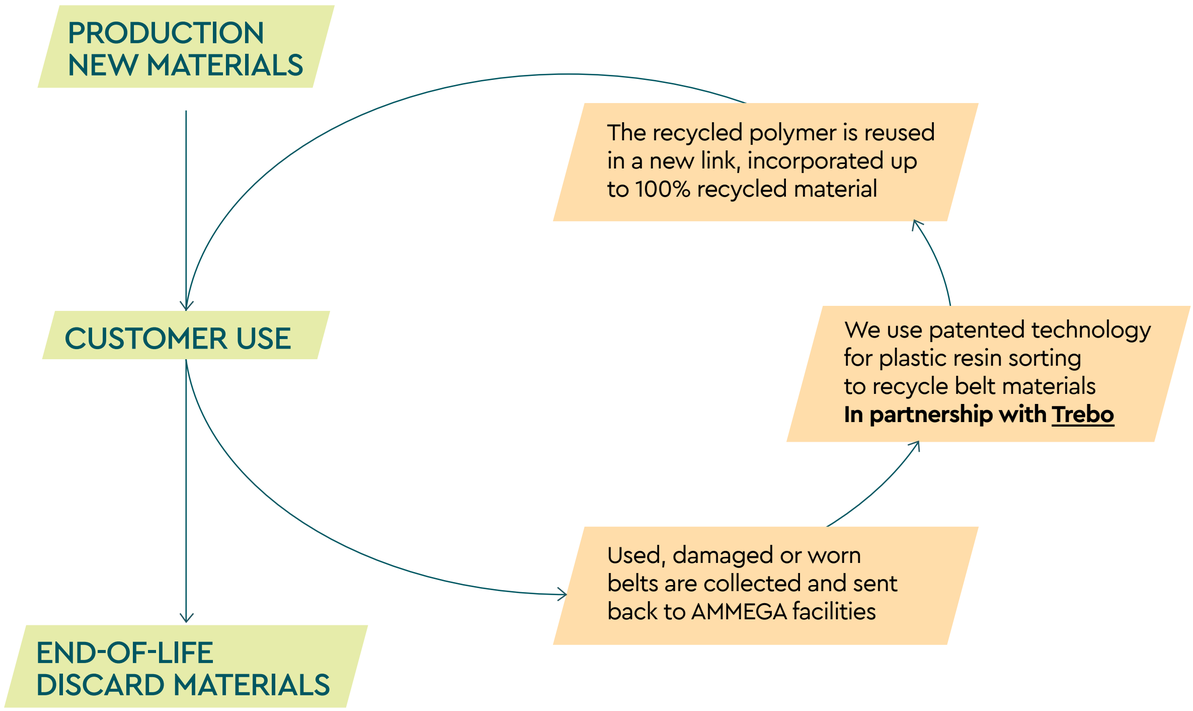
Central to this success is our exclusive partnership with Trebo. Their specialised grinding and sortation capabilities ensure maximum material purity, allowing us to produce recycled belts that match the performance and strength ratings of virgin materials.

2025 saw the launch of our European take-back model, empowering customers to return used uni belts for direct reintegration into the Circle Links material loop.

To ensure transparency, we updated our life cycle assessment (LCA) for Circle Links. Verified by Bureau Veritas, this LCA now provides deeper granularity by incorporating energy consumption across the product lifespan and the carbon impact of global shipping. As more customers request access to verified, product-specific sustainability metrics, we recognise the importance of AMMEGA's data driven approach, providing customers with CO2 certificates to be used directly in their own reporting.

Traditional manufacturing process
Linear model

Circle Links process
Circular model



7
new Circle Links belt series launched in 2025

67%
reduction in carbon emissions in compared to virgin material (for polyoxymethylene)

What's next for Circle Links:
Innovating to explore opportunities for Circle Links in new industries, including meeting food grade standards, and incorporating more high-demand materials to this closed loop system.

E5-2

Sustainable Belting Solutions

LONGEVITY

Expanding belt lifespan

AFB High Performance Modular Belt

This AFB belt series is designed for high-complexity logistics environments, such as the airport industry, with a focus on longevity. Not only does this improve system durability, but this solution also reduces material waste and optimises long-term operational costs.

Developed as a modular solution, the AFB belt allows for targeted replacement of individual components. Rather than replacing an entire system due to localised damage, customers can keep operations running with precise maintenance – extending the belt's total lifespan and reducing the volume of waste.

As well as meeting airport industry standards, this solution provides further benefits:

> **Closed top surfaces** eliminate the risk of product snagging, preventing belt damage and downtime.
>
> **Fire resistant polymers** ensure that safety is integrated throughout material choice.
>
> **Low-impact performance** combining low noise and reduced operating power consumption to minimise wider environmental impacts.
>
> **Reducing costs** related to product disposal and **supporting circularity.**

The AFB Modular Belt is also eligible for material recovery through AMMEGA's Circle Links model.

E5-2

MATERIALS

A plant-based solution

MEGALINEAR MegaEco BioBased

As we evaluate the raw materials of our products, we are taking an active approach to diversification – which includes exploring alternatives to fossil-fuel derived plastics. The MegaLinear MegaEco biobased series represents a significant shift in material selection, with the integration of plant-based compounds.

The MegaEco timing belt features a specialised TPU compound partially derived from vegetable sources. This represents a shift to renewable sources, instead of polyurethane, without hindering performance – designed with the same construction, cord strength and resilience as other Megalinear products.

MegaEco belts are an effective solution for agriculture, material handling and automation industries.

E5-2

OPERATIONAL USE

Optimising manufacturing

MEGALINEAR QST

To meet the evolving needs of modern manufacturing and logistics, we provide an innovative alternative to traditional chain-driven systems. Our Megalinear QST belt technology is specifically designed for vertical lift modules, offering a high-torque solution that remains resistant to heavy load.

This system allows vertical storage to occupy 90% less space than traditional setups, while lowering energy consumption. By eliminating the need for continuous lubrication, the QST solution requires less maintenance and operates at reduced noise levels. This creates a quieter, cleaner and more energy-efficient warehouse environment without compromising the precision and speed necessary for high-performance automation.

Sustainable Belting Solutions

ENERGY TRANSITION

Enabling safe, efficient battery manufacturing to support the global energy transition

GigaBelt

As global demand for lithium-ion technology surges, we're building a portfolio of bespoke solutions to scale global battery production with safe, efficient and innovative manufacturing. The GigaBelt series is specifically engineered to meet the unique demands of the battery manufacturing sector – supporting industries ranging from mobility, renewable energy and consumer electronics through to battery energy storage systems (BESS).

Trusted by leading Asian and Western manufacturers, Gigabelt provides a comprehensive framework of products and services that span the entire battery value chain. By integrating AMMEGA's most advanced belting technologies, the series directly addresses the critical risks and technical requirements of each production phase:

Providing step-by-step solutions for the energy transition:

- Electrode manufacturing
- Cell assembly
- Cell finishing
- Module and pack
- BESS
- Recycling
- Active material

With our sustainable belting principles embedded:

- Energy efficiency designs
- Stability in complex environments and climates
- High safety standards
- Modularity to drive longevity
- Predictive and preventative smart solutions

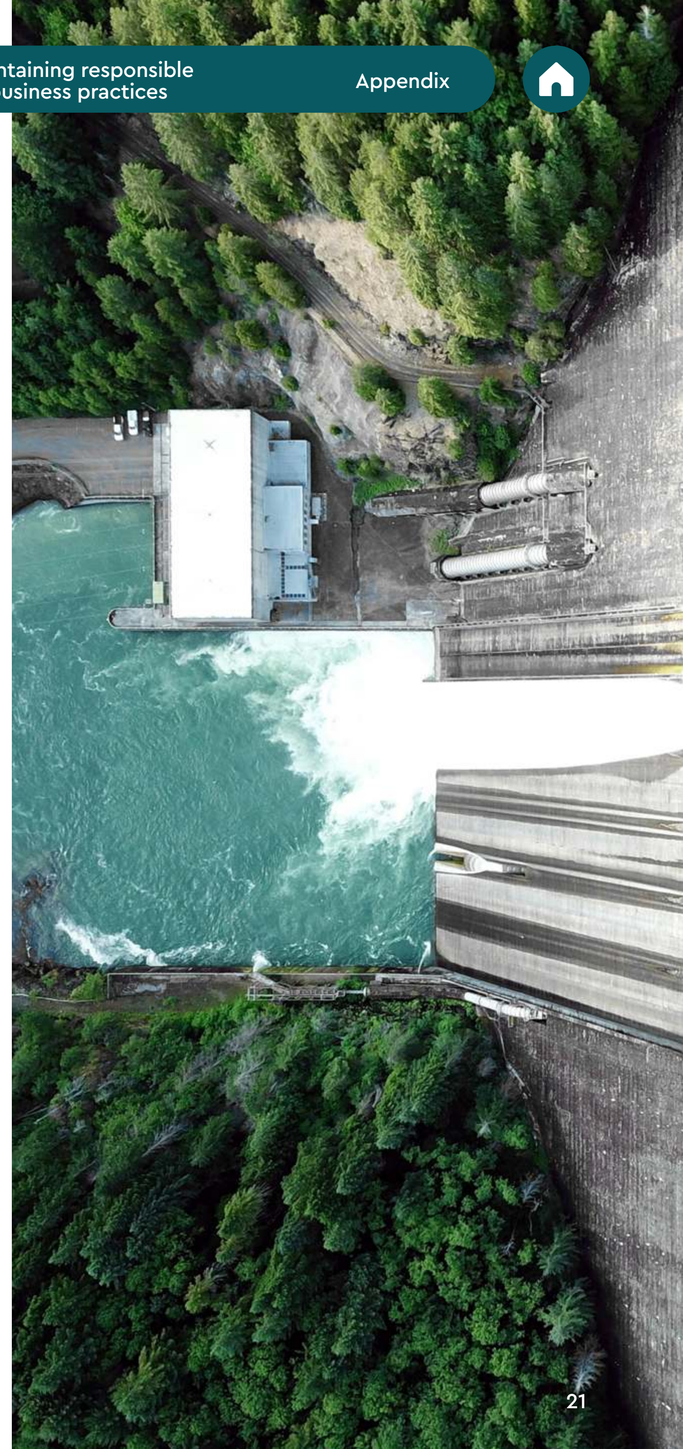
ENERGY TRANSITION

Advancing hydraulic efficiency

MEGADYNE PV Rubber

The evolution of renewable energy infrastructure is a strategic opportunity for AMMEGA to demonstrate how our belting solutions are ready to facilitate the energy transition. A primary example is our **PV Rubber ribbed belt**, which is designed to meet the high torque and speed requirements of hydraulic turbines commonly used in electricity generation.

By integrating a specialised aramid tensile cord, this single-belt solution delivers efficient power transmission in a compact, narrow design. The ribbed construction ensures a smooth-running drive that operates with minimal noise and vibration, providing the durability and longevity required for energy production.



04 REDUCING OUR FOOTPRINT

CLIMATE IMPACT

We recognise our unique position in driving industrial automation while decoupling this progress from its negative environmental impact. Proactive climate mitigation is a cornerstone of our strategy — an area where we continue to invest and deepen our understanding.
By prioritising renewable energy, streamlining operations and engineering lower-carbon products, we are committed to driving tangible progress for our customers and the entire value chain.

2030 Targets:
Climate mitigation:
- Validate our scope 1, 2 and 3 carbon reduction targets* with the Science Based Targets initiative (SBTi), working with partners across AMMEGA's value chain to define these ambitions

Energy:
- 10% of energy consumption from self generated renewables

**We have a pre-existing target to achieve a 50% reduction in our scope 1 and 2 carbon intensity by 2035 (from a 2019 baseline)*

UN SDGs:
Goal 12: Responsible Consumption and Production
Goal 13: Climate Action

ESRS Topics covered in this section:
E1-4 E1-5 E1-7 E1-8

Climate Impact / **Our Approach**

E1-4

For AMMEGA, we manage our global climate impact across two sub-topics: **carbon** emissions and **energy** usage. Across the business, governance for these sub-topics is implemented with site-level accountability, guided by our Group-wide policies and environmental management systems (EMS).

To identify our climate impacts, risks and opportunities, we track AMMEGA's carbon footprint, aligned to the Greenhouse Gas (GHG) Protocol, and report this information annually. This incorporates emissions generated across direct operations and indirect business activities (scope 1, 2 and 3). For energy consumption, we monitor site-level consumption.

Our approach is built upon data-driven decision-making. We understand the importance of data integrity and accuracy for climate mitigation and adaptation, which is why we continue to invest in comprehensive internal and external data management tools and expertise. At a Group and local level, we engage different stakeholders to feed into our climate initiatives and share opportunities for improvement.

We have been working towards a carbon intensity reduction (scope 1 and 2) by 50% by 2035 (from a 2019 baseline). In 2026, we will build upon this, setting validated targets with the Science Based Targets initiative (SBTi), in line with the latest climate science. This marks an important step forward for AMMEGA's environmental progress, but also our industry – as we expect to be one of the first belting providers to do so.

Policies & Procedures

Environmental policy
Defining our continued action for improving environmental and quality standards throughout our operations and supply chain. This includes commitments to energy efficiency and greenhouse gas emissions reduction.

Environmental data reporting policy – NEW in 2025
Presenting clear responsibilities and accountabilities for internal stakeholders on the key principles for climate and energy data reporting – from our Audit & Risk Committee through to individual Plant Managers and Data Coordinators.

