

SUSTAINABILITY REPORT 2025

ENVIRONMENT, ETHICS & SOCIAL, GOVERNANCE
IN ACCORDANCE WITH THE REQUIREMENTS OF THE UN GLOBAL COMPACT



100 % GREEN ELECTRICITY

We source 100 % of our electricity
from renewable energy.



FOREWORD



Roland Burreiner, CEO



Hermann Schnaitter, Sustainability Manager

Dear Ladies and Gentlemen,
dear partners of KRAIBURG Relastec,

in 2025, too, we are consistently continuing along our path: for us, sustainability is not a goal that is achieved once and then ticked off – it is an ongoing process to which we are fully committed.

This year, we are delighted to report on two significant milestones: with the complete switch of our electricity supply to 100 % green electricity, we have taken an important step towards further reducing our ecological footprint. This underlines our responsibility towards the environment and climate in a tangible and measurable way.

In addition, we started to produce a total of three average EPDs (Environmental Product Declarations) for a large number of our products, which will be verified and published by the Institut Bauen und Umwelt (IBU). These declarations will provide a robust, transparent basis for assessing the environmental impact of our products across their entire life cycle – giving you, as our partners, reliable information for your own sustainability decisions.

We see this progress as part of our shared responsibility – towards the environment, towards society and towards you. Your trust and your interest in what we do are both a motivation and a commitment for us.

Thank you for accompanying us on this journey.



Roland Burreiner

Hermann Schnaitter



ABOUT OUR COMPANY



KRAIBURG Relastec GmbH & Co. KG is an independent company within the KRAIBURG Holding. With our finished products for sound and vibration insulation (DAMTEC®), fall protection (EUROFLEX®), building protection (KRAITEC®), load securing (KARGO-TEC®), sports flooring and elastic surfacing (SPORTEC®), as well as elastic flooring systems for equestrian use (KOMFORTEX®), we serve the international market.

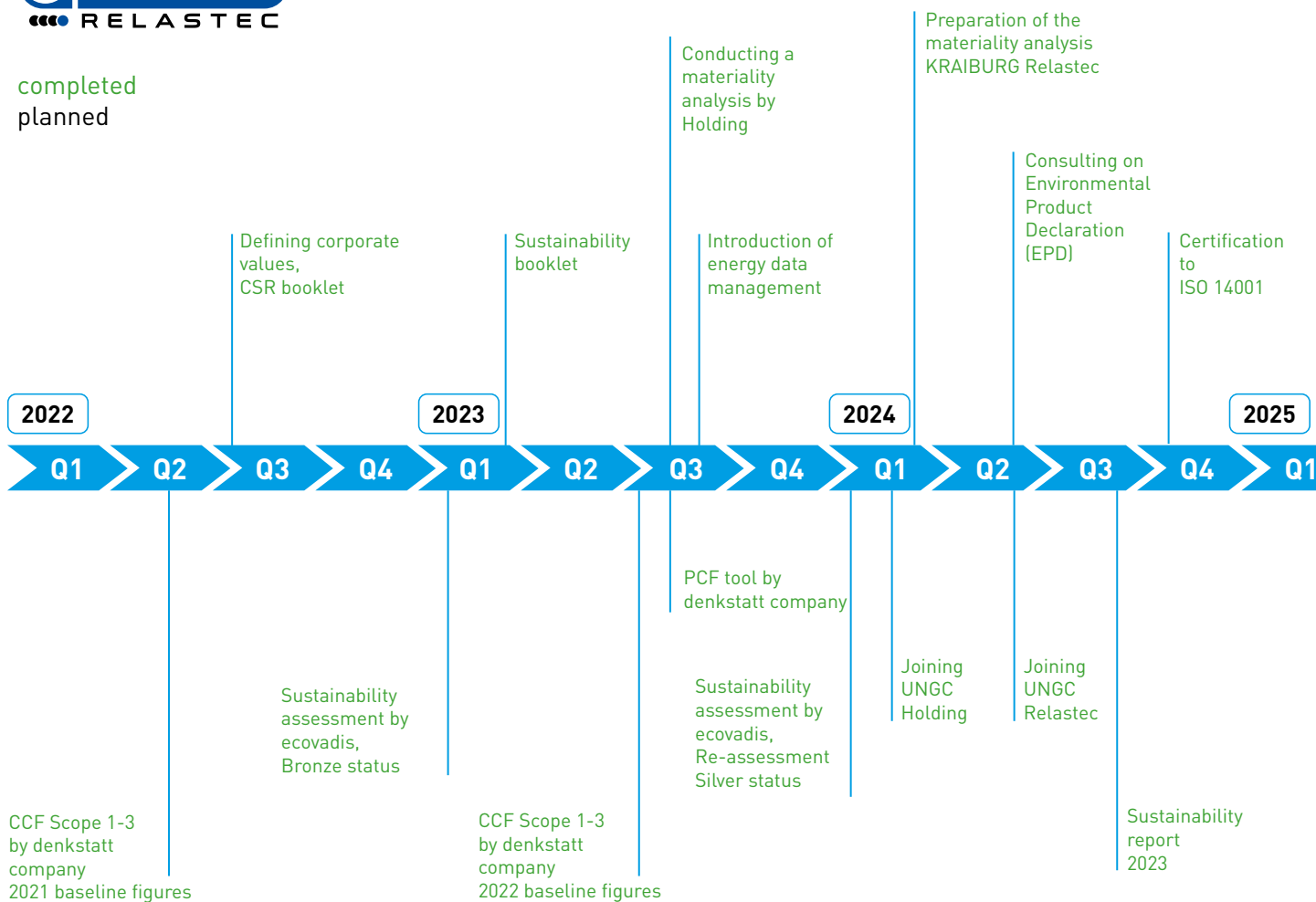
Modern technologies and continuous further development make us a competent partner for architects, planners and system providers. In the spirit of a “rubber cycle”, KRAIBURG Relastec takes back up to 60,000 t of recycled material every year and processes it into our high-quality products.

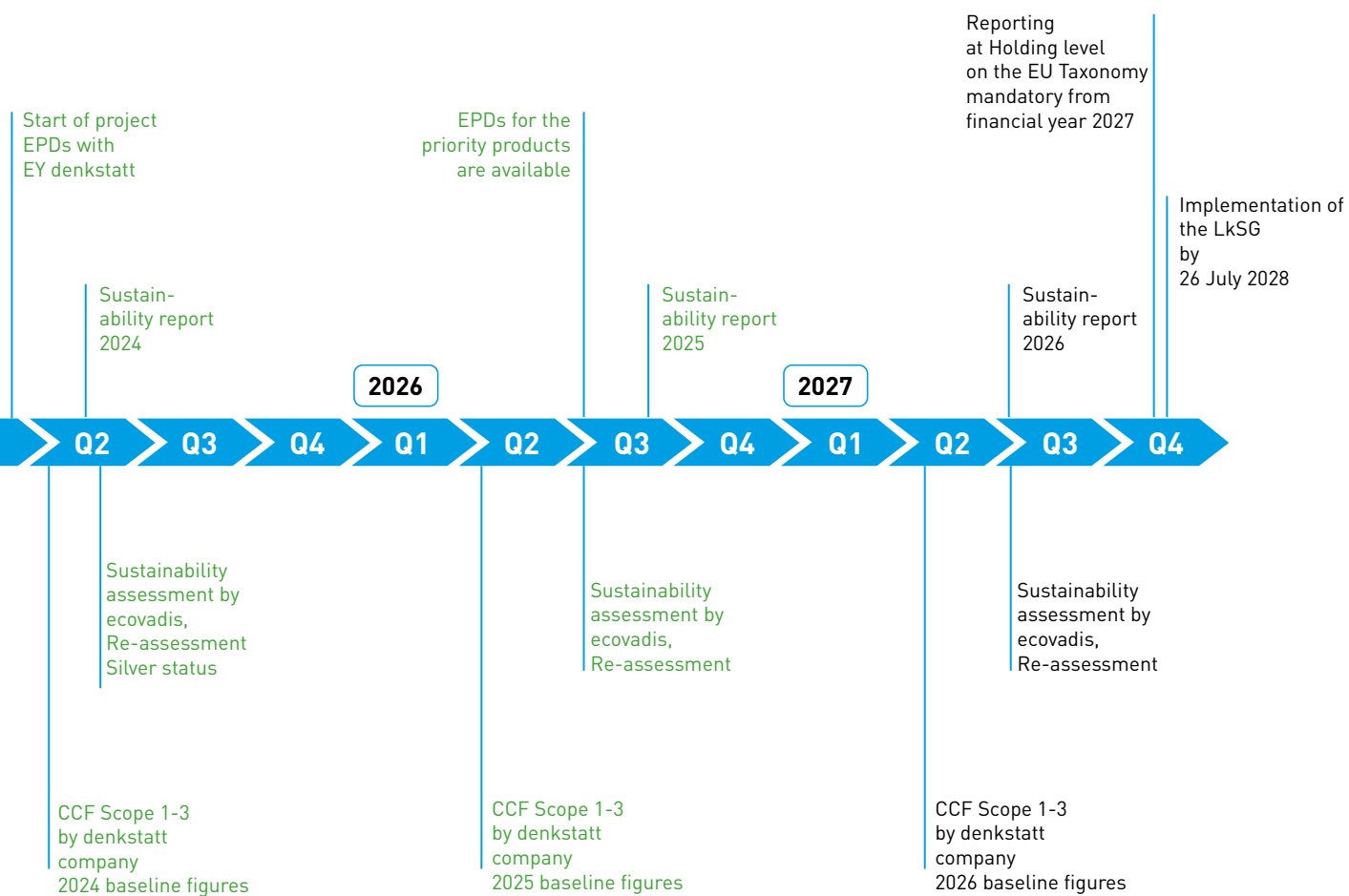
Among rubber recycling companies, KRAIBURG Relastec is one of the most significant worldwide. Based on many years of experience and processes that are constantly refined and reviewed, KRAIBURG Relastec creates new products from technical rubber materials, acting in an environmentally conscious and resource-saving way.

OUR TIMELINE FOR SUSTAINABILITY PROJECTS



completed
planned





ENVIRONMENT

GREENHOUSE GAS EMISSIONS PAGE 9-11

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Greenhouse Gas Emission Sources for Calculating the Corporate Carbon Footprint according to the Greenhouse Gas Protocol.

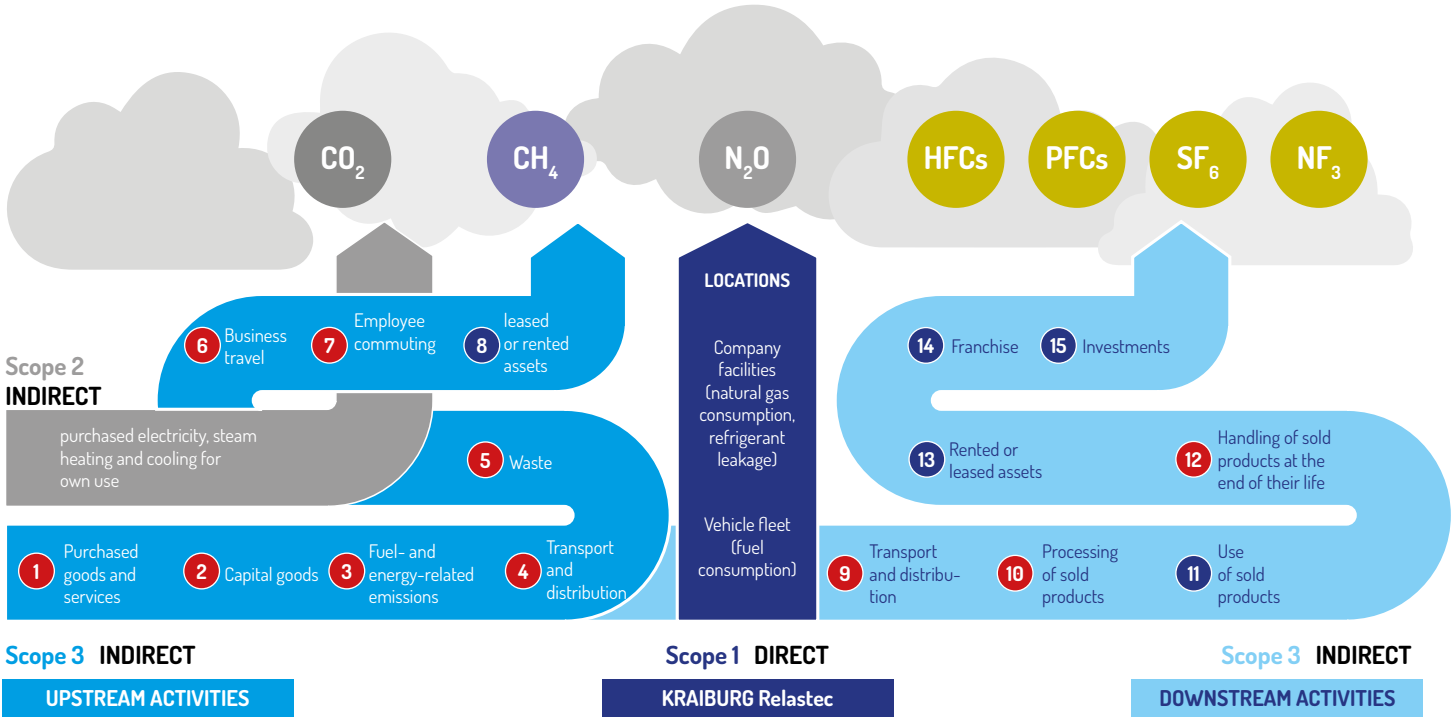
Since 2022, KRAIBURG Relastec has regularly prepared, together with the renowned service provider “EY denkstatt”, a CO₂ footprint for the company.