Climate Impact / **Climate mitigation**

2025 PERFORMANCE

Over the past two years, we have been developing internal processes for collecting and calculating our scope 3 carbon emissions, alongside existing mechanisms for scope 1 and 2 data.

For the first time, we are disclosing our full carbon footprint, including scope 3 emissions. This represents a clear maturity of our climate strategy, with improved understanding of the true impact of our operations, products and services.

Across 2025, we have prioritised the quality and completeness of scope 1, 2 and 3 data by increasing our use of activity-based information.

This has led to an increase in our scope 3 emissions, while our scope 1 and 2 data remains stable from 2024.

Carbon intensity is calculated as total scope 1 and 2 emissions in grams of CO2 equivalent (gCO2e) per Euros (€) in sales.

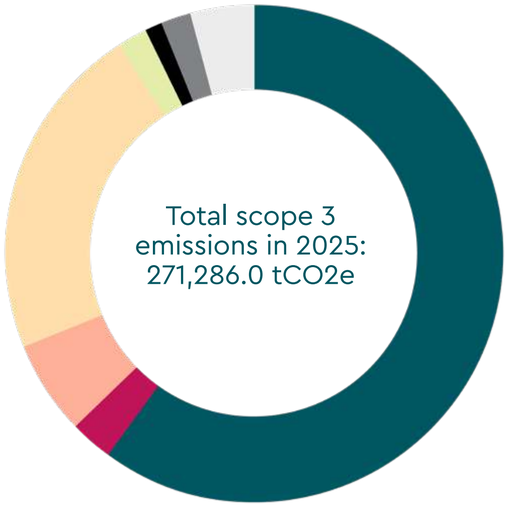
E1-8

Our Carbon Footprint

Scope	Unit	2025	2024	2023	Change from 2024
Scope 1	tCO2e	23,612	23,816	24,744	-0.8%
Scope 2 (location-based)	tCO2e	25,942	27,521	27,123	-5.7%
Scope 3	tCO2e	271,286	227,160	Not reported	+20%
Carbon intensity (total scope 1 & 2 emissions per € in sales)	gCO2e / €	53.1	53.8	50.5	-1.3%

E1-8

Scope 3 emissions



60% Cat. 1 – Purchased goods and services

3% Cat. 2 – Capital goods

6% Cat. 3 – Fuel and energy related activities

22% Cat. 4 – Upstream logistics

2% Cat. 5 – Waste generated in operations

1% Cat. 6 – Business Travel

2% Cat. 7 – Employee commuting and homeworking

4% Cat. 9 -Downstream logistics

0% Cat. 12 – End of life treatment of sold products

320, 840 tCO2e

total scope 1–3 emissions



E1-5

Climate Impact

A collaborative approach to product data transparency

Precise climate data depends on total value chain transparency. As emerging environmental legislation increasingly demands product-level granularity, we are committed to evolving our data management processes alongside our wider stakeholders.

A primary example of this collaborative approach is our partnership with the **Schindler Group, a specialist manufacturer of elevators, escalators and moving walks**. Our internal sustainability team worked directly with Schindler to discuss methodologies and processes relating to product carbon data management, collectively identifying opportunities for best practice.

Taking a partnership-focused, proactive approach to data transparency has enabled us to prepare for future regulatory requirements while providing our customers with the granular product data they need to achieve their ownsustainability goals.

Schindler

E1-7

Climate Impact / **Energy**

2025 PERFORMANCE

Energy consumption
We proactively address our energy usage through operational efficiencies and ongoing product innovation, to ensure that we're enabling energy reduction across our direct and indirect business activities.

Specific initiatives include the use of technology, frequent maintenance programmes and low-energy alternatives (such as LEDs or energy saving monitors) in our sites and facilities.products and services.

While our year-on-year progress remains stable, we have seen a slight increase in our energy consumption across both purchased electricity and self-generated renewable energy.

1.7%
increase from 2024

Category	Unit	2025	2024	2023	Change from 2024
Energy consumption	kWh	73,292,000	72,040,000	70,301,000	+1.7%

E1-5

Expansion of AMMEnergy

AMMEnergy is our digital solution designed to track, analyse and optimise energy consumption across our manufacturing facilities. By integrating on-site sensors directly into operating equipment, the AMMEnergy dashboard provides facility managers with accurate, real-time data on energy demand.

The platform transforms raw data into actionable insights, allowing our teams to pinpoint power consumption trends and identify specific opportunities for efficiency gains. AMMEnergy provides anomaly detection, automated alerts and can isolate data to specific machinery or production line.

This year, we have continued to refine this tool, ensuring it integrates with our internal processes and protocols (including cybersecurity), while ensuring its suitability at different facilities.

As of 2025, AMMEnergy is in effect at our Netherlands site. However, we are excited to expand this coverage in the coming years, everaging this tool to reduce carbon emissions and operational costs.

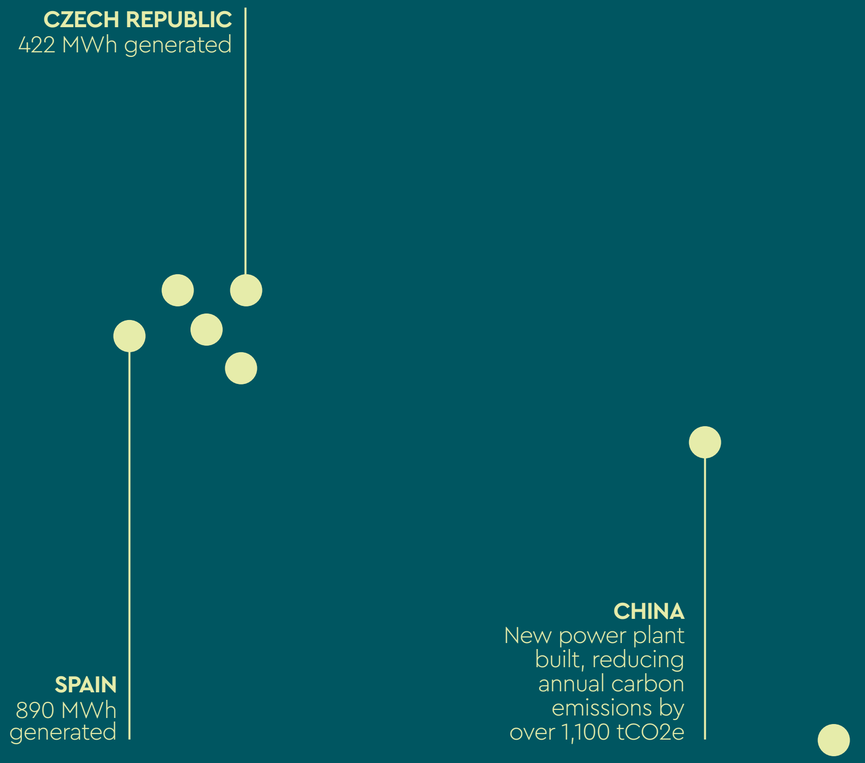
E1-7

Climate Impact / **Energy**

2025 PERFORMANCE

Energy generation
Alongside minimising consumption, AMMEGA continues to invest in renewable energy infrastructure. Across seven countries, a number of our buildings and facilities have had photovoltaic (PV) panels installed, providing additional means for generating electricity.

In January 2025, we built a 400kw solar PV power plant in Suzhou, China to further expand our global energy capacity. Over a timeframe of 25 years, this project is likely to drive a significant shift away from fossil fuels – with an annual reduction of 1,100+ tCO2 and 30+ tSO2.



2,970 MWh

total energy produced

Category	Unit	2025	2024	2023	Change from 2024
Renewable energy generation	MWh	2,970	2,688	1,439	+10.5%

ENVIRONMENTAL MANAGEMENT

We prioritise proactive environmental management by mitigating the impact of our manufacturing waste streams, minimising hazardous waste and pollutants, and improving water efficiency.

2030 Targets:

- Achieve ISO 14001 compliance across 100% of manufacturing locations

Through a strategic shift toward circular resource models and efficiency, we are committed to translating operational responsibilities into measurable environmental and commercial benefits.

UN SDGs:
Goal 12: Responsible Consumption and Production

ESRS Topics covered in this section:

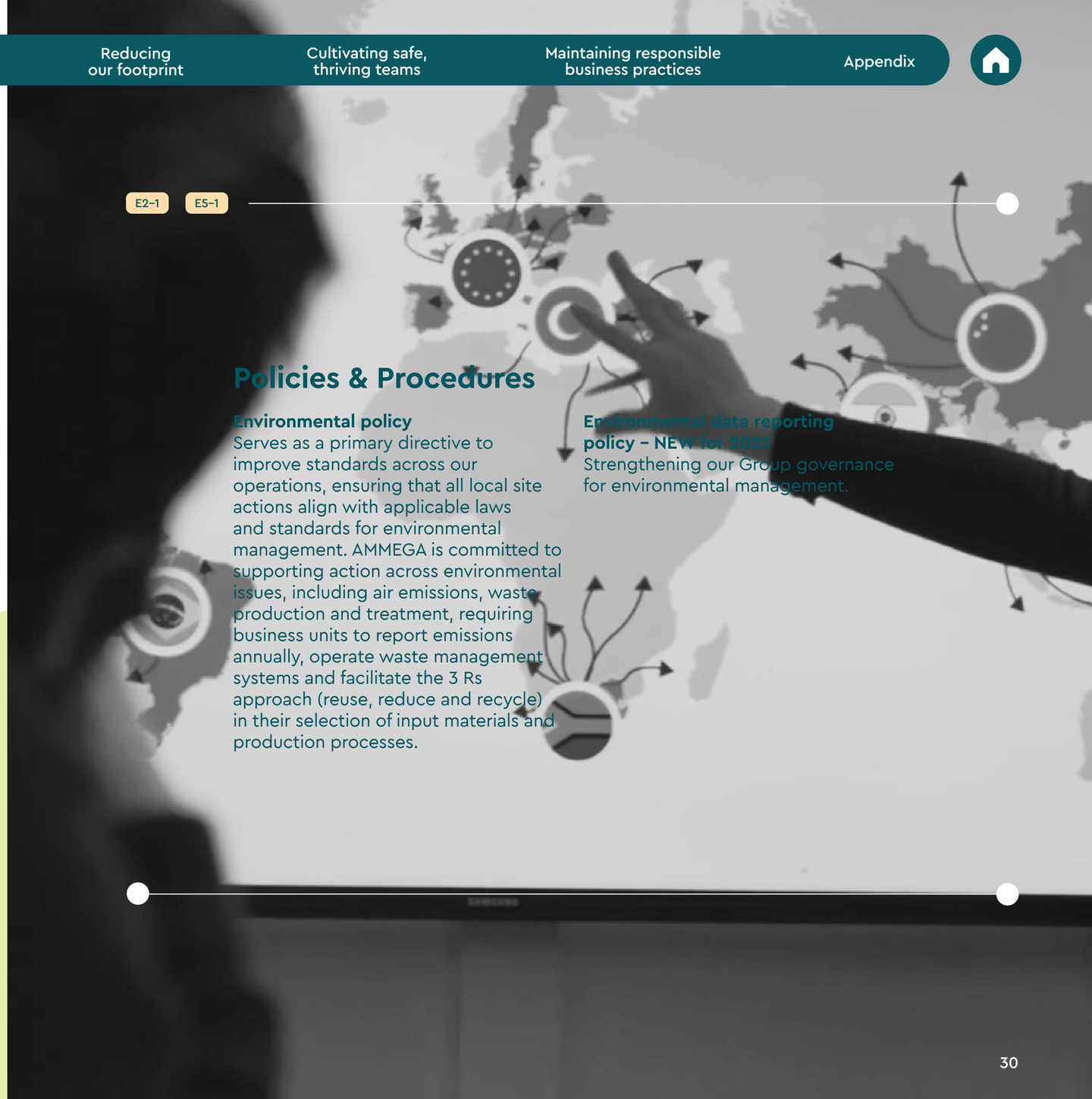
E2-1 E2-2 E5-1 E5-2 E5-5

Environmental Management / **Our Approach**

We have adopted a localised, site-led approach to environmental management, leveraging ISO 14001 frameworks and implementing initiatives to drive circularity and resource efficiency across our global operations.

This strategy allows us to mitigate business risks and regulatory compliance (like Registration, Evaluation, Authorisation and Restriction of Chemicals – REACH) while driving opportunities elsewhere, through our sustainable belting solutions and internal processes.

E2-1 E5-1



Policies & Procedures

Environmental policy
Serves as a primary directive to improve standards across our operations, ensuring that all local site actions align with applicable laws and standards for environmental management. AMMEGA is committed to supporting action across environmental issues, including air emissions, waste production and treatment, requiring business units to report emissions annually, operate waste management systems and facilitate the 3 Rs approach (reuse, reduce and recycle) in their selection of input materials and production processes.

Environmental data reporting policy – NEW for 2025
Strengthening our Group governance for environmental management.

E5-5

Environmental Management / **Waste management and water consumption**

2025 PERFORMANCE

We significantly enhanced the integrity of our environmental reporting by centralising waste data collection within the AMMSafe platform.

Regarding water consumption, we maintain strict compliance with local withdrawal and discharge regulations while prioritising operational efficiency. This includes our use of closed-loop cooling systems, which reduces total water consumption by recirculating resources within our manufacturing processes.

In 2025, we improved the frequency and integrity of data reporting across our local facilities. This has helped us build a more accurate baseline for our resource management strategy. While increased data granularity led to a higher volume of reported total waste, we also shifted our output toward a higher percentage of recyclable materials.

Additionally, our total water consumption decreased by **27%** due to a combination of different measures, including upgrading pipelines to reduce drips and leakage, as well as installing new monitoring water meters.