This Corporate Carbon Footprint (CCF) covers all greenhouse gas emissions generated by KRAIBURG Relastec's activities within one year.

The calculation is carried out in accordance with the Greenhouse Gas Protocol Corporate Standard.

The Corporate Carbon Footprint considers the direct and indirect greenhouse gas emissions of KRAIBURG Relastec in t CO₂e (equivalent) per year.

In accordance with the Greenhouse Gas Protocol, KRAIBURG Relastec considered Scope 1 and 2 as well as relevant Scope 3 categories (marked in red):

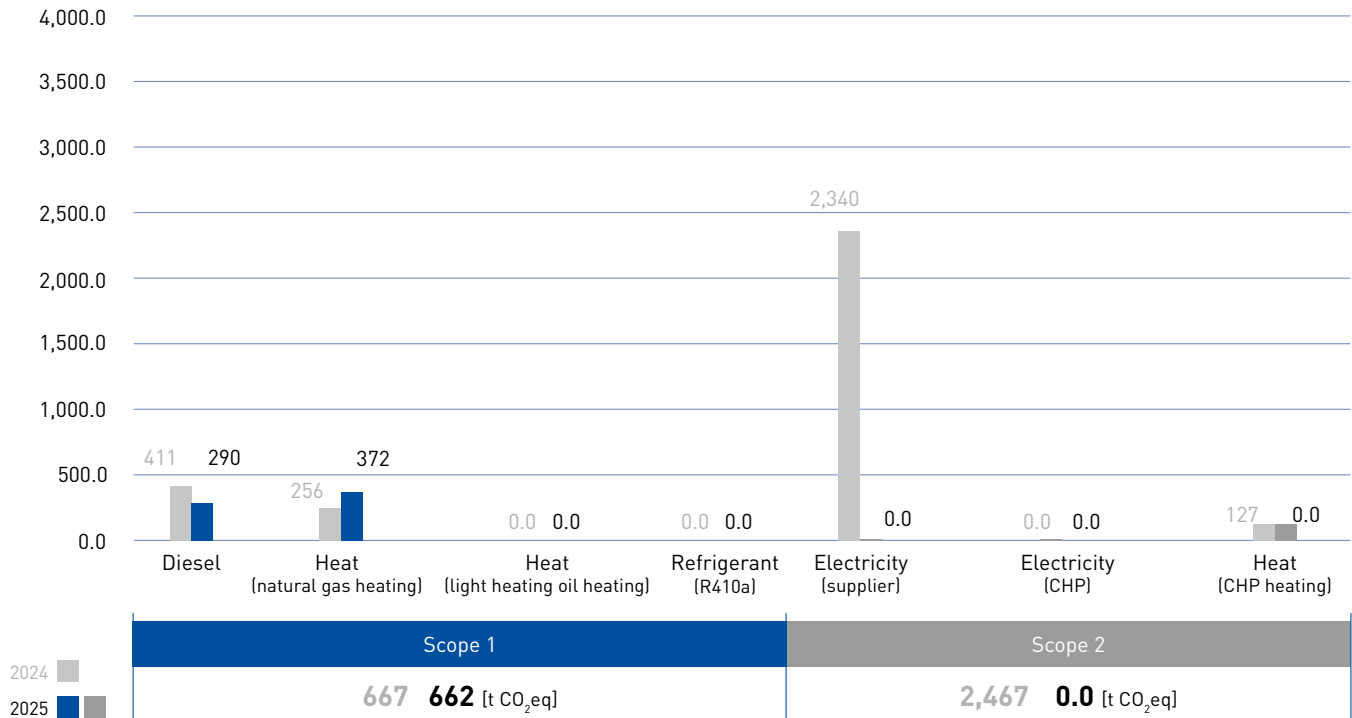


Data Sources & Emission Factors

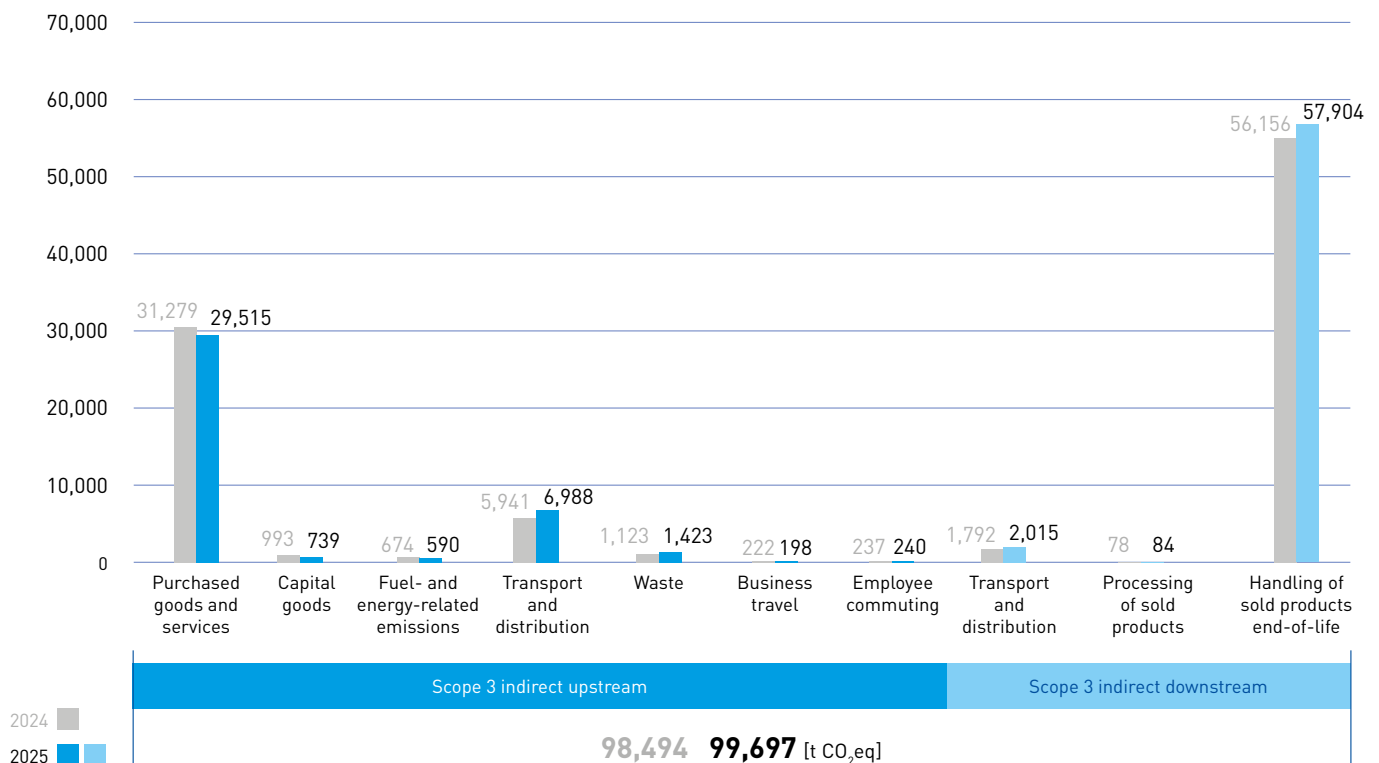
All climate-relevant activities of the company in 2025 were recorded by KRAIBURG Relastec and validated for plausibility by denkstatt. Records and invoices were also used for data collection.

International Energy Agency (IEA): 2025 edition, 2023 data for location-based electricity procurement
Umweltbundesamt (Austrian Environment Agency, UBA AT): 2025 data for biodiesel and flights
Ecoinvent database (version 3.12, 2025) for Scope 3.3 [electricity], Scope 3.1 mass-based, Scope 3.4 distance-based, Scope 3.5 mass-based, Scope 3.7 distance-based, Scope 3.9 distance-based, Scope 3.10 electricity consumption, Scope 3.12 mass-based
Expenditure-based emission factors: use of DBEIS data from the 2022 publication year (corresponding to CCF 2024), adjusted to EUR and exchange-rate- and inflation-adjusted to the year 2025 (referred to as DBEIS, 2025) for Scope categories 3.1, 3.2 and 3.6 (flights, rail, car travel and hotel stays, expenditure-based).
Adapted emission factors: - Connectors (Ecoinvent v.3.12 polyethylene granulate+injection moulding) - Post-industrial rubber granulate: publication on transport and granulation emissions from end-of-life tyres https://www.mdpi.com/2076-3417/14/24/11667 - PU-bonded rubber products: post-industrial rubber granulate 93%, 7% binder - DBEIS blended factor for travel costs: average of land transport, rail transport, accommodation services, food and beverage services - Diesel, natural gas (Scope 1 and 3.3) nonwoven factor, recycled rubber granulate, biogenic rubber combustion, EPDM, adopted as blended factor from CCF 2024

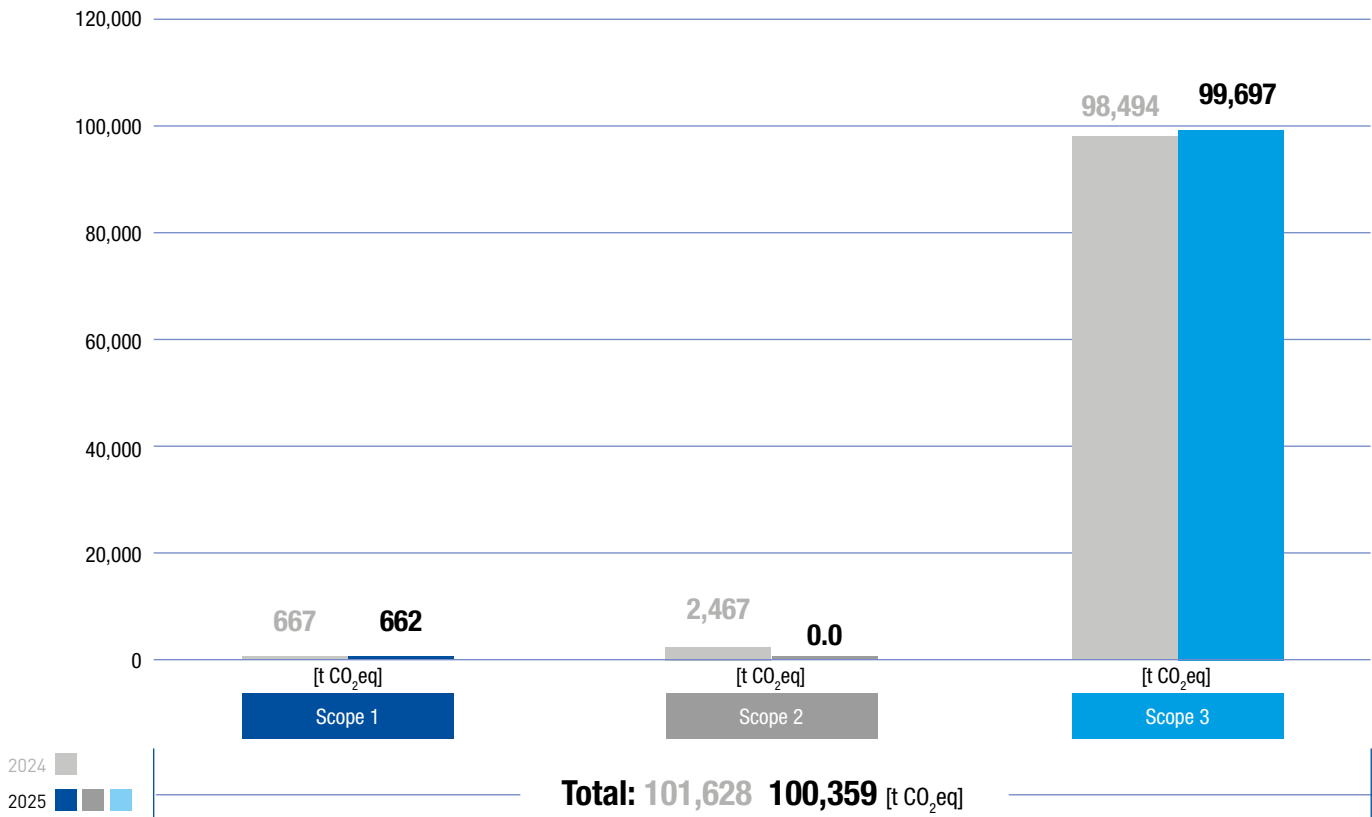
Scope 1 & 2 emissions in [t CO₂eq] 2024/2025



Scope 3 emissions in [t CO₂eq] 2024/2025



Corporate Carbon Footprint Scope 1 - 3 in [t CO₂eq] 2024/2025



Statement and Objectives

In 2025, the total CCF remains almost unchanged compared with the previous year. Market-based Scope 1 emissions were reduced by 40 % through the switch to biodiesel, and Scope 2 emissions by 99 % through the switch to 100 % green electricity.