Category	Unit	2025	2024	2023	Change from 2024
Total waste generated	tonnes	12,997	9,984	6,217	+30.2%
Total recyclable waste	tonnes	6,446	3,360	2,810	+91.9%
Water consumption	m3	152,372	208,900	450,064	-27%
Manufacturing sites certified ISO 14001	%	72	72	63	-

27%
decrease in total water consumption

E2-2 E5-2

Driving operational excellence through ISO 14001

At AMMEGA, we leverage the ISO 14001 Environmental Management System (EMS) as the primary architecture for our global sustainability efforts. Our 2030 target objective is to achieve ISO 14001 certification across 100% of our manufacturing sites, establishing our approach to environmental accountability.

Through the ISO 14001 framework, we systematically monitor our environmental footprint, ensuring compliance with regulation and customer requirements. The certification process requires us to identify environmental impacts, risks and opportunities relating to waste, water and energy, further strengthening our understanding of AMMEGA's priorities.

The ISO 14001 framework also supports resource optimisation and provides a structured methodology for continuous improvement.

While this is a Group-led ambition, the success of the ISO framework is driven by the commitment and efforts of our local teams. By empowering site-level management to take ownership of environmental impacts, we ensure that high global standards are translated into meaningful local actions.

72%
of our manufacturing locations are ISO 14001 certified



E2-2

Environmental Management

Shifting to water-based solvents to manage air pollution

In traditional belt manufacturing, solvent waste requires high-temperature treatment to remove volatile organic compounds (VOCs) – a process that is energy-intensive. While we have previously leveraged regenerative thermal oxidizers (RTOs) to manage these emissions, our facility in Buford, Georgia, has made significant progress by addressing the process at its source.

In November 2025, the Buford site pivoted from chemical solvents to **a water-based substance** for polyurethane (PU) manufacturing. This transition has resulted in **zero VOC emissions from this process line**, taking a positive step towards reducing our environmental footprint.

Transitioning to water-based solvents at Buford eliminates the need for energy-intensive VOC treatment, and also reduces hazardous waste generation. By removing the hazard rather than simply managing it, we are driving significant environmental improvements alongside long-term operational cost savings.

AT OUR BUFORD FACILITY, WE'VE ACHIEVED:

100%

elimination of VOCs

Removing

80kg

hazardous waste each month

05 CULTIVATING SAFE AND THRIVING TEAMS

HEALTH & SAFETY

Our journey to zero harm defines AMMEGA's approach to health and safety: a firm commitment to eliminating workplace hazards across our global footprint. Recognising the inherent risks of belt manufacturing, we constantly refine our safety protocols to protect our people and uphold the highest standards of operational excellence.

S1-4

2030 Targets:

- Reducing our total injury frequency rate, with a Lost Time Injury frequency rate (LTIFR) of less than 0.5
- Achieving ISO 45001 Health & Safety certification across 100% of our manufacturing locations

UN SDGs:

SDG 3: Good Health and Well-being

ESRS Topics covered in this section:

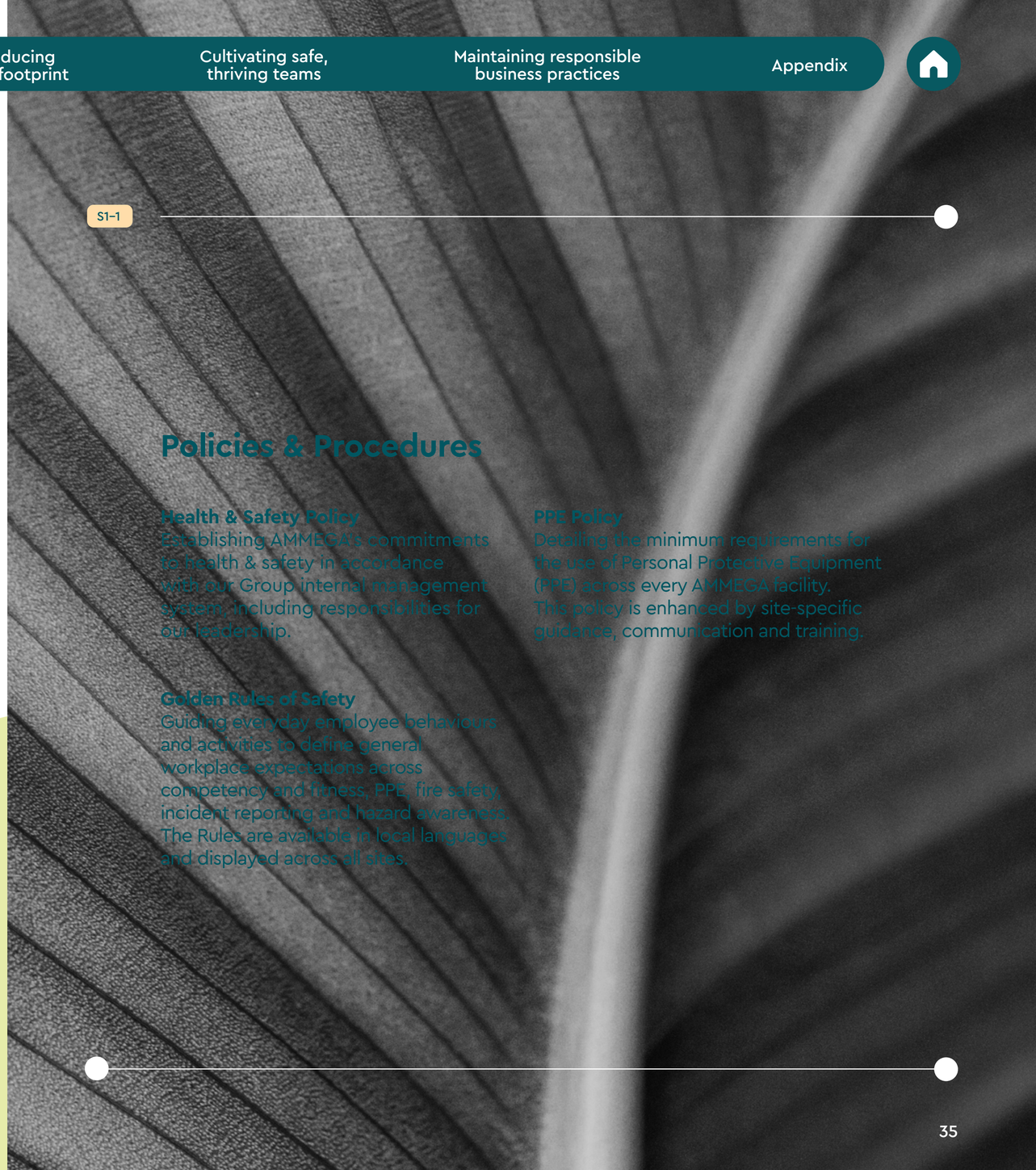
S1-1 S1-3 S1-4 S1-13

Health & Safety / **Our Approach**

S1-1

At AMMEGA, we maintain a comprehensive safety matrix built upon rigorous internal monitoring, global safety policies and our **Golden Rules of Safety**. By aligning our operations with international benchmarks, such as OSHA, we establish a best-in-class foundation for operational success. These global standards serve as the essential mechanisms for ensuring consistency across all sites and facilities.

However, we recognise that true success lies in the hands of our local teams. Safety is a shared responsibility that must be embedded within our everyday culture, creating a safer and more resilient workplace for everyone. To drive this, we establish Group-level targets each year — improving upon the previous year's benchmarks — which are then translated into individual performance development plans.



Policies & Procedures

Health & Safety Policy
Establishing AMMEGA's commitments to health & safety in accordance with our Group internal management system, including responsibilities for our leadership.

PPE Policy
Detailing the minimum requirements for the use of Personal Protective Equipment (PPE) across every AMMEGA facility. This policy is enhanced by site-specific guidance, communication and training.

Golden Rules of Safety
Guiding everyday employee behaviours and activities to define general workplace expectations across competency and fitness, PPE, fire safety, incident reporting and hazard awareness. The Rules are available in local languages and displayed across all sites.

S1-3

Health & Safety

2025 PERFORMANCE

Through **AMMSafe**, our internal data management platform, we maintain complete oversight of safety performance across all global facilities. This digital system allows us to categorise incidents by severity and identify root causes – using accurate, real-time data to enable immediate corrective measures and proactive risk mitigation.

To ensure a holistic view of our safety culture, we track a balanced scorecard of **lagging** indicators (historical incident data) and **leading** indicators (proactive safety activities). This dual-layered data approach is reviewed regularly by the Group HSE Director as part of our core safety governance.

2025 marked a year of sustained progress across AMMEGA's primary health and safety metrics. Our LTIFR has continued to decline, supported by a 4.8% reduction in near misses since 2024.

A central driver of this success is our focus on safety observations per employee – a critical leading indicator of our teams' safety awareness. This year-on-year increase demonstrates heightened understanding of best practice and therefore the capability to identify and eliminate risks before they occur. Looking ahead, we are focused on improving the quality of safety observations to provide another layer of preventive action.

S1-13

Category	Unit	2025	2024	2023	% change
Employees covered by H&S policies and procedures	%	100	100	100	-
Fatalities by work accident	#	0	0	0	-
Incident count	#	43	47	49	-8.5%
Lost time	# of days	1468	1837	1514	-20.1%
LTIFR	# of lost time injuries per 200,000 hours worked	0.79	0.83	0.85	-4.8%
Near misses	#	213	250	243	-14.8%
Safety observations	per employee	5.29	4.05	5.36	+30.6
Manufacturing sites certified ISO 45001 Health & Safety	%	43	32	24	+34.4



Health & Safety

2025 stands as a milestone year for AMMEGA, delivering our strongest safety performance since the company's inception.

This significant reduction in lost time and incident count is a direct result of our matured internal processes – including the implementation of best-practice tools, such as the ISO 45001 framework. By empowering our global teams with targeted training and effective communication, I'm excited to see how we're building a culture where every employee has the skills and resources to protect themselves and each other.



David Vint
Global Health, Safety & Environment (HSE) Director

S1-3

Health & Safety

2025 Safety Day – a reminder for all that safety comes first

To reinforce our collective commitment to Zero Harm, we conduct an annual Safety Day across global sites to focus exclusively on health, safety and wellbeing. Building on the success of the previous year, the 2025 event centred on the same theme: Be Aware, Act Responsibly, and Stay Safe (Be, Act, Stay).

Safety Day is focused on promoting best-practice behaviours and reminding all employees on the importance of keeping each other safe. In 2025, we developed a series of workshops, training and communications for a broad range of safety topics – including technical insights on chemical safety, emergency preparedness and sustainability, alongside everyday resources for mental health, nutrition and first aid.

While Safety Day is a Group-led initiative, its impact is amplified by local, site-level activities, providing the necessary flexibility for teams to address specific safety challenges in their facilities.

100%
of AMMEGA employees are engaged in Safety Day communication

S1-3

Continuing safety conversations

BEHAVIOUR-BASED SAFETY TRAINING

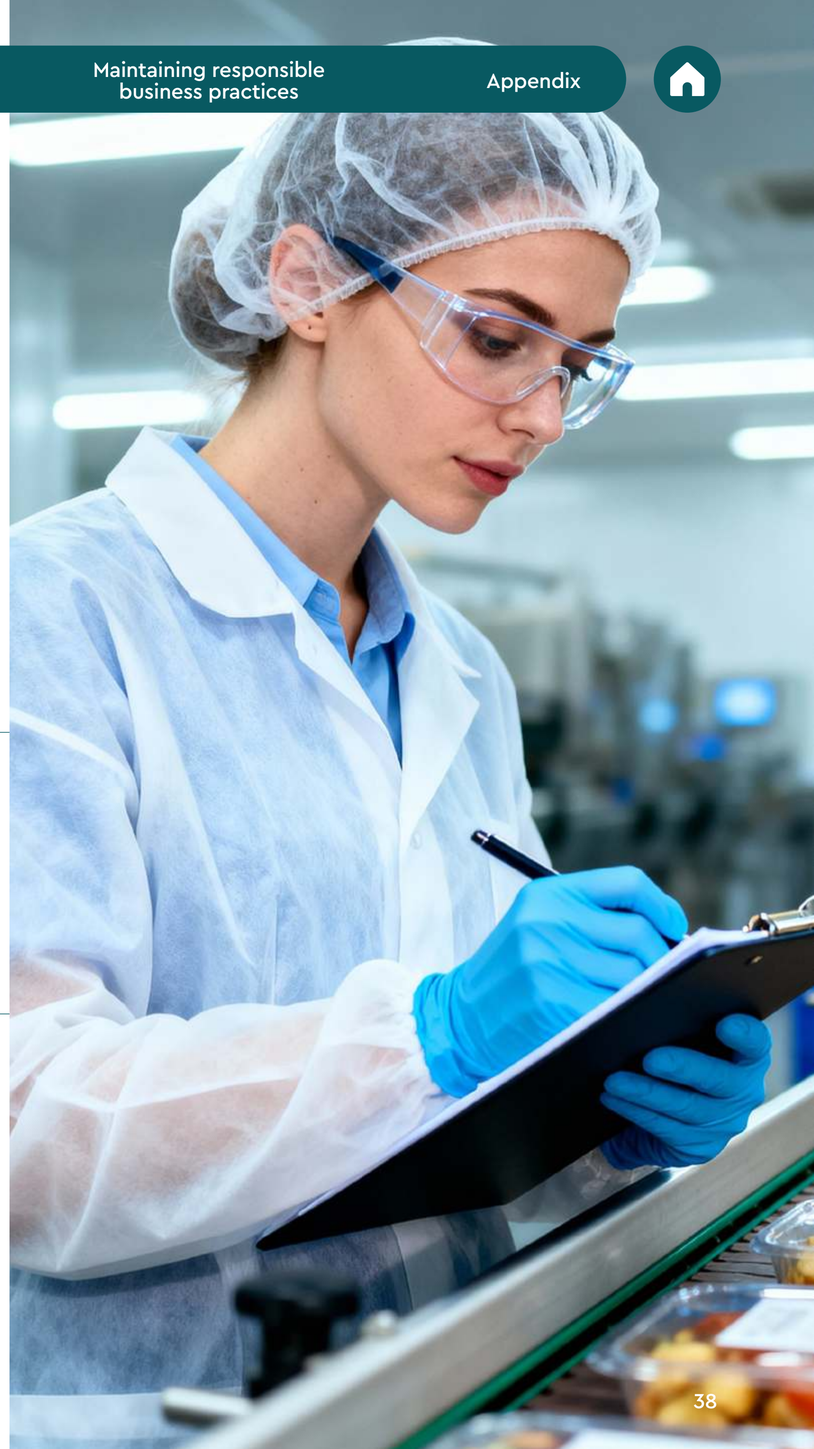
Expanding our 2024 progress, in 2025 we completed behaviour-based training at another four sites. This programme moves beyond theoretical instruction, upskilling employees with role-play and interactive demonstrations to transform safety principles into operational habits.