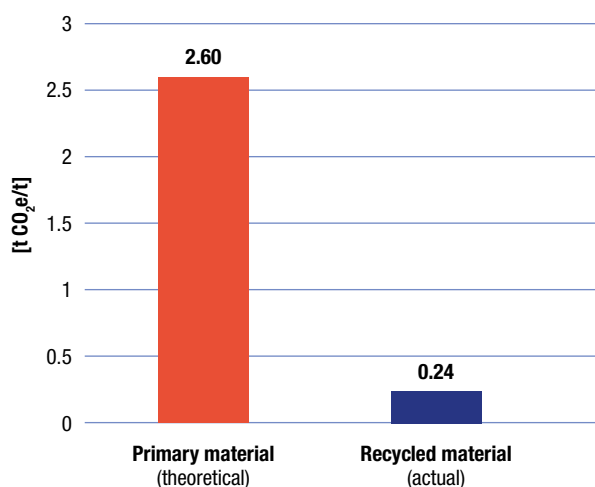
The average emissions intensity fell by almost 78 %, from 0.36 to 0.08 t CO₂e/MWh.

KRAIBURG sets ambitious targets for all sites worldwide to reduce CO₂ emissions. To achieve these targets, corresponding climate programmes with reduction measures are developed. Based on the principles of the UN Global Compact, the objectives of the Paris Climate Agreement and the provisions of Section 2(3), Nos. 1-8, of the LkSG, KRAIBURG and its business partners assume social and environmental responsibility for long-term environmental and climate protection.

KRAIBURG Relastec's target was to reduce Scope 1 & 2 GHG emissions between 2022 and 2027 by up to 15 % per production unit (tCO₂e/prod. t). Thanks to the measures implemented for fuel and electricity, we have already achieved this target today.



Average emissions per t of raw rubber material
Comparison of 100 % primary to
recycled content, Kraiburg Relastec



Significant savings in greenhouse gas emissions through the use of secondary raw materials.

With over 90 % of emissions falling within Scope 3.1, raw material consumption is the largest source of emissions.

Our founders recognised over 30 years ago that the careful use of resources would become increasingly important to society and the economy.

Today, we benefit from their pioneering vision and foresight, because saving resources – alongside the increasingly relevant CO₂ challenge – remains an important part of our strategy. The use of recycled material significantly reduces product-related emissions compared with primary material. In the scenario considered, the average emissions from recycled material are around 90 % lower than those from primary material. A higher recycling rate can make a significant contribution to achieving climate and decarbonisation targets.

functional unit (m²)

1

article number

06631504

product category

DAMTEC®



Overview of results

global warming potential

share of total emissions

kg CO₂e

%

material inputs

6.6

84

product emissions

0.4

5

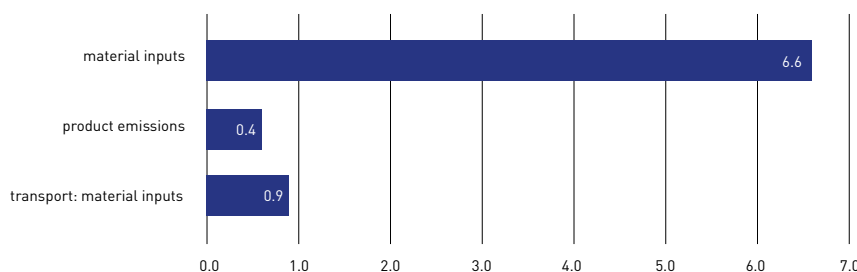
transport: material inputs

0.9

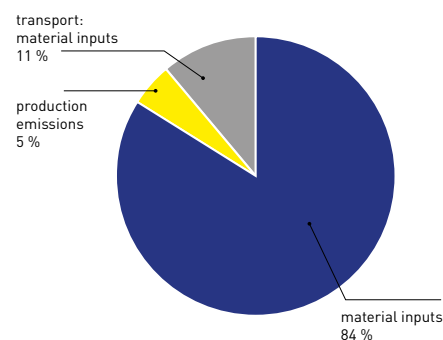
11

PCF Cradle to Gate

7.9

kg CO₂e pro m²Global Warming Potential [kg CO₂e]

share of emissions



Product Carbon Footprint: climate impact of our products from raw material extraction to leaving our premises

The Product Carbon Footprint (PCF) determines the climate impact of each of our products. In doing so, we consider their “cradle to gate” life cycle, meaning that we calculate the generation of harmful greenhouse gases from the raw materials or bought-in parts of the product up to the point at which it leaves our company.

The calculation is carried out using a software tool developed by the company “denkstatt”, which is based on the standards **ISO 14067 (Product Carbon Footprint)** and **ISO 14040/44 (Life Cycle Assessment = LCA)**.

The introduction of the Product Carbon Footprint for our products once again demonstrates our commitment to transparency and environmental awareness. It serves both as a benchmark in the development of new products and as a point of reference in defining our corporate strategies. It also offers the potential to identify improvements. Customers who need to take environmental requirements into account when implementing their projects can therefore see at a glance whether a product meets the criteria in each particular case.



The energy management system of KRAIBURG Relastec is certified to ISO 50001

Our energy management system makes a significant contribution to environmental protection. Through the systematic identification of potential and the implementation of optimisation measures, energy is used more efficiently. This also brings about a reduction in direct and indirect CO₂ emissions.

The Earth's resources are finite. By using recycled materials, we already make an important contribution to conserving resources here. Our energy management system additionally helps us to use the resource of energy efficiently on an ongoing basis.

The energy management system of KRAIBURG Relastec is certified to ISO 50001. Energy-relevant matters are taken into account in all of the organisation's processes. With our energy policy as the basis and our strategic objectives in mind, the energy programme is developed, implemented, regularly assessed and continuously optimised. ISO 50001 also supports the UN-defined "Sustainable Development Goals" with regard to resource conservation and climate protection measures.



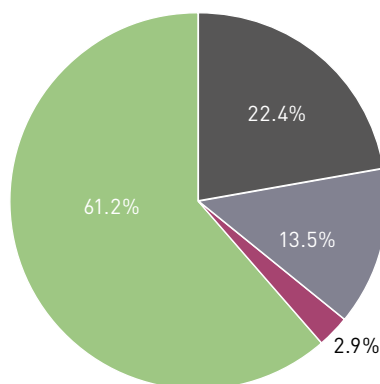
SYSTEMZERTIFIZIERT

ISO 9001:2015	NR. 00186/0
ISO 14001:2015	NR. 05343/0
ISO 50001:2018	NR. 00070/0

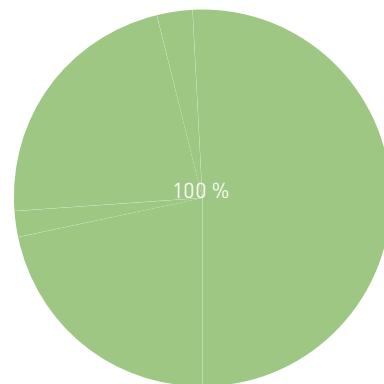
KRAIBURG Relastec energy consumption in MWh



Electricity mix Germany (location-based)



Electricity mix KRAIBURG Relastec (market-based)



Statement and Objectives

As a responsible company, we are actively committed to energy efficiency and sustainability. Our energy-saving measures not only help to reduce costs but also have a positive impact on the environment. We recognise the importance of reducing our energy consumption along the entire value chain. Through the use of energy-efficient technologies and processes, we aim to minimise our CO₂ footprint and switch to clean energy sources.

Our energy-saving efforts include, among other things:

- **Energy management:** We have implemented an energy management system in accordance with DIN EN ISO 50001 in order to identify and make use of potential efficiency gains.
- **Technical optimisation:** We rely on energy-efficient lighting systems and drives
- **Raising awareness:** We raise our employees' awareness of the conscious use of energy and promote a sustainable mindset.

Our aim is not only to act in an economically efficient way, but also to contribute to global climate protection. We are convinced that energy saving and environmental protection go hand in hand.



100 % GREEN ELECTRICITY

We source 100 % of our electricity from renewable energy.

Guaranteed 100% Green

By switching to 100 % green electricity, we are sending a clear signal for climate protection. The electricity we use comes entirely from renewable energy sources such as wind, hydro and solar power, and is verified by corresponding guarantees of origin. This reduces our indirect CO₂ emissions from electricity procurement to zero.

The switch to green electricity is a logical step on our path towards a more sustainable energy supply. Combined with our certified energy management system to ISO 50001, this helps us to steadily reduce energy consumption and keep remaining emissions as low as possible.

By switching to 100 % green electricity, KRAIBURG Relastec makes a tangible contribution to the UN-defined "Sustainable Development Goals", particularly in the areas of affordable and clean energy and climate action. We see this as a firm part of our corporate responsibility.

**SCHOLTenergy**

GarantiertGrün

Dieses Grün-Zertifikat ist der Nachweis, dass **100 %** des Stromverbrauchs aus erneuerbaren Energiequellen stammen. Damit ist dieser Anteil des Stromverbrauchs CO₂-neutral.