SAFETY ESSENTIALS

Monthly internal articles are shared company-wide to raise awareness on our most critical safety priorities. This communications channel serves as a reminder of key safety themes – such as Manual Handling, Knife Safety or Lock Out, Tag Out, Try Out – for all employees.

LEADERSHIP ENGAGEMENT

Safety governance at AMMEGA is anchored by direct executive oversight. Our CEO chairs monthly calls with Regional Health & Safety Leadership, ensuring that safety performance and risks are evaluated at the highest governance level.



S1-3

Health & Safety

A different approach to first aid training

Effective first aid training can fundamentally influence the outcome of a medical emergency. In September 2025, colleagues from our Jona, Switzerland facility took part in advanced emergency response training at the SanArena Rescue School in Zurich.

Moving beyond traditional training environments, the Jona team engaged with an interactive emergency parcourse, designed to simulate high-pressure, real-world situations.

This intensive training provided an opportunity for our colleagues to practice emergency response in a range of difference scenarios, including traffic incidents, allergic reactions, burns, electrical injuries and resuscitation.

While enhancing technical first aid skills, this training also built psychological resilience and enabled our team to act effectively under pressure.

"This training felt incredibly real. It gave me the confidence to stay calm and act quickly if an emergency ever happens at work or in everyday life."

Sebastien Capodanno
QHSE Manager

S1-3

Building our network of Safety Ambassadors

To further embed our safety commitments into reality, in 2025 we appointed Safety Ambassadors at each manufacturing site. These individuals are responsible for assembling and developing local teams to further integrate our safety principles into operational behaviours.

Ambassadors conduct daily Gemba walks to proactively address critical issues within the facility – this may include behavioural safety, correct use of PPE or the adoption of best-practice methodology, such as the 5S (Sort, Set in Order, Shine, Standardise and Sustain). At our Buford site in Georgia, US, this vigilance extends to weekly environmental walks designed specifically to detect and prevent spills or contaminants.

The introduction of Safety Ambassadors has helped increase our safety observations at numerous sites – in our USA facilities, some teams have doubled their target. This has played a role in reducing our LTIFR and improving visibility on global regulatory compliance.

EMPLOYEE ENGAGEMENT, DIVERSITY & BELONGING

With 6,000 employees across 40 countries, we succeed through ONE AMMEGA – a philosophy that celebrates our global diversity and collective expertise under a unified vision. By empowering our people in an environment where unique passion and skills are both protected and developed, we drive innovation that creates lasting value for our customers, our communities and our future.

S1-4

2030 Targets:

- Achieve 4.2 for 'Inclusive Workplace' score in our annual employee survey
- 30% female managers across the organisation

Local operations are empowered to adopt additional targets and share best practice across the Group

UN SDGs:
SDG 3: Good Health and Well-being
SDG 8: Decent Work and Economic Growth

ESRS Topics covered in this section:

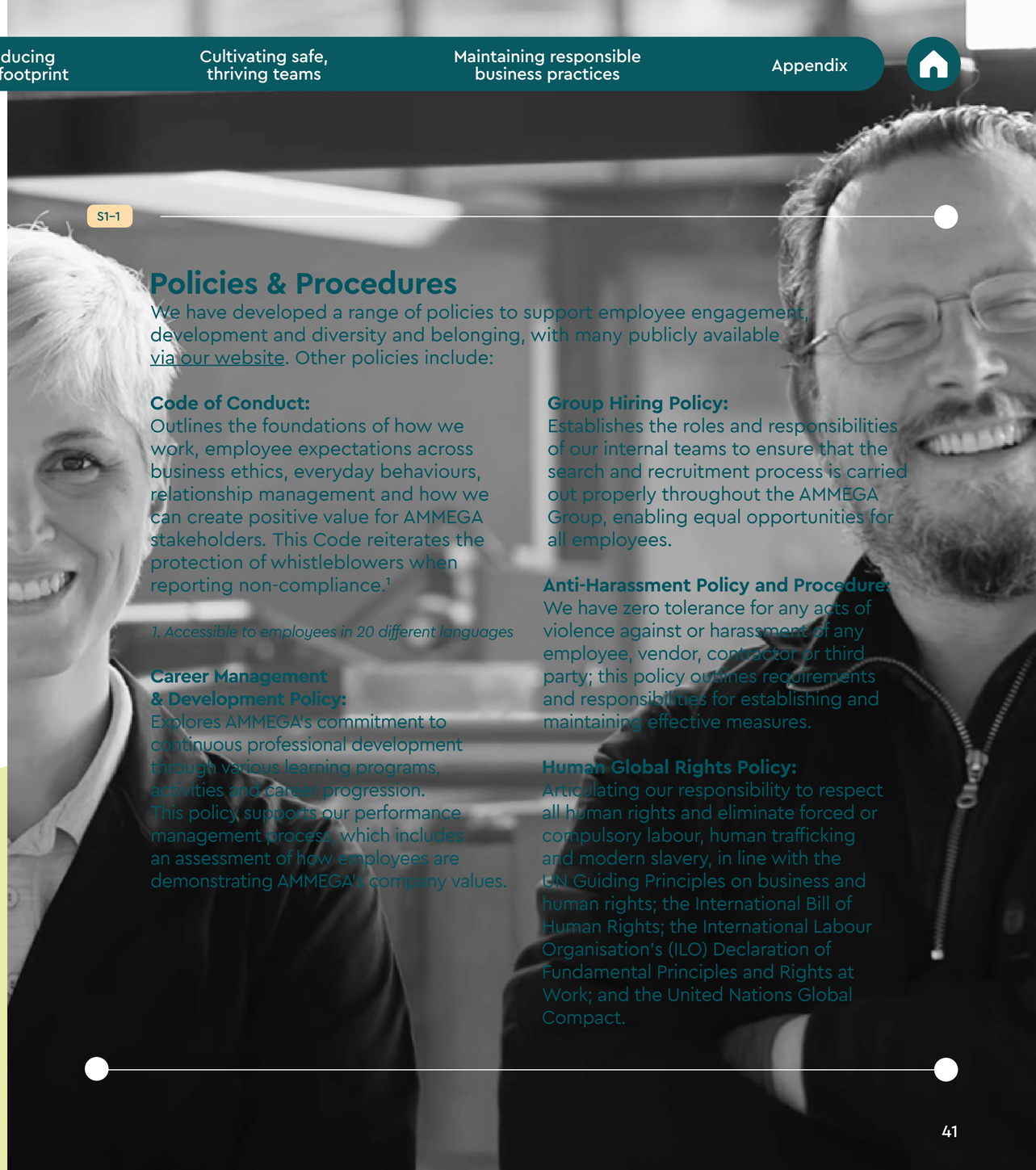
S1-1 S1-2 S1-3 S1-4 S1-5 S1-8 S1-12

Employee Engagement, Diversity & Belonging / **Our Approach**

While our Group HR function establishes the strategic foundation for success, we believe that true cultural impact is achieved through a localised model. By empowering HR teams within our local entities to spearhead initiatives, we ensure that engagement, development and diversity programmes are tailored to the unique cultural and operational needs of each AMMEGA site or brand.

We recognise that diversity of perspective is not just a cultural asset, but a critical driver of innovation and a competitive edge in the global marketplace. We treat the health, engagement and inspiration of our people as a core operational requirement: our team is the engine behind sustainable belting solutions.

At its core, the ONE AMMEGA ethos is built on the power of partnership. We believe that by fostering stronger connections – both across our global brands and between individual colleagues – we accelerate our collective success and strengthen our impact on the industry.



S1-1

Policies & Procedures

We have developed a range of policies to support employee engagement, development and diversity and belonging, with many publicly available via our website. Other policies include:

Code of Conduct:
Outlines the foundations of how we work, employee expectations across business ethics, everyday behaviours, relationship management and how we can create positive value for AMMEGA stakeholders. This Code reiterates the protection of whistleblowers when reporting non-compliance.[1]

1. Accessible to employees in 20 different languages

Career Management & Development Policy:
Explores AMMEGA's commitment to continuous professional development through various learning programs, activities and career progression. This policy supports our performance management process, which includes an assessment of how employees are demonstrating AMMEGA's company values.

Group Hiring Policy:
Establishes the roles and responsibilities of our internal teams to ensure that the search and recruitment process is carried out properly throughout the AMMEGA Group, enabling equal opportunities for all employees.

Anti-Harassment Policy and Procedure:
We have zero tolerance for any acts of violence against or harassment of any employee, vendor, contractor or third party; this policy outlines requirements and responsibilities for establishing and maintaining effective measures.

Human Global Rights Policy:
Articulating our responsibility to respect all human rights and eliminate forced or compulsory labour, human trafficking and modern slavery, in line with the UN Guiding Principles on business and human rights; the International Bill of Human Rights; the International Labour Organisation's (ILO) Declaration of Fundamental Principles and Rights at Work; and the United Nations Global Compact.

S1-2 S1-3

Employee Engagement, Diversity & Belonging / **Employee engagement**

2025 PERFORMANCE

Historically, we have leveraged the Organisational Health Index (OHI) to evaluate company-wide feedback. To gain a more precise understanding of our workforce dynamics, we transitioned in 2025 to Eletive, a comprehensive engagement platform designed to capture granular insights into employee motivation and the work environment. Eletive allows us to monitor global performance across 12 key drivers – including workload, autonomy and learning and development – providing data insights at the local level.

The feedback captured through Eletive is designed to move directly into action. We are utilising this data to empower local managers to evaluate team-specific results, discuss improvement areas and develop corrective action plans – supported by Group-level expertise and resources.

As 2025 serves as our baseline year for the Eletive platform, we are establishing the foundations for future year-on-year comparative analysis.

Based on 2025 feedback, it is clear that scores across each driver are fairly aligned, with no definitive outliers.

Key strengths:
Our highest-performing areas include our commitment to safety, workplace inclusivity and strong internal relationships.

Focus areas:
Based on global benchmarks, we have identified opportunities to enhance general health, feedback and communication and connection to our strategy, vision and culture.

Category	Unit	2025
Global participation	%	85
Overall engagement score	0–5.0	3.7 ('Good')

85%
participation rate in our 2025 Eletive survey

S1-3

Supporting personal and professional success in Australia

Across our Australia sites, we have implemented several targeted initiatives to prioritise the mental health and happiness of our teams. Following insights from the Eletive survey, we launched a comprehensive Employee Assistance Programme (EAP), ensuring all staff have immediate access to professional support and resources when needed.

Beyond this, we continue to host regular "**R U OK?**" forums, where we create a safe, open environment for employees to discuss their mental wellbeing.

S1-5 S1-8

Employee Engagement, Diversity & Belonging / **Diversity & Belonging**

2025 PERFORMANCE

To ensure transparency and accountability, we monitor various KPIs which measure our progress in fostering a culture of belonging. We track key year-on-year metrics, including gender and age representation across all organisational levels. This also includes the percentage of female managers (any formal line manager) and female leadership (those in the Group Leadership Network).

In 2025, our data indicated a positive increase in both the overall percentage of female employees and the representation of women in management roles. While we recognise there is work to do, we remain committed to achieving our 2030 goal of 30% women in management positions. Our Eletive survey provided vital qualitative context, achieving a "Very Good" rating for the "Inclusive Workplace" driver, which measures diversity, inclusion and sense of belonging in the workplace.

Category	Unit	2025	2024	2023	Change from 2024
Gender					
Female	%	26	26	25	+1.5%
Male	%	74	74	75	-0.5
Female leadership	%	16	11	*Not reported*	+45%
Female managers	%	25	25	23	0%
Age					
Under 20 years	%	0.4	0.3	0.3	+33.3%
20–39 years	%	37.4	37.9	37.7	-1.3%
40–59 years	%	54.2	53.3	54.1	+1.7%
Over 60 years	%	8.0	8.4	7.9	-4.8%
Eletive					
Engagement score for "Inclusive Workplace"	0–5.0	3.9 ('Very good')	N/A	N/A	N/A

S1-3

Advancing our Diversity & Belonging Strategy

A core pillar of how we cultivate safe and thriving teams is through our new Diversity & Belonging Strategy. This global framework serves as the compass for our inclusion efforts, ensuring that diversity and belonging remain a fundamental value embedded across every level of the organisation.