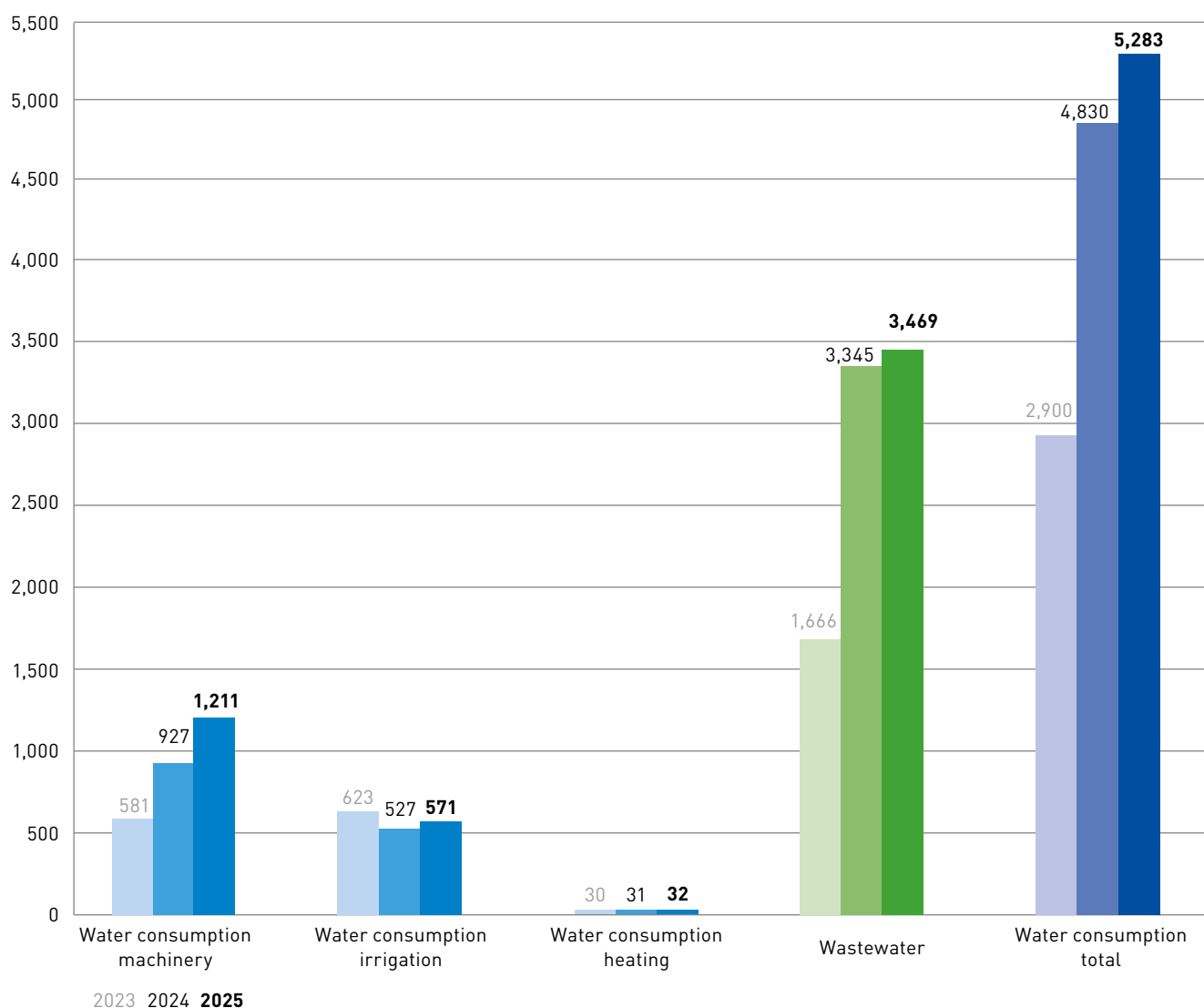
Januar 2025 - Dezember 2025

KRAIBURG Relastec GmbH & Co. KG

Fuchsberger Straße 4

29410 Salzwedel

Scholt Energy • An der Pönt 48 • 40885 Ratingen • scholt.de

Water: consumption and wastewater volume 2025 in m³

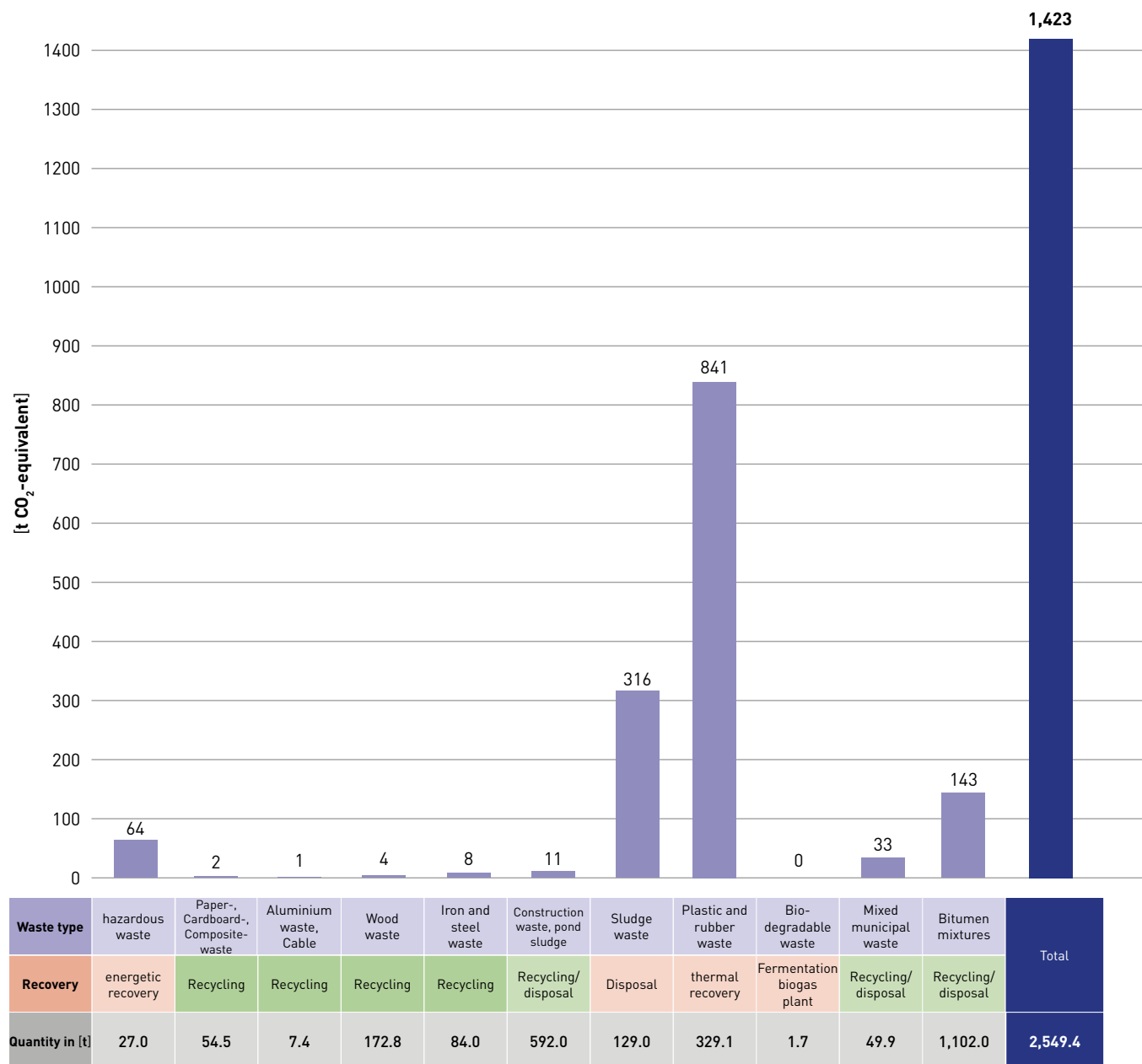
Statement and Objectives

KRAIBURG and its business partners strive to conduct their business operations in an environmentally sustainable way and comply with all applicable laws and regulations for the protection of the environment.

Care is taken to keep the impact on society, the environment and the climate as low as possible. All employees are therefore obliged to protect soil, water, air, biodiversity and cultural assets. The occurrence of environmentally harmful effects must be prevented by suitable environmental protection measures in conjunction with statutory requirements. Resources must not be wasted.

As part of the environmental management system introduced in March 2025 in accordance with DIN EN ISO 14001, our aim is to keep improving how we evaluate our water and wastewater data.

Waste types, recovery methods, waste quantities, CO₂ emissions 2025



Increase in emissions of 27 % compared with 2024. The main drivers are a rise in oil sludge and hazardous waste, as well as the disposal of bitumen, and a reduction in plastic and rubber waste, paper packaging, wood and mixed municipal waste.

Recycling Rate

In terms of recovery method*, **45.47 %** of waste in 2025 was returned to recycling and recovered as material.

* Assumption for construction waste, pond sludge, mixed municipal waste and bitumen mixtures: 50 % recycling/50 % disposal



The KRAIBURG Circular Initiative

Sustainability does not end with the finished product – it begins with responsibility across the entire life cycle. As a manufacturer of high-quality finished products made from recycled rubber granulate, we have been making an active contribution to the circular economy for years: we give materials that would otherwise be used for energy recovery or landfilled a durable, technically demanding second life. Every tonne of recycle used replaces primary raw materials and avoids the emissions associated with their extraction and production. We disclose the impact of this approach across all life cycle stages transparently and with external verification in our Environmental Product Declarations (EPDs).

Until now, our direct responsibility ended where the product reached its use phase. This is exactly where the KRAIBURG Circular Initiative comes in: from now on, we also actively offer our customers the recycling of end-of-life products. Once their service life has ended, used products are taken back, processed by material type and fed back into production as a secondary raw material. In doing so, we close the material loop not only conceptually but operationally – from take-back through logistics to recycling at our own plant.

This creates a dual benefit for our customers: they receive a reliable, documented solution for end-of-life disposal and can claim the contribution to resource conservation in their own sustainability reporting as well as in certification systems for sustainable building. At the same time, we jointly reduce the volume of waste, lower dependency on primary raw materials and keep valuable materials within the economic cycle.

The KRAIBURG Circular Initiative is therefore not a single project, but the consistent evolution of our business model from a recycled product towards a genuine circular system. End-of-life products do not become a problem but a resource for something new – entirely in the spirit of KRAIBURG Circular.



Costs & Organisation

The customer must bear the costs and organisation of removing and shipping the goods to Salzwedel, Germany.



Only With New Orders

Recycled material is only taken back if goods of approximately the same quantity are, or have been, ordered.



Material & Quality

Only products made of rubber or PU foam

No laminated products (nonwoven, PVC, aluminium, vinyl, multi-layer or coated products, etc.). Maximum 5% adhering foreign matter (adhesive residues, screed residues, contamination)



Photo of the Goods Before Shipment

We require several meaningful photos of the end-of-life products from you so that we can assess the goods before they are delivered to Salzwedel.



Goods Accepted Only After Inspection

Final acceptance only takes place after physical inspection at goods receipt. If the goods do not meet the agreed requirements, we reserve the right to refuse acceptance or return the goods at the supplier's expense.



Minimum Quantity

We take back both KRAIBURG products and third-party products. The minimum quantity per return shipment is 5 tonnes.



Legal Information & Contractual Matters

For operational simplicity, your delivery is classified as waste by our purchasing department. All legal obligations relating to waste shipment must be complied with in full. For regularly recurring return deliveries, we reserve the right to formalise the collaboration through an appropriate take-back agreement.

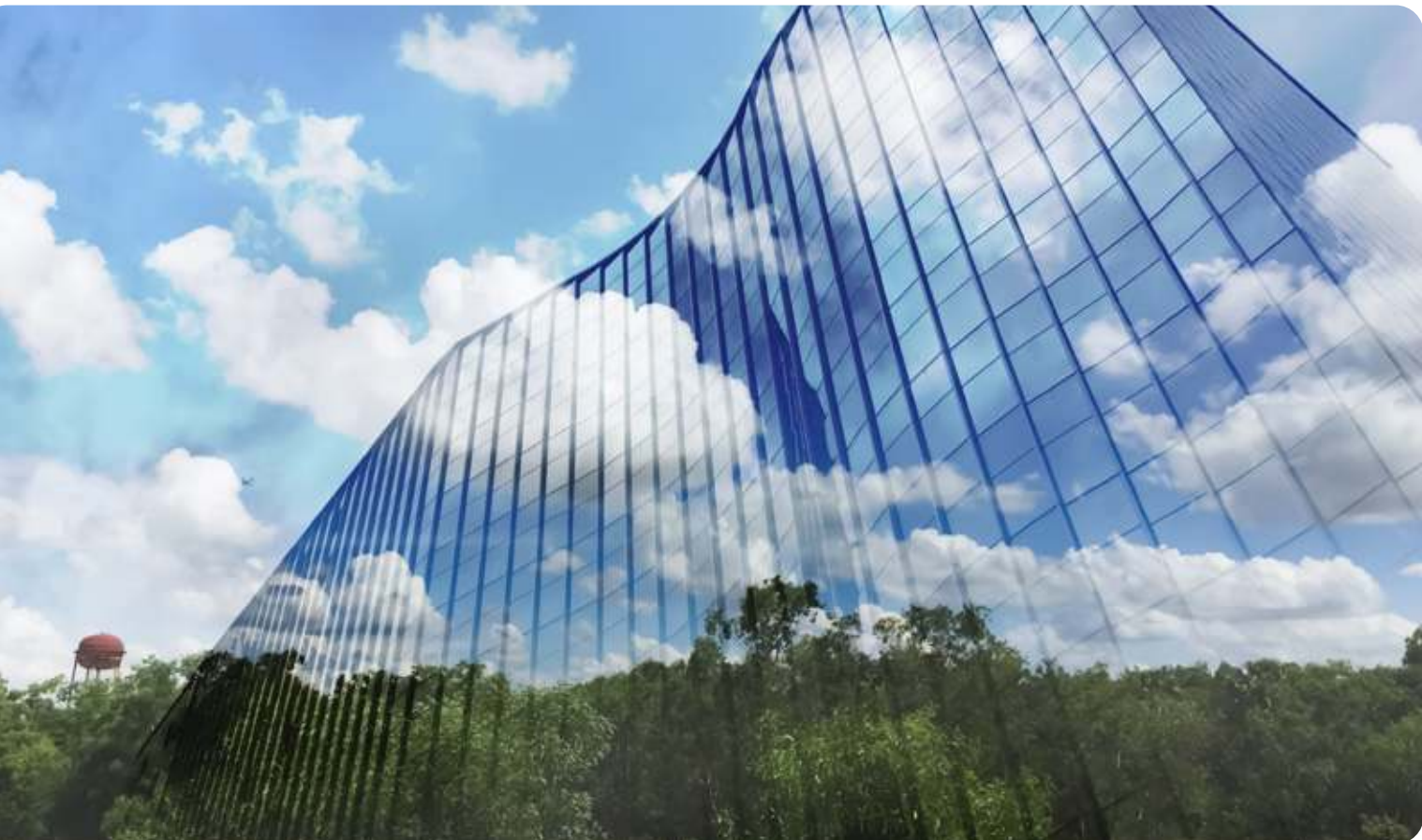
The customer is liable for the correct classification, declaration and documentation of the waste, as well as for any resulting regulatory or civil law consequences. We will support you, if required, in preparing the necessary documents.



Geographic Restrictions

To avoid high CO₂ emissions from long transport distances, this offer is only available for the following countries: DE, AT, CH, DK, NL, BE, LU, FR, IT, CZ, PL, HR, HU, UK, SE, NO, FI





The global climate crisis will have far-reaching consequences for the environment, nature, the economy and health.

We understand that climate change can have a significant impact on the environment and on our company too. The most important measures to counteract this are:

Climate risk analysis: As part of the materiality analysis we carry out, the risks associated with climate change are also taken into account. This includes both physical risks (such as damage caused by extreme weather events) and transition risks (e.g. changes to certain regulations by legislators)

Energy management and resource efficiency: Efficient use of energy and resources is crucial. In doing so, we are introducing more energy-efficient technologies, optimising our supply chains and increasingly applying sustainable procurement practices.

Adapting our infrastructure: Our buildings and facilities are continuously being modernised, partly so that we can counteract future climatic conditions.