Through this strategy, we aim to:

> Enable an inclusive culture where our employees thrive.
>
> Increase female representation in leadership positions.
>
> Empower local regions to implement global goals, and focus on additional priority areas, as relevant.

Governance and accountability

To ensure the effective delivery of these ambitions, we have established a robust governance model that unites Global HR, ESG and local HR teams. A critical component of this governance is the Diversity & Belonging Committee, which brings together a diverse group of internal stakeholders to coordinate efforts, share best practices and maintain focus on our long-term ambitions. Meeting on a quarterly basis, the Committee serves as the primary mechanism for accelerating AMMEGA's global progress.

S1-3

Employee Engagement, Diversity & Belonging

Lean In, our global mentoring programme

Building on the significant momentum and positive feedback from our 2024 pilot program, in 2025 we launched the next phase of our Lean In Circles. This peer-mentoring initiative is designed to create a safe space where female employees can navigate professional challenges, align on career ambitions and cultivate a supportive global network.

Lean In Circles saw significant expansion in 2025, as we established dedicated regional circles across the Americas, EMEA and APAC. This phase also opened up access to peer mentoring by welcoming women at all career stages. These monthly sessions are now spearheaded by internal facilitators – graduates of the 2024 pilot – who leverage their experience to guide new participants.

By bridging boundaries and empowering our female colleagues, this programme plays a key part in cultivating the inclusive, resilient culture that is integral to AMMEGA's long-term success.

"I would like to thank the group for giving me the opportunity to participate in this programme.

It has been an enriching experience that has not only boosted my confidence but also broadened my perspective. I am grateful for the chance to learn from others, exchange ideas, and grow both professionally and personally."

From programme participant

45
female employees started in the 2025 Lean In Circles

S1-3

Introducing our Latin America Cultural Committees

At AMMEGA, we're focused on translating global values into meaningful local action – empowering our teams to lead these efforts, and build a more inclusive workplace that truly celebrates our people.

Our **Latin America Cultural Committees**, established in 2025, are a key example of how we're driving change. Spanning Argentina, Brazil, Chile, Colombia and Mexico, these committees provide localised networks for improving collaboration across our organisation and strengthening personal and professional connections.

Since the launch, these committees have accelerated our progress in **cultural and community impact**: orchestrating regional solidarity drives to deliver essential food, hygiene and clothing to those in need, while raising awareness through targeted campaigns for milestones such as International Women's Day and Men's Health.

"These committees have played an essential role in building more inclusive and participatory environments aligned with AMMEGA's organisational values."

Eduardo Torres Hernandez,
Head of HR, LATAM

S1-3 S1-12

Employee Engagement, Diversity & Belonging / **Talent and development**

2025 PERFORMANCE

We foster continuous personal and professional development through a multi-channel learning ecosystem, designed to accommodate diverse learning styles and operational needs. Alongside in-person workshops, internal communications and interactive forums, we leverage the AMMforce digital learning platform to host all e-Learning materials.

Accessible to all employees in 20 languages, AMMforce hosts both mandatory training alongside optional modules for individuals to engage with. This digital platform allows us to deliver frequently updated content, ensuring that learning remains a continuous, trackable exercise across the Group.

Our 2024 and 2025 performance, including average training hours, remained stable due to the consistency of our mandatory training offering. This follows a significant increase in training activity during 2023, driven by a cyber security reminder.

Category	Unit	2025	2024	2023	Change from 2024
Courses completed	#	64,174	64,124	167,654	+0.1%
Total e-Learning hours	#	30,706	32,380	58,387	-5.2%
Average training hours per employee	#	5.04	5.32	9.31	-5.3%

Following an internal review of our data management systems, we identified inconsistencies in the reporting methodology for training metrics. The figures for 2023 and 2024 have been restated to align with our updated criteria, ensuring improved transparency and comparability moving forward.

"At AMMEGA, we empower our people to own their professional journey.

By removing barriers to progress and investing in continuous development, we can enable our colleagues to thrive – knowing that when our people grow, our collective capacity for innovation and resilience grows with them."

Simone Tazelaar
VP – Global Talent Management & HR Processes

How we support talent and development

Guided career progression: structured pathways that help employees navigate their professional growth within the Group.

Strategic performance management: applicable to all AMMEGA employees. We design bespoke development plans that allow employees to define personal targets aligned with global business objectives and our core values.

Comprehensive training opportunities: access to both mandatory and optional modules, across AMMforce and through regional initiatives.

Internal support networks: collaborative environments that facilitate peer-to-peer learning and mentorship, such as Lean In Circles.

S1-3

Employee Engagement, Diversity & Belonging

BSC Excellence Academy – upskilling for impact

We are committed to unlocking and sharing the deep expertise of our teams across the business. In 2025, we launched the Excellence Academy at our BSC Poland site, a new platform that supports capacity building by leveraging our internal experts through a series of interactive sessions. Throughout the year, we hosted four sessions on:

LEAN & 5S METHODOLOGY	Practical workshops using real-world AMMEGA case studies to demonstrate how sites can leverage this framework for workplace optimisation.
EFFECTIVE COMMUNICATION	Targeted session on active listening and impactful communication, equipping leaders with the tools to manage change and improve team cooperation.
AGILE PRINCIPLES	Interactive demonstrations showing how diverse work techniques directly enhance efficiency and daily operational behaviours.
PROJECT LEADERSHIP	Strategic coaching focused on successful project initiation and decisive leadership.



107

employees took part

Employee Engagement, Diversity & Belonging / **Community impact**

We embrace our global responsibility to create positive social and environmental impacts beyond our immediate operations.

We empower our local brands and teams to invest time and resources into communities, nonprofits and educational organisations through volunteering and fundraising.

Poland Business Run 2025
Our AMMEGA Poland colleagues continued their annual tradition at the 2025 Business Run in Katowice. With 20 runners participating and a large crowd of supporters, the team completed the charity relay to raise essential funding for individuals with mobility disabilities.

Ireland Charity Walk
In August 2025, six members of our Ireland team conquered a 126km trek, including the ascent of the iconic Croagh Patrick. Supported by AMMEGA's UK employee sponsorship fund, the team raised an incredible £11,000 for Cancer Research UK and Manorlands (Sue Ryder) Hospice.

Supporting care for cystic fibrosis
We donated €15,000 to the Cystic Fibrosis Children's Centre at Regina Margherita Hospital, Turin, Italy. With this funding, we're helping the hospital deliver specialised staff training in advanced pulmonology assessment techniques and using new equipment.

"We are deeply grateful to you for choosing to stand by our side. We consider this gesture not only as financial support but as a precious partnership of human and social value, which bears witness to your great sensitivity toward the challenges faced by people living with cystic fibrosis."

Barbara Allasia
President, Lifc Piemont

'Dam-to-Damloop' Run
In September 2025, 9 members of the AMMEGA Netherlands team tackled the iconic 16.1km 'Dam-to-Damloop'. Their efforts were dedicated to KiKa, raising approximately €1,000 funds for Dutch pediatric cancer research to help transform the lives of children facing the disease.



06 MAINTAINING RESPONSIBLE BUSINESS PRACTICES

BUSINESS ETHICS AND COMPLIANCE

With robust compliance practices, we ensure that every AMMEGA brand, site and team operates with transparency, accountability and ethical integrity. We view regulatory requirements as our foundation, striving to move beyond legal obligations to implement best-in-class policies and procedures that set an industry standard.

2030 Targets:

- 95% of relevant employees have completed training on our Code of Conduct (completed biennially)
- 95% of relevant employees have received training on Cyber Security and Data Protection

UN SDGs:
Goal 16: Peace, Justice, and Strong Institutions

ESRS Topics covered in this section:

GOV-1 | G1-1 | G1-2 | S1-2 | S1-3 | S1-12 | S2-2

GOV-1

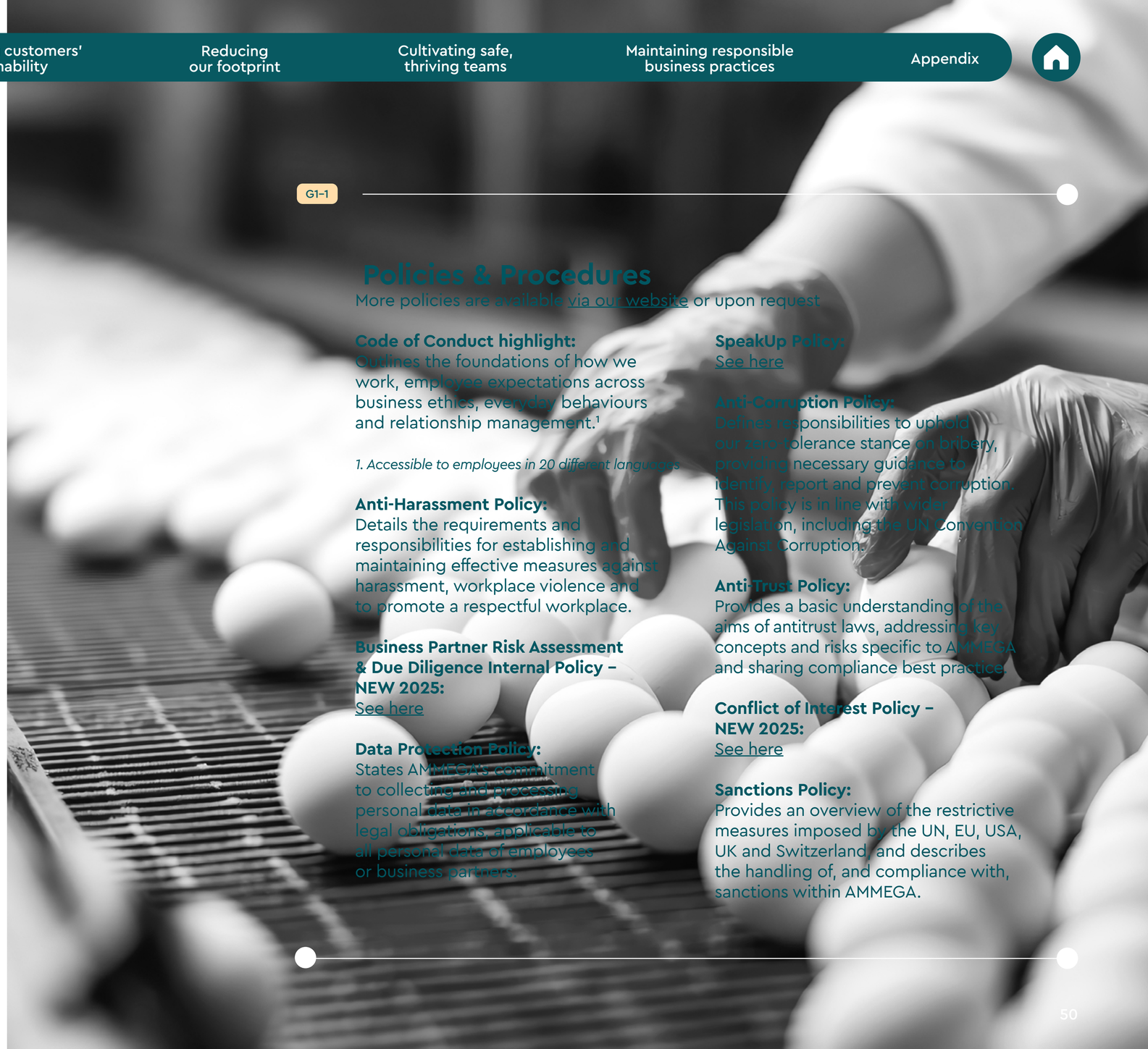
Business Ethics and Compliance / **Our Approach**

AMMEGA's approach to business ethics and compliance is the backbone of how we maintain responsible business practices, and ultimately drive commercial success. As with other strategic priorities, Group-wide policies and procedures provide rigorous oversight and governance for our everyday activities; however, we empower and encourage our local teams to go beyond this and adopt relevant behaviours to strengthen this approach.

Central to this approach is our robust governance structure, which includes our Group Compliance Committee: a body responsible for overseeing the rollout of essential compliance mechanisms to ensure global decision-making is aligned to our core values and relevant legislation.

The Committee conducts a regular review of all policies, ensuring company standards remain current and effective. Documents are then distributed to all employees via the MyAMMEGA intranet and mandatory e-Learning modules.

This process enables us to respond to internal and external risks. We recognise this is evolving process and requires continuous reflection and improvement.



G1-1

Policies & Procedures

More policies are available via our website or upon request

Code of Conduct highlight:
Outlines the foundations of how we work, employee expectations across business ethics, everyday behaviours and relationship management.[1]

1. Accessible to employees in 20 different languages

Anti-Harassment Policy:
Details the requirements and responsibilities for establishing and maintaining effective measures against harassment, workplace violence and to promote a respectful workplace.

Business Partner Risk Assessment & Due Diligence Internal Policy – NEW 2025:
See here

Data Protection Policy:
States AMMEGA's commitment to collecting and processing personal data in accordance with legal obligations, applicable to all personal data of employees or business partners.

SpeakUp Policy:
See here

Anti-Corruption Policy:
Defines responsibilities to uphold our zero-tolerance stance on bribery, providing necessary guidance to identify, report and prevent corruption. This policy is in line with wider legislation, including the UN Convention Against Corruption.

Anti-Trust Policy:
Provides a basic understanding of the aims of antitrust laws, addressing key concepts and risks specific to AMMEGA and sharing compliance best practice.

Conflict of Interest Policy – NEW 2025:
See here

Sanctions Policy:
Provides an overview of the restrictive measures imposed by the UN, EU, USA, UK and Switzerland, and describes the handling of, and compliance with, sanctions within AMMEGA.

G1-2 G1-4 S1-12

Business Ethics and Compliance / **Compliance training & engagement**

2025 PERFORMANCE

To ensure that AMMEGA's policies and procedures are understood and implemented across the business, we monitor completion of key compliance training modules. Through AMMForce, our e-Learning platform, all employees can access a range of training materials – a number of which are mandatory, detailed below.

'All employees' includes all office and production employees. ALN refers to our AMMEGA Leadership Network, encompassing 160 leaders across the business.

Across the 10 mandatory training modules shared with our employees, our 2025 completion rates were in line with 2024 performance.

**Training released biennially*

Category of training	Target	Unit	2025	2024	2023
Code of Conduct*	All Employees	%	90	-	97
Anti-Corruption and Bribery*	ALN, Sales Purchasing	%	-	97	93
Anti-Trust*	ALN, Sales Purchasing	%	95	-	98
Conflict of Interest*	ALN	%	100	-	97
Cyber Security	All office employees	%	96	97	99
GDPR*	All office employees	%	96	-	97
Data Privacy*	All office employees	%	-	97	93
Sanctions*	ALN	%	92	-	96
Anti-Harassement	All office employees	%	93	93	90
Workplace Ethics*	All office employees	%	95	-	97

"At AMMEGA, we view compliance as a foundation for stakeholder trust. Our Compliance Committee, comprised of global senior leadership, provides the proactive oversight of business activities – monitoring the evolving regulatory landscape and ensuring that our core policies are effectively rolled out, empowering every level of the organisation to act with integrity."

Valerie Collaudin
General Counsel

10
mandatory training modules

10
Compliance Committee meetings in 2025 to manage global progress

Business Ethics and Compliance

Living our Code of Conduct

To ensure that our standards for responsible business are a living part of AMMEGA's culture, we integrate our Code of Conduct across the employee lifecycle – serving as a continuous reminder of how we show up across our business activities.

Embedded across the employee lifecycle:

Onboarding: Every new employee is introduced to our Code of Conduct policy through e-Learning as part of their onboarding experience.

Biennial refresher training: All employees complete mandatory biennial e-Learning modules as a reminder of our corporate behaviours and expectations.

Individual Performance Development: To bridge the gap between policy and practice, we integrate compliance and behaviour expectations as part of performance development plans.

> In 2025, all office employees had targets to complete mandatory e-Learning modules. Additionally, we evaluated office employees' demonstration of the behaviours 'Deliver what is promised' and 'Passionate about excellence', which includes in the description 'being a role model for ethics and compliance'.

G1-1 G1-2 S1-2 S2-2

Building trust with SpeakUp

We believe that an ethical culture depends on the active participation of all stakeholders. Our SpeakUp® policy provides a rigorous, transparent framework for reporting and investigating misconduct – including violations of our Code of Conduct, company policies or global laws.

A multi-channel approach

Our independent SpeakUp® tool offers a protected alternative for all stakeholders, including employees, customers and suppliers, to raise concerns:

Accessibility: available globally via phone or web in multiple languages.

Anonymity: hosted by a third party to ensure total confidentiality.

Protection: we strictly prohibit retaliation against anyone raising concerns in good faith and provide necessary measures to protect individuals.

Accountability and oversight

Each report is escalated to the relevant senior leadership. We ensure that all valid claims are documented and investigated, while maintaining due process for all parties involved. By providing this safe space for feedback, we can identify risks early and adopt prompt, effective remediation.

G1-1

Business Ethics and Compliance

Evolving our policy framework

Across 2025, we expanded our existing framework of policies and procedures to strengthen our internal capabilities and formalise risk management processes. This includes the development of two new policies:

Conflicts of Interest

We developed and implemented a new **Conflicts of Interest policy** to provide the foundational framework for employees to identify and manage potential conflicts with integrity. To ensure maximum accountability, we also centralised the Conflict of Interest declaration process, which included establishing a new digital repository. Following this, we evaluated 130+ employees, including senior management and roles with high exposure, and confirmed 100% compliance with our new policy process.

Business Partner Risk Assessment & Due Diligence Internal Policy

We also produced an internal process for managing compliance throughout our value chain. This internal policy supports our everyday responsible business practices, by defining a clear framework for screening, due diligence and approval processes for business partners – ensuring all business partners align with our anti-corruption, sanctions, sustainability and ethical-conduct standards.

S1-3

Continuing Programme Structura

In 2024, AMMEGA suffered a data breach related to a ransomware cyber-attack. Following this incident, we accelerated the transformation of our digital security governance. This experience informed the launch of **Programme Structura**, a strategic cybersecurity initiative dedicated to eliminating systemic risks and building long-term digital resilience. In 2025, we achieved several achievements along this journey to improved data security:

- Conducted a comprehensive assessment of all vital applications to identify and remediate security gaps.
- Implemented a standardised Information Security Management System (ISMS) to ensure consistent security governance across all global AMMEGA locations.
- Launched a new Governance, Risk & Compliance (GRC) platform to centralise critical processes — including vendor management and policy oversight — to provide a single, clear view of our global risk landscape and accountability.
- Advanced our regulatory compliance by completing a gap analysis against the EU NIS2 Directive, ensuring we meet the highest international standards for network and information security



Business Ethics and Compliance / **Sustainability reporting, frameworks and ratings**

We align with established sustainability frameworks to enhance transparency and ensure our disclosures are comparable across industries and regions. This benchmarking allows us to assess our business maturity while identifying key priorities for our evolving sustainability strategy.

We actively monitor the global regulatory landscape to stay ahead of local and international reporting requirements. By combining these requirements with insights from our top strategic customers, we have refined our reporting to focus on the most impactful data.

ecovadis

EcoVadis
Achieved Gold medal
Many of our customers and suppliers leverage the EcoVadis framework to determine sustainability performance. For the third year, AMMEGA gained the Gold medal, placing us in top 5% of all disclosed companies for 2025.

United Nations Global Compact

UN Global Compact
Each year we disclose our sustainability efforts through the Communication on Progress (COP) to demonstrate ongoing commitment to the UN Global Compact and its Ten Principles.

CSRD

Corporate Sustainability Reporting Directive (CSRD)
We are proactively preparing for the EU Corporate Sustainability Reporting Directive (CSRD) by addressing disclosure gaps ahead of our 2028 reporting mandate. A key step in this transition is the partial alignment of this report with the European Sustainability Reporting Standards (ESRS), ensuring our data structures and governance are ready for future regulatory requirements.

SUSTAINABLE PROCUREMENT

By integrating environmental, social and ethical standards into our supply chain, our global procurement efforts focus on driving innovation while mitigating commercial, operational and reputational risks. Through our collaborative network of partners, we deliver sustainable solutions that ensure AMMEGA remains the local partner of choice for customers seeking responsible and reliable belting products and services.

S2-4

2030 Targets:

- 100% of higher-risk suppliers to have mitigating actions in place
- Following the SBTi validation of our carbon reduction targets, we will set a goal for a percentage of AMMEGA's key suppliers to have SBTi-aligned* ambitions

UN SDGs:

SDG 8: Decent Work and Economic Growth
SDG 13: Climate Action

ESRS Topics covered in this section:

G1-1 G1-2 S1-12 S2-1 S2-3 S2-4

G1-2

Sustainable Procurement / **Our Approach**

AMMEGA's procurement strategy prioritises operational efficiency and long-term partnerships to maximise value. This intentional approach mitigates vulnerabilities – such as supply disruptions and price volatility – while maintaining high environmental, ethical and social standards across the value chain.

We embed responsible sourcing standards into Group-level business policies and processes, which our local teams then bring to life through daily operations and supplier interactions. Effective engagement is central to this: we are actively expanding our approach to supplier communication, such as the introduction of sustainability-focused questionnaires.

We also manage a system of Supplier Scorecards which allow us to track performance across a range of metrics for strategic suppliers. In the future, this scoring will be developed to include ESG progress, integrating the feedback from sustainability questionnaires.

Evolving regulations like the EU Deforestation Regulation (EUDR) and CSRD drive greater transparency across our supply chain. These frameworks encourage us to improve visibility, integrate sustainability into core business discussions and collaborate with partners on the journey toward responsible business.



G1-1 S2-1

Policies & Procedures

Many of the policies mentioned within this report cover our supplier partnerships. Below we have outlined the key resources that guide our supply chain activities:

Human Global Rights Policy: Through this policy, we articulate our global responsibility to respect all human rights and eliminate forced, child or compulsory labour, human trafficking in line with the UN Guiding Principles on business and human rights; the International Bill of Human Rights; the International Labour Organisation's (ILO) Declaration of Fundamental Principles and Rights at Work; and the United Nations Global Compact. Key elements of this policy are promoted across our supply chain to drive forward industry progress.

Responsible Sourcing Policy: Acting as our Supplier Code of Conduct, this policy aligns supplier behaviours and responsibilities to ensure compliance with strict standards for health and safety, human rights, ethics and environmental stewardship.

S1-12

Sustainable Procurement

2025 PERFORMANCE

Over the past year, we have expanded our procurement metrics to more effectively track sustainability progress. Recognising the breadth of this task – which must address the holistic sustainability topics identified in our Double Materiality Assessment (DMA) – we are committed to a developing specific supply chain KPIs over the next few years.

Currently, our primary metrics are focused on building the necessary internal capabilities and awareness (such as specialised training) which will enable us to build more advanced performance tracking in the coming years.

Category	Unit	2025	2024	2023	% change
Sourcing teams completing responsible sourcing training*	%	-	100	-	N/A

**Not currently delivered annually*

G1-2 S2-3

Improving understanding of supplier sustainability

Our suppliers are vital to AMMEGA's vision. By deepening our understanding of how our partners manage environmental, social and ethical progress, we can more accurately measure and improve our own performance.

In 2025, we launched a new **ESG Evaluation Questionnaire** focused on our highest-spend direct and indirect strategic suppliers. This assessment requested data on key areas, including environmental management, health and safety, social responsibility, diversity and inclusion and product regulatory compliance.

While the number of suppliers engaged through this survey was limited, it provided a valuable baseline for our awareness. We are confident that engagement will grow as we expand our sustainability dialogue with business partners and deploy additional tools to support supplier communication. Moving forward, we hope to integrate this assessment into our standard supplier onboarding process, and distribute this questionnaire regularly to monitor performance and identify opportunities for collective improvement.

This initiative supports knowledge-sharing across AMMEGA's value chain, building resilience across our industry and driving responsible growth.

G1-2 S2-3

Sustainable Procurement

Strengthening our foundations for future success

Throughout 2025, we implemented a suite of strategic partnerships and governance processes to enhance our procurement efforts – strengthening our ability to navigate sustainability risks and opportunities. Key initiatives include:

A NEW PARTNERSHIP FOR ENHANCED RISK ANALYSIS

In early 2025, we partnered with a market risk analysis tool to enhance supply chain visibility through advanced data analytics. This platform strengthens our due diligence by identifying environmental and social risks across our supplier networks, with a specific focus on high-risk categories such as chemicals, metals, electronics and logistics. Beyond risk mapping, the tool provides deeper insights into our contractual agreements, ensuring sustainability standards are formally embedded in our partnerships.

LOOKING AHEAD

While in the early stages of implementation, this partnership is key to our data-driven approach, providing the intelligence needed to maintain high ethical and environmental standards globally.

PREPARING FOR EU DEFORESTATION REGULATION (EUDR)

To ensure compliance with the EUDR, we are developing a robust due diligence framework for natural rubber (NR), a regulated commodity which is a raw material for various AMMEGA belts.

In 2025, we completed initial supply chain mapping to trace NR origins and started engaging Tier 1 suppliers to ensure visibility back to the plantation level. We have focused on developing internal governance, leveraging third-party verification tools and conducting internal training sessions to manage the legality and sustainability of our rubber supply.

LOOKING AHEAD

We will continue to evolve our due diligence and internal procedures ahead of the new enforcement deadline (December 2026).

STRATEGIC SUPPLY CHAIN MANAGEMENT

At the end of 2025, we entered into a strategic agreement with a specialised supply chain compliance platform. This tool is designed to collect, verify and report essential data regarding product compliance, sustainability performance and regulatory risks.

Starting in 2026, we will begin rolling out the platform across AMMEGA, initially prioritising three modules:

> **EUDR compliance**.
>
> **PFAS management** (identifying and managing "forever chemicals" within our product lifecycles to meet evolving safety standards).
>
> **Code of Conduct tracking** (centralising the collection and verification of supplier commitments).

LOOKING AHEAD

As we embed these core modules, we will assess the relevance of additional features to evolve our partnership further.

DEVELOPING A DEDICATED SUPPLIER PORTAL

Alongside our existing engagement channels, we are in the process of developing a new supplier portal to support AMMEGA partners. This will bring together a range of resources and policies for suppliers to utilise, including:

> **Supplier Code of Conduct and expected behaviours.**
>
> **Supplier qualification process.**
>
> **Contact channels (including our internal purchasing department and SpeakUp).**
>
> **Supplier Evaluation formats.**
>
> **News and announcements.**

LOOKING AHEAD

With this new portal set to launch in 2026, we look forward to supporting supplier governance and enabling stronger partnerships.