Environmental Management Successfully Established

With successful certification to ISO 14001, the environmental management system is now a firmly established part of our company processes. The defined structures and procedures have proven their worth in day-to-day work and help us to incorporate environmental aspects into our decisions continuously and systematically.

Regular internal and external audits confirm the effectiveness of our environmental management system as well as compliance with the requirements of the standard. The consistently positive audit results show that we consistently meet our high standards for the responsible use of resources and continuously develop our environmental performance.

We will continue to consistently pursue our environmental management in the future and further expand it in the spirit of continuous improvement. In doing so, we are creating the basis for permanently combining ecological responsibility with economic action and meeting the expectations of our customers, business partners and other stakeholders.

SUPPLY CHAIN DUE DILIGENCE ACT (LKSG)

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MONITORING OF PROTECTED LEGAL POSITIONS PAGE 27

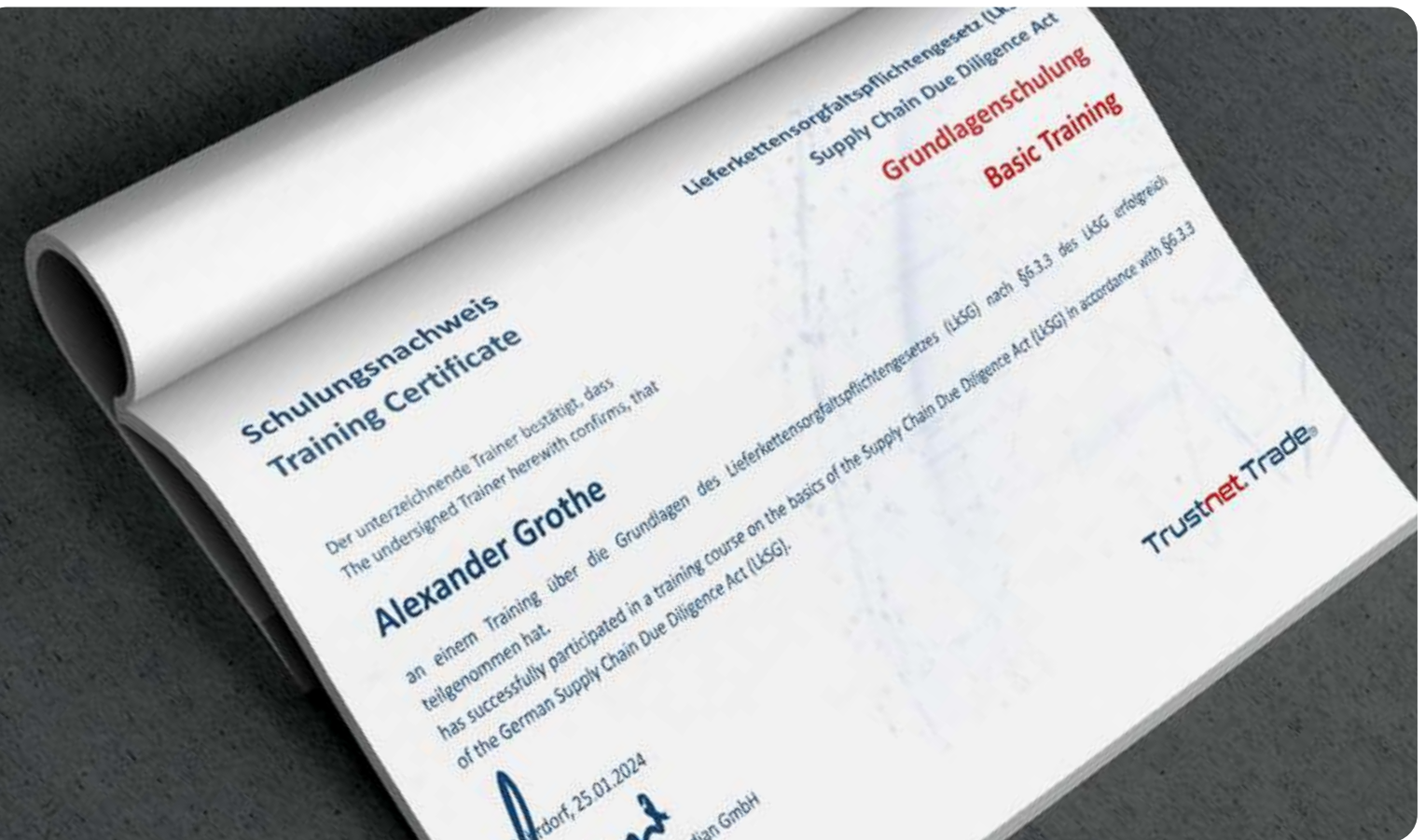


General Statements and Obligations at Parent Company Level

The KRAIBURG Group conducts its business worldwide in accordance with national and supranational statutory regulations as well as applicable international conventions, and prevents breaches of the law. KRAIBURG is committed to acting in accordance with the highest ethical standards and to treating third parties with respect and integrity.

This is done in accordance with the UN Universal Declaration of Human Rights, the principles of the UN Sustainable Development Goals (SDGs), the UN Global Compact, the International Labour Organisation Principles (ILO), the OECD Guidelines for Multinational Enterprises, the German Act on Corporate Due Diligence Obligations to Prevent Human Rights Violations in Supply Chains (Supply Chain Due Diligence Act – LkSG), DIN ISO 9001, DIN ISO 14001 and DIN ISO 50001.

A prerequisite for a business partnership with KRAIBURG is the confirmation, observance and signing of our Code of Conduct, or the submission of the partner's own code of conduct based on the same principles. KRAIBURG reserves the right to update the Code of Conduct where necessary and expects its business partners to accept such changes. The individual procurement guidelines of KRAIBURG's subsidiaries automatically form part of this agreement. KRAIBURG does not tolerate any breaches of this Code of Conduct.



The KRAIBURG Group is currently in the process of implementing the LkSG and is being supported and advised in this by the external service provider

Cargodian GmbH.

In doing so, we are implementing the requirements of the LkSG and meeting our due diligence obligations:

- establishing a risk management system (Section 4(1))
- defining an internal area of responsibility (Section 4(3))
- issuing a policy statement (Section 6(2))
- establishing a complaints procedure (Section 8)
- basic training for those responsible within the companies under the Holding
- carrying out regular risk analyses (Section 5)
- embedding preventive measures in our own business area (Section 6(1) and (3))
- taking remedial action (Section 7(1) to (3))
- implementing due diligence obligations regarding risks at indirect suppliers (Section 9)
- documentation (Section 10(1)) and reporting (Section 10(2))



Protected Legal Position	Violations of
Human Rights	• Prohibition of child and forced labour • Prohibition of slavery
Employee Rights	• Occupational health and safety • Working hours • Qualification (competence) • Freedom of association
Discrimination	• Prohibition of unequal treatment • Prohibition of wage discrimination • Fair wage
Social Rights	• Soil, water and air pollution • Unlawful forced eviction and land acquisition • Engagement and use of security forces
Environmental Obligations	• Prohibition of the manufacture, use or treatment of mercury or products containing mercury • Prohibitions relating to persistent organic pollutants • Prohibition of the export and import of hazardous waste

ETHICS & SOCIAL

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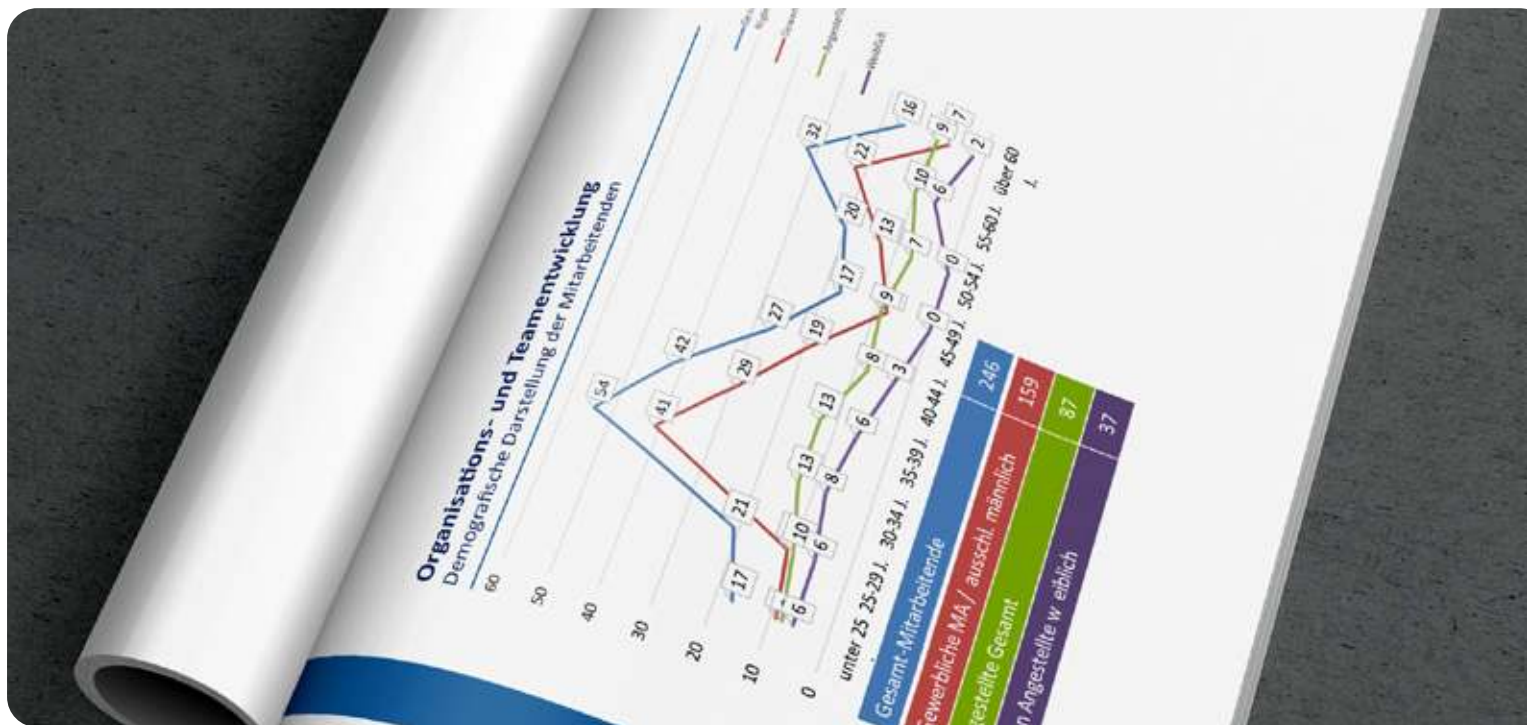
EMPLOYEE SATISFACTION PAGE 33

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EMPLOYEE TRAINING PAGE 36

DATA PROTECTION PAGE 37



Equal Opportunities at KRAIBURG Relastec

Diversity means strength to us, and it contributes to the success of our company.

We insist on a corporate culture in which all employees have the same opportunities regardless of ethnic origin, background, political views, age, religion, gender, sexual orientation or disability. In doing so, we support all employees with the same diversity of offerings and measures, in order to embed diversity as a core value in KRAIBURG Relastec's corporate culture.

- in 2025, 4 employees with disabilities were employed
- in 2025, too, we continued to work with the "Christliches Jugenddorfwerk Deutschland" charitable association
- we are assessed annually by the Federal Employment Agency on the "implementation of Book Nine of the Social Code (SGB IX), notification procedure under severe disability law, Section 163(2) SGB IX"
- for 2025, too, no compensatory levy was required, as we already fulfil our obligation to employ people with disabilities.
- of 235 employees, 37 were female. We achieved a female employment rate of 15.7 %

Gender Pay Gap

Our grading, and therefore pay, is based on the collective agreements for the chemical industry. This means that where women and men carry out the same role with comparable qualifications, knowledge and skills, they receive the same pay under the collective agreement – regardless of their gender.

This also applies to managers. In administration in particular, we have a number of women in leadership positions. Gender-neutral pay is applied here, linked exclusively to the role, responsibility and the qualifications required for the position.

Pay Ratio – Ratio of Top Pay to Median Pay

The ratio of the annual total remuneration of the highest-paid individual to the median annual total remuneration of all employees was **4.99 : 1**



Our Understanding and Scope of Living Income

Living wages for salaried staff and workers, and living incomes for self-employed people, are net annual incomes required for a household in a given location to enable all family members to enjoy a decent standard of living. This includes not only food but also clean water, education, clothing, housing, healthcare and reserves for unexpected events.

For KRAIBURG Relastec, it goes without saying that we pay living wages to employees at our company locations; we also expect our partners and suppliers to act in the same spirit and to guarantee and implement this within their own areas of responsibility and regions.

Our measures for implementing and ensuring the payment of living incomes:

- for our employees at our company locations in Germany, we are bound by the IGBCE collective agreement
- we consistently implement the requirements and measures of collective agreements
- minimum wages and living incomes are guaranteed through collective agreement coverage
- compliance with the payment of living incomes in the supply chain will in future be monitored together with suppliers and partners under the Supply Chain Due Diligence Act

BENEFITS OF COLLECTIVE BARGAINING COVERAGE

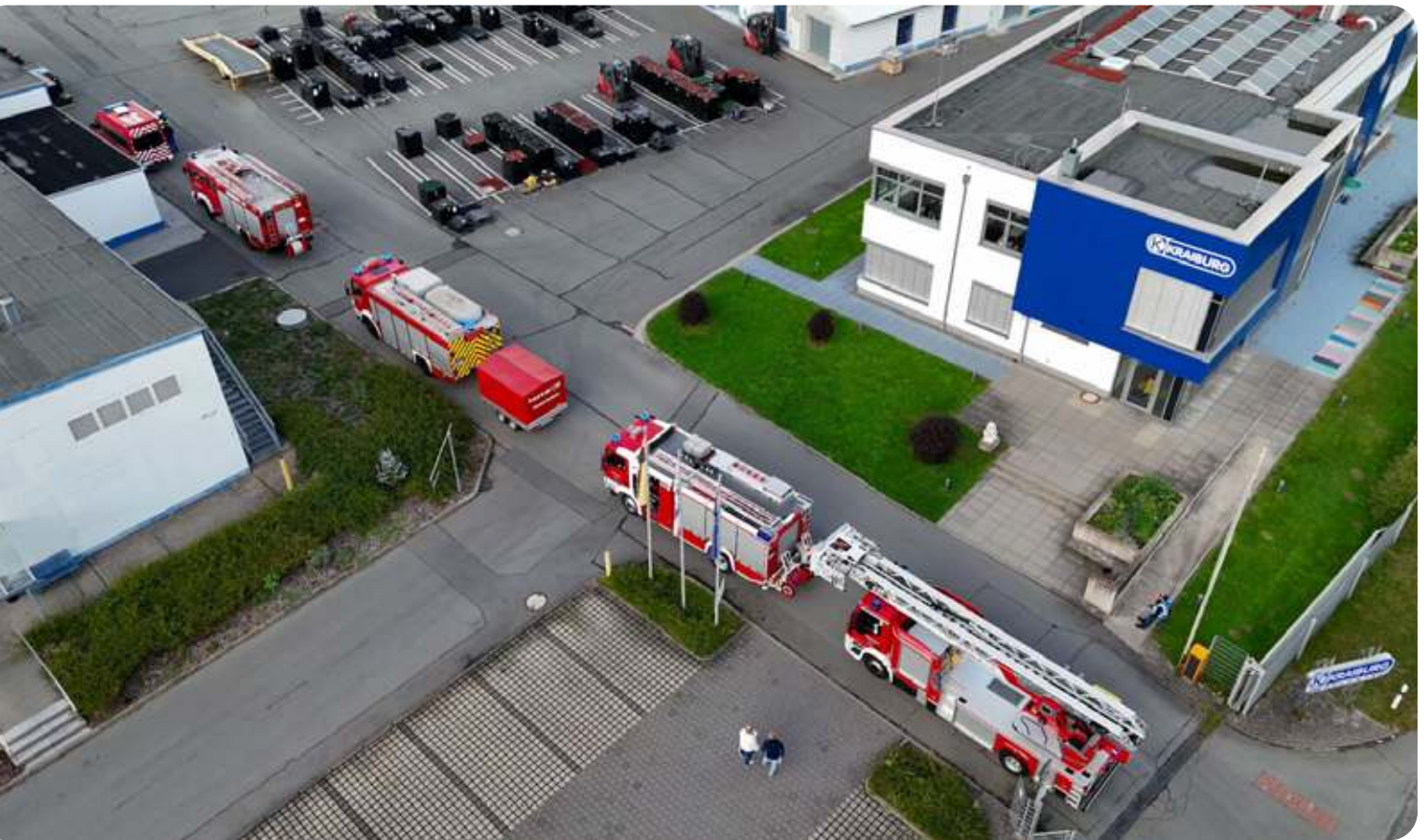


Employees also benefit from collective bargaining coverage in the following ways

Our collective agreements regulate many other matters for our employees:

- Working hours and holiday entitlement are set out in the collective agreements
- Healthcare provision, e.g. through supplementary long-term care insurance, is offered
- Additional benefits, such as the so-called “future contribution” or one-off payments to offset rising energy prices and much more, are triggered by collective agreement membership
- General working conditions are defined by the framework collective agreement





Workplace safety is one of the responsibilities of our QHSE department

Workplace safety is a key topic at KRAIBURG Relastec in ensuring the health and wellbeing of our employees. We are guided by, and comply with, the statutory basis of the Occupational Health and Safety Act, and also offer additional safety measures:

- Information on fire protection and regular fire drills
- Occupational safety committee
- Risk assessments of the various workplaces and facilities
- personal protective equipment is provided by the company
- Subsidies for additional occupational safety measures
- Crisis management with regular crisis exercises
- Annual instruction on occupational health and safety
- Appointment and training of evacuation assistants
- Appointment of first-aiders and fire safety assistants
- SOS inspection every 3 months with specific improvement measures
- Accident handling in accordance with the accident checklist
- Appointment of a fire safety officer
- Coordination of external contractors and visitors



Employee Satisfaction – A Building Block for Success and Future Security

Employee satisfaction is crucial to the success of our company. Here are some of the benefits:

- **Productivity:** satisfied employees are generally more productive than dissatisfied colleagues.
- **Customer loyalty:** a positive working atmosphere has a direct impact on customer satisfaction.
- **Innovation:** satisfied employees are more creative and innovative. They contribute new ideas and help to further develop the company.
- **Lower staff turnover:** high employee satisfaction leads to less staff turnover.
- **Company image:** a positive working environment improves the company's image.
- **Easier recruitment:** companies with satisfied employees find it easier to attract new talent.

Some of our measures to promote employee satisfaction:

- Election of a works council
- Staff meetings with the opportunity for feedback
- Agreements on flexible working time models such as mobile working and flexitime
- regular employee surveys
- Annual employee appraisals
- Respectful interaction between all levels of management as part of our corporate culture and management model
- Employee events, summer parties and year-end celebrations



Corporate benefits for those who keep everything running – our employees

With health promotion measures in the workplace as a corporate benefit, we not only boost the performance and motivation of our employees, and thus productivity in our company, but also position ourselves as an attractive employer. Ultimately, this strengthens our competitiveness while securing the long-term success of our company.

Our health management measures include, among others:

- occupational health care provided by BAD-Gesundheitsvorsorge und Sicherheitstechnik GmbH
- extra leave for older employees
- five days of care leave per year (on request)
- employee surveys and resulting permanent improvement measures, e.g. relating to noise nuisance
- cycle-to-work scheme
- height-adjustable desks
- prescription safety glasses for work
- free mineral water



Employee Satisfaction Also Supported by a Comprehensive Benefits Programme

Needs-based benefits increase the satisfaction of our workforce. We offer our employees an above-average range of benefits and are pleased to become an increasingly attractive employer. Benefits in detail:

- Collectively agreed benefits such as Christmas and holiday bonuses or company pension provision
- Demographic fund
- Grants or cost coverage from the LePha fund
- Supplementary long-term care insurance
- Additional pension provision
- Special leave for weddings, births and relocation
- Marriage and birth allowance
- Interest-free building loan of up to €2,600.00
- Reference bonuses for apprentices and farewell bonus for retirees
- Birthday vouchers
- Bonuses for 10, 20 and 30 years of service
- Subsidised lunch in the canteen
- Employee discount on the purchase of our products



Employee Training Is of Great Importance to Our Company

Here are some of the benefits it offers:

- Knowledge transfer and know-how: employee training makes it possible to impart important knowledge and skills. This is particularly relevant in times of digitalisation, when new developments are constantly emerging.
- Personal development: training supports employees' individual development. They can learn new skills and build on existing competencies.
- Efficiency and productivity: well-trained employees work faster, more efficiently and in a more structured way. This has a positive effect on the company's overall performance.
- Employee satisfaction: training shows employees that the company values their further development. This can increase employee satisfaction and reduce staff turnover.
- Adapting to change: the world of work is constantly changing. Regular training helps employees adapt to new developments and stay up to date.

Overall, employee training is a win-win for companies and employees alike. It builds competencies, boosts efficiency and contributes to the company's long-term success.

In addition to further development opportunities through the trade association, for example as a first-aider, KRAIBURG Relastec also provides a training budget for employees. This is available at all times both for further training requested by the employee and for further training recommended by managers as part of employee development.



For Us, Data Protection Is Not Just an Obligation, but Also a Way of Building Trust

Data protection is of essential importance at KRAIBURG Relastec. It not only serves to comply with statutory requirements but also has a far-reaching impact on customer trust.

Reasons why data protection plays a central role:

Fundamental rights and privacy: Data protection aims to safeguard the fundamental rights to privacy and informational self-determination. Every natural person has the right to know how their personal data is used. It goes without saying for us that we handle other people's data with care.

Customer trust: We take data protection seriously and maintain high standards. That is why we enjoy the trust of our customers.

Statutory requirements: The Federal Data Protection Act (BDSG) governs how non-public bodies must handle personal data. Compliance with this legislation is a must for us.

Competitiveness: By prioritising data protection, we strengthen our position within the competitive landscape.

Our data protection measures:

- an appointed data protection officer guarantees compliance with all data protection regulations, the proper use of our data processing programmes, and contact and exchange with the relevant data protection supervisory authority, and ensures that persons involved in processing personal data are made familiar with the data protection regulations
- declaration of commitment to confidentiality, secrecy and data protection in employment contracts
- strict implementation of document retention obligations
- digital advertising is sent only after registration and a subsequent double opt-in procedure
- no forwarding of digital correspondence during absence

GOVERNANCE

SUPERVISORY BOARD AND MANAGEMENT BOARD PAGE 39

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The Supervisory Board (from left): Franziska Schmidt-Fabri, Maximilian Westhoff, Marc Westhoff, Daniela Schmidt-Kuttner

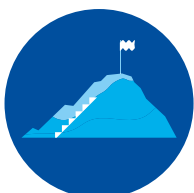


The Management Board (from left): Franz Hinterecker, Martin Klinger

“With our products and services, we make our customers successful”

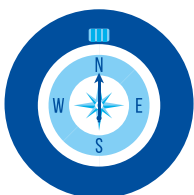
This is not only a value that KRAIBURG lives by, it is also the foundation of our success. Target-group focus, willingness to innovate and invest, flexibility and an international market presence are the factors that underpin our growth strategy. In our internal collaboration and in our work with our customers, open communication, clear allocation of tasks and reliability are very important to us. This is how we build mutual trust – an important prerequisite for a lasting relationship with our customers. For all our international reach, we remain a family business to this day, and we are very proud of that.

The Supervisory Board and Management Board of KRAIBURG Holding SE & Co. KG



Vision

We live in a world of finite resources. Sustainability therefore plays a significant role for us. Our vision is to be the market and quality leader in creating innovative solutions from recycled elastomeric materials that improve the safety and comfort of people all over the world.