07 LOOKING AHEAD

Looking Ahead

To guide our progress through 2026, we have identified three enablers that will strengthen our internal foundations and broaden our impact:

EVOLVING GOVERNANCE AND STRATEGIC OVERSIGHT

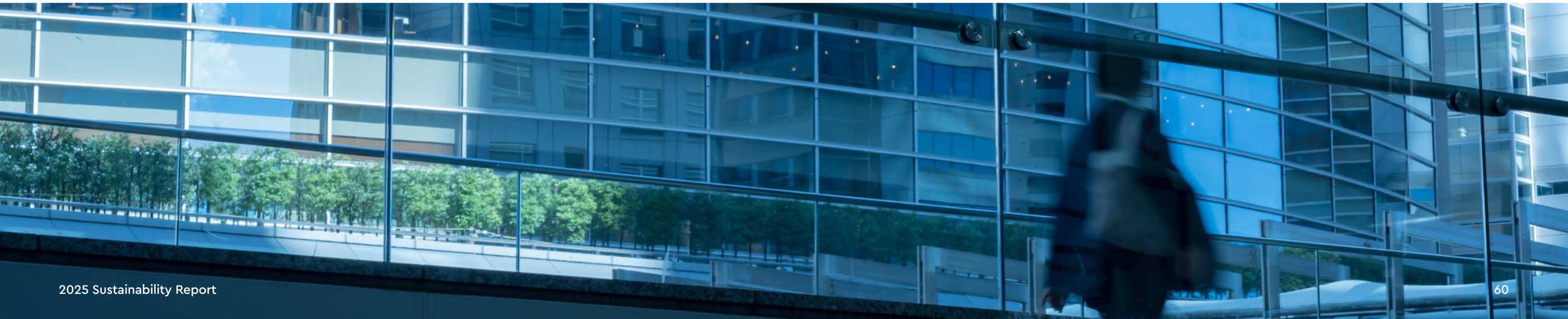
Our 2030 Sustainability Strategy signals our maturing approach to global progress. To deliver upon these targets, we will establish specific workstreams under our Compliance Committee, with clear responsibilities to monitor our performance across material topics.

REGULATORY READINESS AND DATA INTEGRITY

In response to CSRD and other regulatory mandates, we will continue to undertake a gap analysis to ensure full compliance in the coming years. A primary focus for this year will be to implement the necessary internal data collection to meet these disclosures and improve transparency.

COLLABORATIVE SOLUTIONS AND IMPACT ACROSS THE VALUE CHAIN

Beyond our immediate operations, we're seeking opportunities to support a wider industry transition. Working closely with our customers, we are exploring the most effective way to calculate product carbon footprints (PCFs) and quantify the real-world impact of our belting solutions. We will also engage with relevant industry associations and networks to share our learnings and expand the dialogue on key sustainability issues.



08

APPENDIX

ESRS Reference Table

Disclosure requirements	Code	Name	Page	ESRS requirements met
ESRS 2	BP-1	Basis for preparation of the sustainability statement	1	Partial
	GOV-1	The role of the administrative, management and supervisory bodies in relation to sustainability	11, 50	Partial
	GOV-2	Integration of sustainability-related performance in incentive chemes	11	Partial
	SBM-1	Strategy, business model and value chain	5–7, 10	Partial
	SBM-2	Interests and views of stakeholders	7	Partial
	SBM-3	Interaction of material impacts risks and opportunities with strategy and business model, and financial effects	12	Partial
	IRO-1	Description of the process to identify and assess material impacts, risks and opportunities and material information to be reported	12–13	Partial
	IRO-2	Material impacts, risks and opportunities and disclsoure requirements included in the sustainability statement	63	Partial
ESRS E1	E1–4	Policies related to climate change mitigation and adaptation	24	Partial
	E1–5	Actions and resources in relation to climate change mitigation and adaptation	26–27	Partial
	E1–7	Energy consumption and mix	27–28	Partial
	E1–8	Gross scope 1, 2, 3 GHG emissions	25	Partial
ESRS E2	E2–1	Policies related to pollution	30	Full
	E2–2	Actions and resources related to pollution	31–32	Full
ESRS E5	E5–1	Policies related to resource use and circular economy	17, 30	Full
	E5–2	Actions and resources related to resource use and circular economy	16, 18–20, 31	Full
	E5–5	Resource outflows	31	Partial

ESRS Reference Table

Disclosure requirements	Code	Name	Page	ESRS requirements met
ESRS S1	S1-1	Policies related to own workforce	35, 41	Full
	S1-2	Engagement with own workforce and workers' representatives, existence of channels for own workforce to raise concerns or needs and approaches to remedy	42, 52	Partial
	S1-3	Actions and resources related to own workforce	36,38–39, 42–46,53	Partial
	S1-4	Targets related to own workforce	34, 40	Partial
	S1-5	Characteristics of the undertaking's employees	43	Partial
	S1-8	Diversity metrics	43	Partial
	S1-12	Training and skills development metrics	45, 51, 57	Partial
	S1-13	Health and safety metrics	36	Full
ESRS S2	S2-1	Policies related to workers in the value chain	56	Full
	S2-2	Engagement with workers in the value chain, existence of channels for workers in the value chain to raise concerns or needs and approaches to remedy	52	Partial
	S2-3	Actions and resources related to workers in the value chain	57–58	Partial
	S2-4	Targets related to workers in the value chain	55	Partial
ESRS G1	G1-1	Policies related to business conduct	50, 52, 56	Partial
	G1-2	Actions related to business conduct	51–52,56–58	Partial
	G1-4	Metrics related to corruption or bribery	51	Partial

Data Table

Category	Unit	2025	2024	2023
Climate Impact				
Scope 1	tCO2e	23.612	23.816	24.744
Scope 2 (location-based)	tCO2e	25.942	27.521	27.123
Scope 3	tCO2e	258.492	227.160	*Not formally calculated*
Carbon intensity (scope 1 & 2 emissions per € in sales)	gCO2e / €	53,1	53,8	50,5
Energy consumption	kWh	73,292,000	72,040,000	70,301,000
Energy generation	MWh	2.933	2.688	1.439
Environmental Management				
Total waste generated	tonnes	12.997	9.984	6.217
Total recyclable waste	tonnes	6.446	3.360	2.810
Water consumption	m3	152.372	208.900	450.064
Manufacturing sites certified ISO 14001	%	72	72	63
Health & Safety				
Employees covered by H&S policies and procedures	%	100	100	100
Fatalities by work accident	#	0	0	0
Incident count	#	43	47	49
Lost time	# of days	1.468	1.837	1.514
LTIFR	# of lost time injuries per 200,000 hours worked	0,79	0,83	0,85
Near misses	#	213	250	243
Safety observations	per employee	5,29	4,05	5,36
Manufacturing sites certified ISO 45001 H&S	%	43	32	24

Data Table

Category	Unit	2025	2024	2023
Employee engagement, diversity & belonging				
Global employee survey participation	%	85	N/A	N/A
Overall engagement score	0–5.0	3.7 ('Good')	N/A	N/A
Total employees (FTE)	#	5.568	6.030	6.199
Employees by gender				
Female	%	26	26	25
Female employees (FTE)	#	1.452	1.568	1.587
Male	%	74	74	75
Male employees (FTE)	#	4.115	4.462	4.612
Female leadership	%	16	*Not reported*	*Not reported*
Female managers	%	25	25	23
Employees by age group				
Under 20 years	%	0.4	0.3	0.3
20–39 years	%	37.4	37.9	37.7
40–59 years	%	54.2	53.3	54.1
Over 60 years	%	8.0	8.4	7.9
Eletive				
Engagement score for "Inclusive Workplace"	0–5.0	3.9 ('Very good')	N/A	N/A
Talent & Development				
Courses completed	#	64,174	64,124	167,654
Total e-Learning hours	#	30,706	32,380	58,387
Average training hours per employee	#	5.04	5.32	9.31

Data Table

Category	Unit	2025	2024	2023
Business Ethics & Compliance				
Board composition				
Executive Members	#	0	*Not reported*	*Not reported*
Non-Executive Members	#	4	*Not reported*	*Not reported*
% of independent Board Members	%	0	*Not reported*	*Not reported*
Board diversity (male)	%	100	*Not reported*	*Not reported*
Board diversity (female)	%	0	*Not reported*	*Not reported*
Compliance training				
Code of Conduct*	%	90	-	97
Anti-Corruption and Bribery*	%	-	97	93
Anti-Trust*	%	95	-	98
Conflict of Interest*	%	100	-	97
Cyber Security	%	96	97	99
GDPR*	%	96	-	97
Data Privacy*	%	-	97	93
Sanctions*	%	92	-	96
Anti-Harassment	%	93	93	90
Workplace Ethics*	%	95	-	97
**denotes training released bienially*				
Sustainable Procurement				
Sourcing teams completing responsible sourcing training*	%	-	100	-
**Not currently delivered annually*				

IROs (full)

Material Impacts

Topic	Sub-topic	Sub-sub-topic	Material Impacts	Positive/ Negative	Actual/ Potential	Value chain	Timeframe	Score (4–5)
E1 Climate change	Climate change adaptation	N/A	**Physical impacts of climate change on workers across the value chain** With operations in over 40 countries and with 20 manufacturing facilities worldwide, AMMEGA is likely exposed to physical climate-related risks such as increased temperatures and flooding. These risks can lead to increased health and safety concerns, operational disruptions affecting work practices and job security, and potential facility relocations due to severe climate impacts.	Negative	Potential	Upstream, Own operations, Downstream	Long	4
	Climate change mitigation	N/A	**Emissions from AMMEGA's own operations** AMMEGA's manufacturing process relies heavily on energy-intensive operations across its business units. This results in direct and indirect emissions of greenhouse gases (GHG), adversely impacting the environment.	Negative	Actual	Own Operations	Long and Short	5
	Climate change mitigation	N/A	**Emissions from AMMEGA's value chain** AMMEGA's value chain relies heavily on energy-intensive operations, from mining and extraction of natural resources, conversion and manufacturing of raw materials, to the use of its belting products by customers. This results in direct and indirect emissions of greenhouse gases (GHG), adversely impacting the environment.	Negative	Actual	Upstream, Downstream	Long and Short	5
	Energy	N/A	**Emissions from purchased or acquired electricity, steam, heat and cooling** AMMEGA's manufacturing process is energy-intensive, relying on electricity, purchased heat or steam, and electric vehicle charging across its business units. This results in direct and indirect emissions of greenhouse gases (GHG), adversely impacting the environment.	Negative	Actual	Upstream, Own Operations	Long and Short	5
	Energy	N/A	**Energy efficient products** AMMEGA's products are comparitively more energy efficient, thereby reducing customers' energy consumption and AMMEGA's downstream emissions.	Positive	Actual	Downstream	Long and Short	4
E2 Pollution	Pollution of air	N/A	**Air pollution from AMMEGA's upstream value chain** AMMEGA's belting manufacturing inputs, such as chemicals and metals, release air pollutants including Volatile Organic Compounds (VOCs) and Particulate Matter (PM) during production phase. This results in direct and indirect air pollution, adversely impacting the environment.	Negative	Actual	Upstream	Long and Short	4

IROs (full)

Material Impacts

Topic	Sub-topic	Sub-sub-topic	Material Impacts	Positive/ Negative	Actual/ Potential	Value chain	Timeframe	Score (4–5)
E5 Circular Economy	Resource inflows; including resource use	N/A	**Extraction of virgin materials** AMMEGA procures both renewable and non-renewable virgin materials which perpetuate the linear "take-make-use-dispose" model.	Negative	Actual	Upstream	Long and Short	4
	Waste	N/A	**Waste generated through own operations** AMMEGA's manufacturing processes generate various types of waste, including chemical waste from substances like PU, PVC, and POM. Additionally, metal waste arises from steel cables in reinforced belts, which often lack practical reuse options after their lifecycle. Fabric waste also occurs due to the cutting and trimming of polyester and nylon components. These waste streams can pose challenges for proper disposal and recycling, potentially impacting environmental mediums if not managed effectively.	Negative	Actual	Own Operations	Long and Short	4
	Waste	N/A	**Waste generated through product packaging** AMMEGA's use of cardboard and plastic-based foils for packaging contributes to potential waste generation. These waste streams can pose challenges for proper disposal and recycling, potentially impacting environmental mediums if not managed effectively.	Negative	Potential	Own Operations, Downstream	Long and Short	4
S1 Own Workforce	Working conditions	Social dialogue	**Positive employee engagement and feedback mechanisms** AMMEGA actively monitors employee engagement and collects feedback through employee surveys. This ensures that social dialogue is maintained within the workforce and employees feel their voices are heard, strengthening workplace morale.	Positive	Actual	Own Operations	Short	4
	Working conditions	Health and safety	**Work-related injuries and fatalities** Health and safety incidents occur at AMMEGA related to manufacturing processes. Risks include work-related injuries, life-altering incidents, and fatalities, with impacts ranging from minor to severe physical injury.	Negative	Actual	Own Operations	Long and Short	4
	Equal treatment and opportunities	Training and skills development	**Women's development and mentorship initiatives** AMMEGA has introduced a women's development and mentorship initiative to advance the careers of this marginalised group. This program can foster a culture of continuous improvement and lead to a more engaged and diverse workforce.	Positive	Actual	Own Operations	Long and Short	4
	Equal treatment and opportunities	Training and skills development	**Training and development programs** AMMEGA offers comprehensive training and development programs, such as the Leadership Acceleration program, which enhance employee skills and job satisfaction. These initiatives can foster a culture of continuous improvement and leadership excellence, boosting employee morale and contributing to long-term business success.	Positive	Actual	Own Operations	Long and Short	4

IROs (full)