Mission

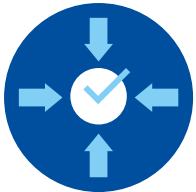
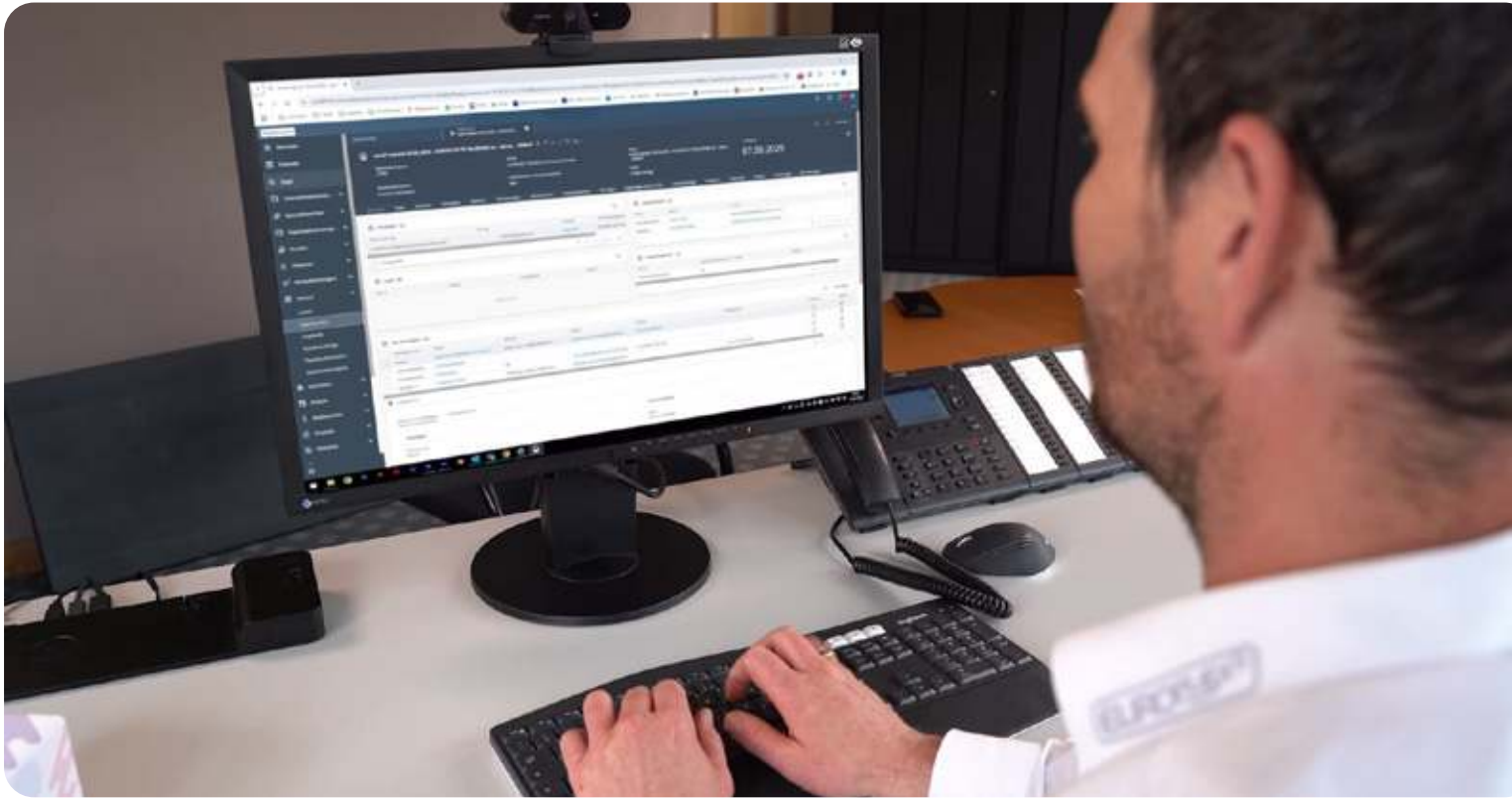
We develop, produce and distribute products made from recycled, elastic materials globally, for applications in construction, sport, leisure and transport.

Through our sustainable solutions, we ensure safety and comfort in everyday life. The satisfaction of our customers, partners and employees is at the heart of everything we do.



Equal Opportunities

Diversity means strength to us, and it contributes to the success of our company. We insist on a corporate culture in which all employees have the same opportunities regardless of ethnic origin, background, political views, age, religion, gender, sexual orientation or disability. In doing so, we support all employees with the same diversity of offerings and measures, in order to embed diversity as a core value in KRAIBURG Relastec's corporate culture.



Customer Focus

Customer focus is the foundation of lasting customer loyalty: it is a promise to our current and future customers that they are at the centre of our thinking and actions, and that the whole company is committed to this goal. The basis for this customer focus is that every one of our employees fulfils their customer-supplier relationship.

Quality Philosophy

Continuous improvement, as a core value, is the basis for us to meet the highest quality standards. We continuously optimise our processes, products and services in order to enhance quality and ensure outstanding customer care.

Our customers expect high-quality, functional and safe products. We see customer care not merely as a task that ends once our products leave our premises, but promise to remain at your side beyond that as a competent partner.

Our quality management system, tailored to our customers' individual needs, helps us achieve these goals. Our organisation's certification to DIN EN ISO 9001 guarantees consistently customer-focused, structured and solution-oriented processes.

We see complaints processes as both an opportunity and an obligation. A smooth process for handling enquiries and complaints is essential here. Together with the customer, we find the right products for the applications required. However, we are also honest about possible drawbacks of our products or limitations in their technical implementation.





Social Responsibility

At KRAIBURG Relastec, social responsibility means more than simply complying with laws and regulations. Our employees are our greatest asset. That is why we focus on keeping them healthy, on ergonomics in the workplace and on avoiding hazards in the course of their work, and we continually strive for improvement.

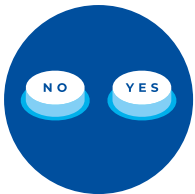
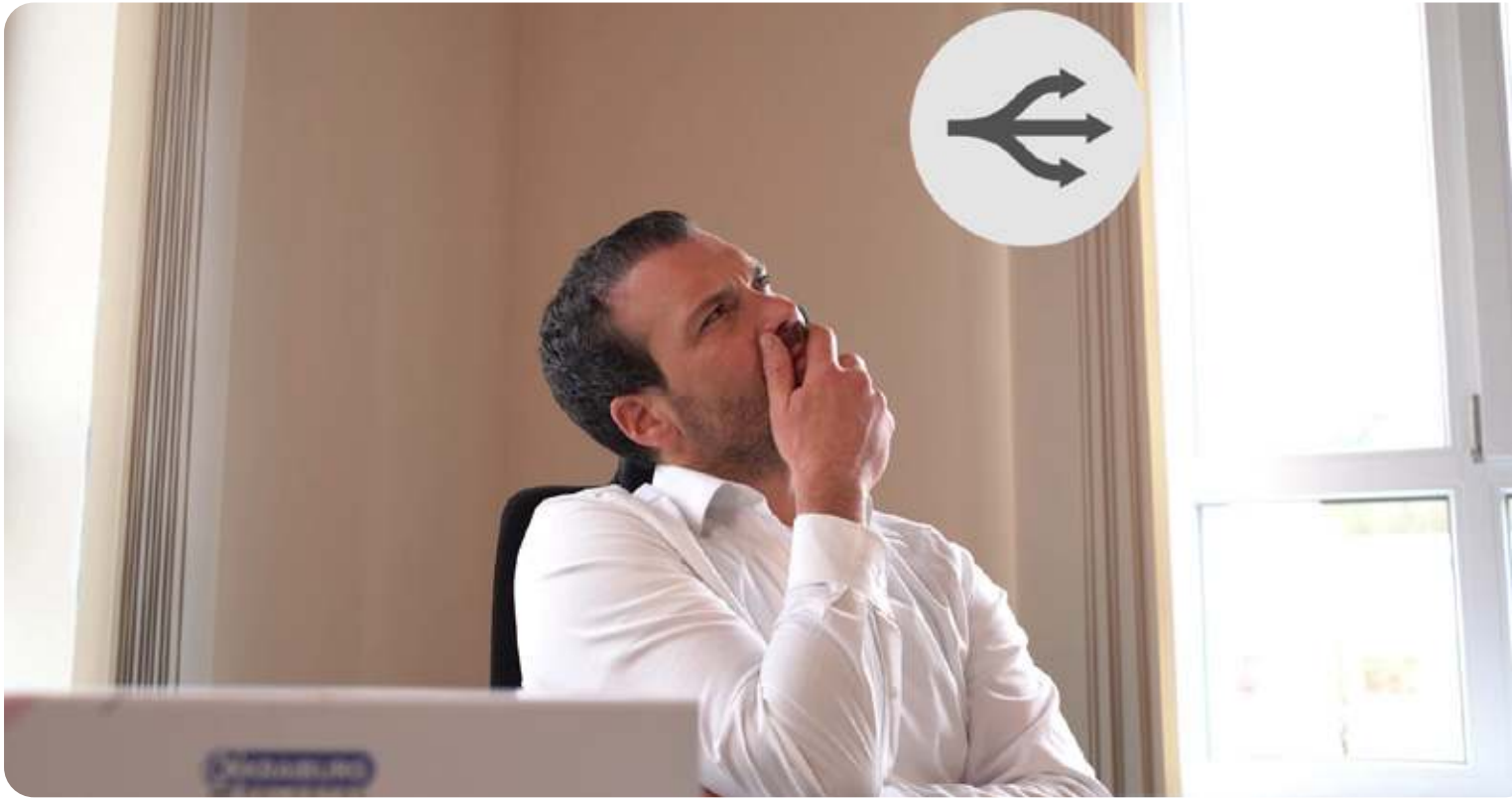
Fair pay and a commitment to collective bargaining are just as much a matter of course for us as measures for further training, career development and achieving a positive work-life integration. As one of the top employers in the Altmark region, we are also aware of our responsibility towards the region.



Respectful Interaction

Respectful, open and appreciative interaction is the basis for good relationships. This applies not only within our company but also in our dealings with our partners and suppliers. Courtesy is one of our core values, and we accept everyone's strengths and weaknesses within the company, without trying to change or "educate" anyone. In the event of disagreements or problems, we seek an early, clarifying personal conversation and find a solution.

We stand up for our views without verbally attacking or hurting the person we are talking to. Through honesty and reliability in our actions and statements, we build trust for long-term professional and business collaboration.



Decision-Making Competence

Decisions are made on the basis of our strategy and our values. Feedback, suggestions and know-how from our teams are a firm part of the decision-making process.

To reach decisions, we rely on facts and on our experience. Once a decision has been made, it is supported by everyone involved.

However, should a decision turn out to be flawed or wrong, we address this openly and correct it accordingly.



Responsibility for Actions

For us, taking responsibility means engaging with an issue and making it our own. This involves doing what is necessary to fulfil tasks and overcome problems.

Respect, dignity and empathy are prerequisites of our error culture, because no one likes making mistakes. But making mistakes is only human. Bringing understanding, and also compassion, to failed endeavours is the foundation of our error culture. We admit our mistakes and accept them, but never forget to analyse them, learn from them and draw positive benefit from them.



Transparency

Open communication, both within and beyond our company, is the basis for transparency in our dealings with employees as well as partners and suppliers of KRAIBURG Relastec. Management explains and justifies its actions to teams in a comprehensible way. This ensures that everyone feels involved in the company's decision-making processes.

For us, transparency also means responding to employees' concerns across all levels of hierarchy and resolving any problems promptly. We place great importance on a relationship of trust with our partners and suppliers. Here too, transparent communication is firmly embedded as a corporate value. A positive public perception matters to us.



Sustainability

Sustainability has a long tradition at KRAIBURG Relastec and encompasses not only ecological but also economic and social aspects. From the very founding of KRAIBURG Relastec, the intention was to create new, useful and innovative products from existing resources. In doing so, we continue to contribute to reducing greenhouse gases and preserving a better environment to this day.

The drive to take responsibility, deliver ever-better quality and develop ever more efficient manufacturing methods has ensured that KRAIBURG Relastec remains a solid, future-proof company to this day. Fair treatment of employees, together with the long employment relationships this results in, contributes to social sustainability.



Lobbying Register for Representing Interests to the German Bundestag and Federal Government

Representing societal interests to policymakers and the public is a defining feature of every democracy.

The lobbying register makes it possible to track the influence exerted by lobbyists on political decisions. Citizens should be able to see who is influencing the German Bundestag or the federal government, with what budget and with what arguments. Transparency is intended to strengthen trust in the credibility of parliament and government.

KRAIBURG Relastec has been listed in this register since 2022, thereby publicly demonstrating its contact with the federal government and its willingness to help shape EU legislation, sustainability and resource protection.



Corruption and Bribery

KRAIBURG and its business partners, including management, employees and subcontractors, act in accordance with the relevant law regarding criminal and regulatory offences. In particular, acts of corruption and bribery – both within the private sector and in relation to the public sector – are punishable by criminal or administrative penalties.

Management, employees or subcontractors will not demand, allow to be promised, or accept any advantage for themselves or a third party in return for granting, or agreeing to grant in future, an unfair advantage (bribe-taking). Conversely, offering, promising and granting such an unfair advantage is likewise prohibited (bribery). The latter applies in particular to public officials and persons with a special public function with regard to their official duties, but also to private individuals, unless a legally valid approval from the relevant superior has been obtained.

In the private sector, it is permitted to grant and accept advantages that are customary and socially appropriate with regard to the respective business relationship. As a rule, such advantages must not exceed a value of EUR 60.00. Accepting or granting advantages beyond this amount requires prior approval from the relevant Compliance Officer and/or management. Approval may be granted if it can be ruled out that the advantage is linked to preferential treatment.



Antitrust Law



Competition and a free market economy are essential elements of a free society. Their security and protection are in the interests of KRAIBURG and its business relationships. Management, employees and subcontractors must always comply with applicable European and international competition and antitrust law. In particular, the following is prohibited:

- Coordination of prices, price increases and other pricing parameters (discounts, rebates, payment terms, etc.)
- Exchange of sensitive market information between competitors, such as sales, prices, strategies, customer data or market shares
- Division of markets, in particular the mutual allocation of customers and sales territories
- Non-solicitation and exclusivity commitments, unless exempt from the prohibition on cartels
- Resale price maintenance obligations, i.e. obligations on customers to resell at a minimum or fixed price
- Abuse of a dominant market position
- Bid rigging in a public or private tender procedure



Labour and Human Rights



KRAIBURG and its business relationships comply with the Universal Declaration of Human Rights of the UN, the International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work (core labour standards), and the provisions of Section 2(2), Nos. 1-12, of the LkSG. We expect our business relationships to protect international human rights, refrain from committing human rights violations and avoid complicity in human rights violations.

Forced labour, including prison labour, bonded labour and child labour, is strictly prohibited. Unless national legislation requires a higher age limit, no children of compulsory school age or under the age of 15 may be employed. The provisions of ILO (International Labour Organisation) Convention No. 138 are excepted.

Anyone under the age of 18 may not carry out hazardous work or work at night. Wages and other benefits must not fall below the statutory minimum wage. All other applicable national labour laws, such as maximum working hours, must be complied with. Employees' right to freedom of association and to wage negotiations must be respected.



Environmental and Climate Protection



KRAIBURG sets ambitious targets for all sites worldwide to reduce CO₂ emissions. To achieve these targets, corresponding climate programmes with reduction measures are developed. Based on the principles of the Global Compact, the objectives of the Paris Climate Agreement and the provisions of Section 2(3), Nos. 1-8, of the LkSG, KRAIBURG and its business partners assume social and environmental responsibility for long-term environmental and climate protection.

KRAIBURG and its business partners strive to conduct their business operations in an environmentally sustainable way and comply with all applicable laws and regulations for the protection of the environment. When selecting new business partners and raw materials, developing new products, operating production facilities, and in packaging, transport and logistics, as well as throughout the entire product life cycle (cradle-to-grave), care is taken to keep all resulting impacts on society, the environment and the climate as low as possible.

All employees are therefore obliged to protect soil, water, air, biodiversity and cultural assets. The occurrence of environmentally harmful effects must be prevented by suitable environmental protection measures in conjunction with statutory requirements. Resources must not be wasted. An environmental management system in accordance with ISO 14001 or a comparable system must be put in place and a climate strategy must be developed.



Compliance with Health and Safety Standards



Employees and business partners of KRAIBURG are at all times obliged to ensure a safe and healthy working environment. Safety and occupational health and safety regulations must be strictly complied with. Appropriate strategies, preventive measures and controls for employees' occupational health and safety must be in place.

We also expect these regulations to be complied with throughout the supply chain.

Charitable Donations



As a company, however, we want to support not only our own employees but also get involved in social projects beyond our company.

In doing so, it is important to us to avoid sponsorship and instead to focus on supporting regional projects, youth projects, care facilities or projects related to inclusion. We also make donations to support science and research.

For this purpose, an annual budget is made available in consultation with the parent company.



We are aware of our responsibility for the future.

That is why we voluntarily undergo sustainability assessment by EcoVadis.

We want to...



... living the values of our corporate culture

Our corporate culture includes, among other things, open communication and transparency, not only in our dealings with our workforce but especially with our partners and customers too. Sustainability is an important part of this culture. In our view, it is important and right to be able to respond to enquiries on today's key issues and to be open about how we deal with these topics. Sustainability and openness, both within and beyond the company, have a long tradition at KRAIBURG Relastec.



... being part of a large network of future-proof companies

EcoVadis is regarded as one of the most reliable and recognised rating providers for sustainability assessments. With over 100,000 companies worldwide, it is one of the largest platforms on which companies that recognise environmental, social and ethical performance as a key factor in their future viability can connect with one another. Sustainability requirements are constantly growing, and requests from our partners for assessments of social responsibility and sustainability are becoming more frequent.



... communicating our efforts to date as part of the assessment

In preparation for an initial assessment, we already had a Corporate Carbon Footprint calculated in accordance with the Greenhouse Gas Protocol by the renowned external service provider "denkstatt" in 2022. The direct and indirect emissions were determined taking Scope 1 and 2 as well as relevant Scope 3 categories into account. The CCF confirmed what we, as a processor of secondary raw materials, had long been convinced of: by largely avoiding the use of primary raw materials, we avoid over 130,000 t of CO₂e per year. This is roughly equivalent to the annual emissions of a small town with over 17,000 residents.



... improving our performance, making progress measurable and sharing it

EcoVadis already awarded KRAIBURG Relastec a bronze medal following our initial assessment. The following year, we were awarded the silver medal. This places us among the top 15 % of all companies assessed. Naturally, we now have both the ambition and the responsibility to continue improving. An EcoVadis assessment takes place on a regular, annual basis. EcoVadis provides helpful tools that are standard within the global network, enabling comparisons with other companies in the network. This allows others to search directly for partners for their sustainable projects.



Inspiring Society and Politics for Sustainability

KRAIBURG Relastec is one of the founding members of the NEW LIFE initiative.

NEW LIFE's declared aim is to promote sustainable products and raise people's awareness of conscious, resource-saving consumption.

To achieve this goal, NEW LIFE also engages with local authorities, urban planners, landscape architects, landscaping contractors, politicians and delegations from around the world.

The following measures and activities are implemented by NEW LIFE:

- international presence via a website in German and English www.initiative-new-life.de/
- presence on social media channels such as LinkedIn and Instagram
- regularly published NEW LIFE magazine featuring information on the circular economy
- presence at trade fairs on the topics of environment and sustainability
- meetings with representatives from local authorities, cities and politics
- carrying out projects with local authorities and schools
- publication of articles on sustainability, the environment and the circular economy across a broad range of trade media
- extensive news feed on the website and distribution of newsletters covering sustainability, the circular economy, the environment and approaches to sustainable projects

Examples from the NEW LIFE website news feed: www.initiative-new-life.de



Batterien gefährden die klimagerechte stoffliche Verwertung von Altreifen

11. Juni 2025

Die nachhaltige Verwertung von Altreifen ist ein zentraler Baustein der Kreislaufwirtschaft im Reifensektor. Damit die stoffliche Verwertung von Altreifen reibungslos, sicher und umweltgerecht funktioniert, ist

[Weiterlesen »](#)



Rückenwind für Reifen-Recycling: EuRIC-Manifest stärkt Forderungen von NEW LIFE

3. Juni 2025

Mit dem kürzlich veröffentlichten "Manifest für einen wettbewerbsfähigen Reifenrecycling-Sektor" sendet die European Recycling Industries Confederation (EuRIC) ein deutliches Signal an Politik und Wirtschaft: Eine nachhaltige

[Weiterlesen »](#)



NEW LIFE für den Lammsbräu Nachhaltigkeitspreis 2025 nominiert – mitstimmen beim Publikumspreis!

2. Juni 2025

Große Freude bei NEW LIFE: Unsere Initiative gehört zu den Finalisten des renommierten Lammsbräu Preises für Nachhaltigkeit 2025! Die Jury hat NEW LIFE in der

[Weiterlesen »](#)

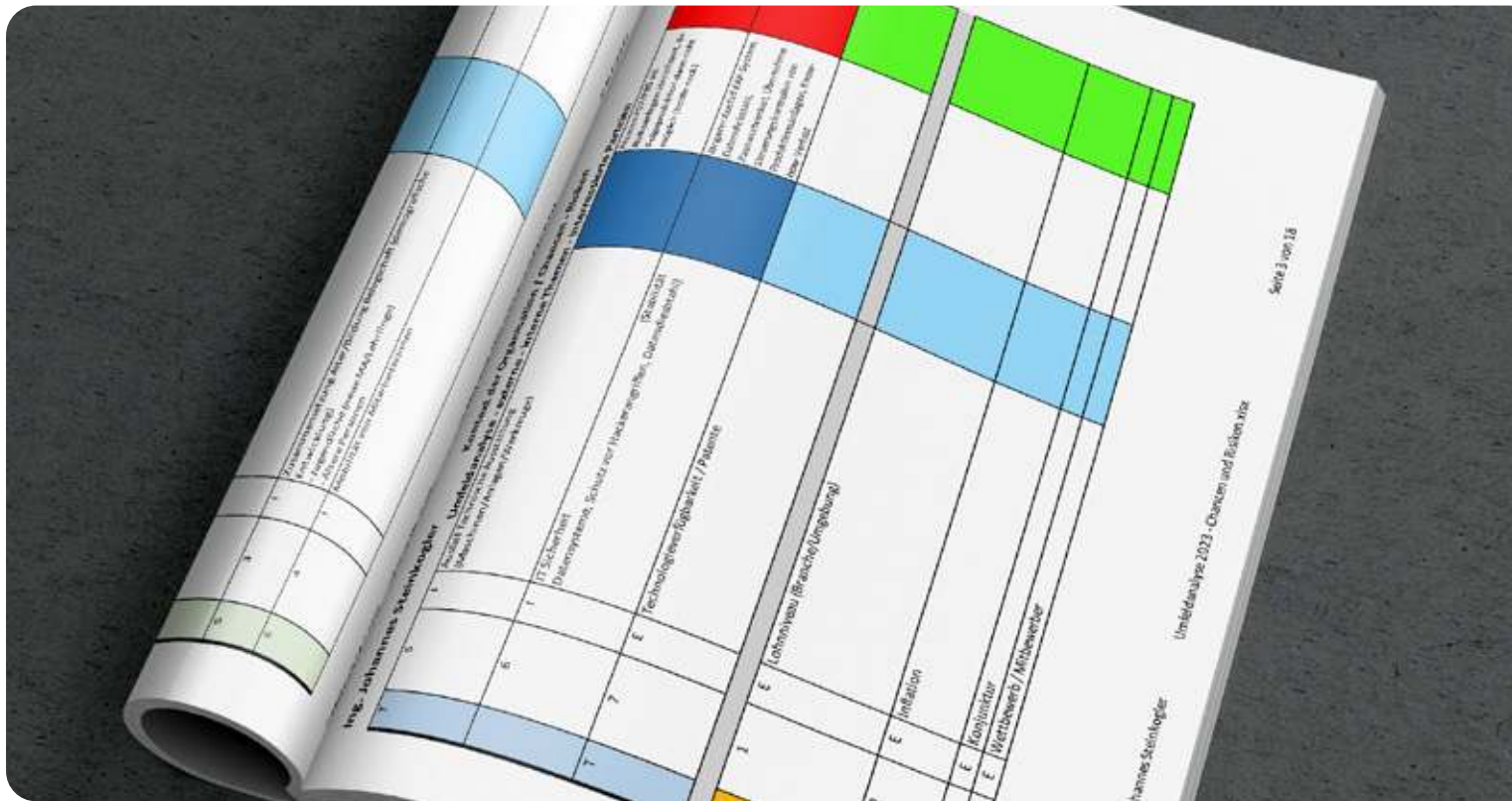


Recircle Awards 2025 für Genan und Netzwerk-Koordinatorin Christina Guth

26. Mai 2025

Das AZuR-Netzwerk trumpfte bei der Verleihung der Recircle Awards 2025 in Bologna gleich sieben Mal auf. Die internationale Fachjury zeichnete NEW LIFE-Partner Genan für innovative

[Weiterlesen »](#)



Identifying Risks and Opportunities for Our Company

In order to identify the key ESG factors (environmental, social, governance) that affect the company, KRAIBURG Relastec carries out annual environmental scans.

These analyses focus on the company's impact on the environment, society and corporate governance. The aim is to identify and prioritise risks in order to develop suitable risk management measures and minimise negative outcomes. Opportunities are, of course, also identified alongside this.

The following categories are examined:

- Socio-cultural factors (such as education, income distribution, values)
- Technological factors (such as research, new products and processes)
- Economic factors (such as inflation, exchange rates, economic cycles)
- Political factors (such as stability, regulatory requirements, funding)
- Environmental factors (such as energy resources, environmental impact, waste)
- Legal factors (such as legislation, competition regulations, legal certainty)
- Pandemic-related factors

WE SUPPORT

Through our commitment and dedication to the principles and objectives of the United Nations, we contribute to a fair and sustainable economy

Since March 2024, our company has been an official supporter of the United Nations Global Compact (UNGC). We are committed to the 10 principles of the UNGC, which are anchored in the areas of human rights, labour standards, environmental protection, anti-corruption, responsible corporate governance, and inclusive and sustainable growth.

The Ten Principles of the United Nations Global Compact are derived from: the Universal Declaration of Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention against Corruption.

Our support for the UNGC underlines our long-term commitment to sustainability, ethical business practices and social responsibility. It provides us with a clear framework for continuously developing our business processes in line with internationally recognised standards. It also strengthens our credibility with stakeholders, customers and employees, and is an essential part of our corporate strategy for a responsible future.

THE TEN PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT

HUMAN RIGHTS

- 1** Businesses should support and respect the protection of internationally proclaimed human rights, and
- 2** make sure that they are not complicit in human rights abuses.

LABOUR

- 3** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining,
- 4** the elimination of all forms of forced and compulsory labour,
- 5** the effective abolition of child labour, and
- 6** the elimination of discrimination in respect of employment and occupation.

ENVIRONMENT

- 7** Businesses should support a precautionary approach to environmental challenges,
- 8** undertake initiatives to promote greater environmental responsibility, and
- 9** encourage the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION

- 10** Businesses should work against corruption in all its forms, including extortion and bribery.

The Ten Principles of the United Nations Global Compact are derived from: the Universal Declaration of Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention against Corruption.



QUALITY PRODUCTS MADE FROM RECYCLED RUBBER GRANULATE
SOLUTIONS FOR SAFETY AND COMFORT IN EVERYDAY LIFE

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