Material Impacts								
Topic	**Sub-topic**	**Sub-sub-topic**	**Material Impacts**	**Positive/ Negative**	**Actual/ Potential**	**Value chain**	**Timeframe**	**Score (4–5)**
S1 Own Workforce	Equal treatment and opportunities	Diversity	**Promotion of diversity, equity & inclusion** AMMEGA's Diversity, Equity & Inclusion (DEI) Committee and inclusive hiring policy foster a more inclusive workplace, potentially leading to increased creativity, innovation, and a culture of belonging.	Positive	Actual	Own operations	Long and Short	4
	Other work-related rights	Privacy	**Compromised sense of security due to privacy breaches** Privacy breaches or violations may compromise employees' sense of security and trust. This can lead to concerns about confidentiality and workplace integrity.	Negative	Potential	Own Operations	Long and Short	4
S2 Workers in value chain	Working conditions	Adequate wages	**Working conditions violations in high-risk geographies** AMMEGA's value chain is present in several geographies, some of which are at higher risk of fair wage violations. Although there haven't been any confirmed cases, it is still possible that such impacts are present in AMMEGA's value chain.	Negative	Potential	Upstream, Downstream	Medium and Long	4
	Working conditions	Health and safety	**Risks to worker well-being due to exposure and safety hazards** Exposure to toxic chemicals, insufficient health and safety measures for subcontractors, and manufacturing hazards pose significant risks to worker wellbeing. Employees working in these conditions may face severe health conditions, serious injuries, or fatalities.	Negative	Potential	Upstream, Downstream	Medium and Long	4
	Equal treatment and opportunities	Gender equality/ equal pay	**Disparities in gender equality and pay** Some of AMMEGA's suppliers are located in places where the risk of gender inequality is high. This can increase the vulnerability of women in the value chain.	Negative	Potential	Upstream, Downstream	Medium and Long	4
	Equal treatment and opportunities	Measures against violence and harassment	**Inadequate measures against violence and harassment** Inadequate measures against violence and harassment within AMMEGA's value chain can create a hostile and unsafe work environment. Underrepresented and vulnerable groups are at increased risk of harassment and violence. This can lead to physical harm, psychological distress, and decreased morale among value chain workers, affecting their overall well-being.	Negative	Potential	Upstream, Downstream	Medium and Long	4
	Other work-related rights	Child labour	**Child labour violations in high-risk geographies** AMMEGA's value chain is present in several geographies, some of which are at higher risk of human rights violations. Although AMMEGA has controls such as supplier code of conduct in place and there have not been any confirmed cases of child labour, it is still possible that such impacts are present in AMMEGA's value chain.	Negative	Potential	Upstream, Downstream	Medium and Long	4

IROs (full)

Material Impacts

Topic	Sub-topic	Sub-sub-topic	Material Impacts	Positive/ Negative	Actual/ Potential	Value chain	Timeframe	Score (4–5)
S2 Workers in value chain	Other work-related rights	Forced labour	**Forced labour violations in high-risk geographies** AMMEGA's value chain is present in several geographies, some of which are at higher risk of human rights violations. Although AMMEGA has controls in place such as supplier code of conduct and there have not been any confirmed cases of forced labour, it is still possible that such impacts are present in AMMEGA's value chain.	Negative	Potential	Upstream, Downstream	Medium and Long	4
G1 Governance	Corporate culture	N/A	**Diverse corporate culture** AMMEGA's commitment to cultural and geographical diversity fosters a strong sense of belonging among employees, allowing them to sustain their local cultures while also contributing to the global vision of the company. This diversity enhances creativity and innovation, creating a dynamic and inclusive environment where employees feel valued and connected to the broader company community.	Positive	Actual	Own Operations	Long and Short	4
	Supplier engagement and management	N/A	**Supplier Engagement on ESG practices** By actively managing and engaging with suppliers through numerous measures, AMMEGA ensures strong ESG practices. This proactive approach positively impacts people and the environment while promoting sustainability throughout the supply chain.	Positive	Actual	Upstream, Downstream	Long and Short	4
	Cyber security	N/A	**Erosion of trust due to a cyberattack** A cyberattack compromising company data, could lead to identity theft, financial fraud, and personal security risks. This can cause distress among employees, reduce trust in the company's data protection measures, and negatively impact workplace morale.	Negative	Potential	Own Operations	Long and Short	4

IROs (full)

Material Risks & Opportunities

Topic	Sub-topic	Sub-sub-topic	Material Impacts	Positive/ Negative	Actual/ Potential	Value chain	Timeframe	Score (4–5)
E1 Climate change	Climate change adaptation	N/A	**Physical climate risks on assets and operations** AMMEGA's global presence, spanning over 40 countries with 20 manufacturing facilities, exposes the company to climate-related risks. These risks can potentially disrupt operations, impacting personnel, assets, and productivity, ultimately leading to increased operational and capital costs.	Risk	Anticipated	Own Operations	Long	4
	Climate change mitigation	N/A	**Transition to low-carbon products** Customers increasingly prefer low-carbon products to reduce their Scope 3 emissions. AMMEGA meets this demand by offering various products with reduced emissions in production and use, furthering demand and attraction for AMMEGA products.	Opportunity	Current	Own Operations	Long and Short	4
	Energy	N/A	**Dependency on fossil fuels** As a consumer of fossil fuels, AMMEGA is vulnerable to price volatility and supply chain disruptions in oil and natural gas markets. These fluctuations can significantly impact the company's operational costs and profitability.	Risk	Anticipated	Own Operations	Long and Short	4
E5 Circular Economy	Resource inflows	N/A	**Gains from product lightweighting** AMMEGA's focus on reducing belt weight (lightweighting) reduces procurement needs and purchases by requiring less input material, leading to significant cost savings for both the company and its customers. This improvement minimises input consumption and increases overall operational efficiency.	Opportunity	Current	Own Operations	Long and Short	4
	Resource outflows	N/A	**Gains from enhanced product longevity** AMMEGA's current focus is on enhancing belt longevity. By reducing replacement frequency and minimising downtime, AMMEGA can incur significant long-term cost savings to customers. This approach not only strengthens AMMEGA's market position but also cultivates demand for circular products, aligning sustainability with profitability.	Opportunity	Current	Own Operations, Downstream	Long and Short	5
	Resource outflows	N/A	**Gains from product take-backs & use of biomaterials** By embracing product take-backs and biomaterials, AMMEGA can position themselves to capture a share of this growing market, potentially leading to increased revenues, cost savings through resource efficiency, and new business opportunities in the evolving circular economy landscape.	Opportunity	Current	Own Operations	Medium and Long	4

IROs (full)

Material Risks & Opportunities								
Topic	**Sub-topic**	**Sub-sub-topic**	**Material Impacts**	**Positive/ Negative**	**Actual/ Potential**	**Value chain**	**Timeframe**	**Score (4–5)**
S1 Own Workforce	Working conditions	Secure employment	**Increased working flexibility in a volatile environment** AMMEGA leverages the flexibility of temporary and contract workers. This can enhance productivity and operational agility in response to market volatility.	Opportunity	Current	Own Operations	Short and Medium	4
	Working conditions	Social dialogue	**Employee engagement** AMMEGA establishes social dialogue with employees. This lead to a satisfied and productive workforce that feels their voices are heard and concerns are addressed. In turn, this can reduce employee turnover and enhance AMMEGA's reputation as an employer of choice.	Opportunity	Current	Own Operations	Long and Short	4
	Working conditions	Work-life balance	**Flexible work arrangements to improve work-life balance** By offering flexible work arrangements in applicable roles, AMMEGA can attract a wider talent pool and enhance employee retention. Flexible work policies can also contribute to cost savings on office space, and lower turnover-related expenses.	Opportunity	Current	Own Operations	Long and Short	4
	Working conditions	Health and safety	**Penalties related to non-compliance** Non-compliance with health and safety laws and regulations, as well as inadequate safety measures, can lead to financial penalties, increased healthcare expenses, and higher employee turnover. These factors may negatively impact AMMEGA's profitability, reputation, and overall ability to conduct business.	Risk	Anticipated	Own Operations	Long and Short	5
	Equal treatment and opportunities	Training and skills development	**Opportunities for learning and development** Providing opportunities for career growth can increase job satisfaction, workforce productivity and reduction of error. This can enhance AMMEGA's reputation as a responsible employer, improving its ability to attract and retain talent.	Opportunity	Current	Own Operations	Long and Short	4
	Equal treatment and opportunities	Diversity	**Reputation for inclusivity** Taking proactive steps to enhance diversity fosters an inclusive workplace culture. This supports employee retention and improves AMMEGA's reputation which can help attract talent. This proactivity also helps the company prepare for future regulations.	Opportunity	Current	Own Operations	Long and Short	4

IROs (full)

Material Risks & Opportunities

Topic	Sub-topic	Sub-sub-topic	Material Impacts	Positive/ Negative	Actual/ Potential	Value chain	Timeframe	Score (4–5)
G1 Governance	Corporate culture	N/A	**Enhanced corporate culture** AMMEGA's diverse and inclusive company culture offers a unique opportunity to attract and retain a wide range of skilled professionals from various backgrounds. This can enhance AMMEGA's reputation, improve overall talent attraction and retention.	Opportunity	Anticipated	Own Operations	Long and Short	4
	Supplier engagement and management	N/A	**Active engagement with suppliers** Active engagement with suppliers strengthens ESG performance, continuing to reduce risks arising from the supply chain, increasing supply chain resilience. This enhances AMMEGA's reputation as a responsible, sustainable company, attracting customers and partners who value these practices.	Opportunity	Current	Upstream, Own Operations	Long and Short	4

Assurance Statement

ROSS Services Ltd.'s Report on Sustainability Related Selected KPIs in the AMMEGA GROUP B.V. 2025 Sustainability Report for the Reporting Period from 1st January 2025 to 31st December 2025.

Assurance Engagement
ROSS Services Ltd (hereinafter referred to as ROSS Services) was commissioned by AMMEGA Group B.V. (hereinafter referred to as AMMEGA) to conduct an independent assurance of selected KPIs included in their 2025 Sustainability Report (hereinaŌer referred to as the Report).

Intended Users
This Assurance Statement is intended for all AMMEGA's Stakeholders.

Quality Management for Assurance Engagements
The governance system in place at ROSS Services Ltd to manage the quality, independence, ethics and imparpality around assurance engagements had been designed to be as demanding as ISQM1 and is aligned with the ISO17029:2019 standard. In conducting assurance engagements, ROSS Services code of integrity, code of conduct and the internal ethics code plays a key role in safeguarding the ethical principles as outlined through the International Ethical Standard for Sustainability Assurance (IESSA).

Assurance Standard and Level of Assurance
The assurance of this report has been conducted according to the ISAE3000 (Revised) Assurance Engagements Other than Audits or Reviews of Historical Financial Information and the ISAE3410 Assurance Engagements on Greenhouse Gas Statements. Assurance has been conducted at a 'limited' level of scrutiny.

Scope of Assurance Engagement
The scope of the assurance are the selected KPIs from the 2025 Sustainability Report of AMMEGA to be published during April/May 2026 for the 2025 reporting period. The information contained within the KPIs that were subjected to verification and assurance were selected and submitied by AMMEGA and are the responsibility of the directors or management of AMMEGA. ROSS Services has not been involved in the preparation of any of the material included in the Report.
The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information as detailed below and evaluation of adherence to the GHG Protocol – A Corporate Accounting and Reporting Standard and internal reporting methods and procedure of AMMEGA.

Assured Key Performance Indicators

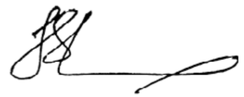
KPI	UNIT OF MEASUREMENT	REPORTED VALUE
GHG Emissions Scope 1	tCO2e	23,612
GHG Emissions Scope 2	tCO2e	25,942
GHG Emissions Scope 3	tCO2e	271,286
LTIFR	# of lost time injuries per 200,000 hours worked	0.79
% Female Managers	%	25

Assurance Methodology
The assurance comprised a combination of pre-assessment desk research, system reviews, interviews, documentation and record reviews. The assurance phase included reviews of automated systems used for KPI related data lifecycle management, interviews of relevant directors, managers and other employees. Verification of data was carried out against a pre-set materiality thresholds and samples were tested. The procedures performed in a limited assurance engagement vary in nature and duration and are less in extent from a reasonable assurance engagement. The level of assurance obtained in a limited assurance engagement is substantially lower than that of a reasonable assurance engagement.

Limitations and Mitigations
Financial data drawn directly from independently audited financial accounts has not been checked back to source as part of this assurance process. The reliability of the assured information is subject to inherent uncertainties, given the available methods for determining, calculating, estimating or testing of the verified information.

Statement of Independence
ROSS Services affirm our independence from AMMEGA, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders. The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised assurance practitioner Indika Edussuriya (ISO14064-1, 2,3, ISO14001:2015, ISO20121:2024, SA8000, AA1000SES, RTFO (Department for Transport, UK) Lead Auditor, Affiliate member – IIA), technical reviewer Amila N. Mihiripenne (MAAT, Licensed assurance practitioner, ICEAW Certificate in Sustainability, ACCA Certificate in Sustainability for Finance, ISO14064–3:2019).

Assurance Opinion
On the basis of the methodology described and the verification work performed, nothing has come to our attention that causes us to believe that the specified performance information included in the scope of assurance is not fairly stated and has not been prepared, in all material respects, in accordance with the reporting criteria. We believe that the organisation has chosen an appropriate level of assurance for this stage in their reporting. For and on behalf of ROSS Services Ltd,



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AMMEGA GROUP

SUSTAINABILITY REPORT 2025